

The State Board of Regents met on Wednesday, April 15, 1992, at Iowa State University, Ames, Iowa. The following were in attendance:

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Members of State Board of Regents

Mr. Pomerantz, President	All sessions
Mr. Berenstein	All sessions
Mr. Dorr	All sessions
Mr. Fitzgibbon	All sessions
Ms. Furgerson	All sessions
Ms. Hatch	All sessions
Ms. Johnson	All sessions
Dr. Tyrrell	All sessions
Mrs. Williams	All sessions

Office of the State Board of Regents

Executive Director Richey	All sessions
Deputy Executive Director Barak	All sessions
Director Smith	All sessions
Director Volm	All sessions
Assistant Director Hudson	Excused at 11:45 a.m.
Minutes Secretary Briggle	All sessions

State University of Iowa

President Rawlings	Excused at 4:35 p.m.
Vice President Nathan	Excused at 4:35 p.m.
Vice President Rhodes	Excused at 4:35 p.m.
Interim Vice President True	Excused at 4:35 p.m.
Associate Vice President Davis	Excused at 4:35 p.m.
Associate Vice President Small	Excused at 4:35 p.m.

Iowa State University

President Jischke	Arrived at 11:16 a.m.
Interim Provost Swan	All sessions
Vice President Madden	All sessions
Vice President Thielen	All sessions
Interim Vice President Crawford	All sessions
Associate to the President Adams	All sessions
Treasurer Thompson	All sessions
Executive Assistant to the President Mack	All sessions
Assistant Vice President Pickett	All sessions
Director Jensen	All sessions

University of Northern Iowa

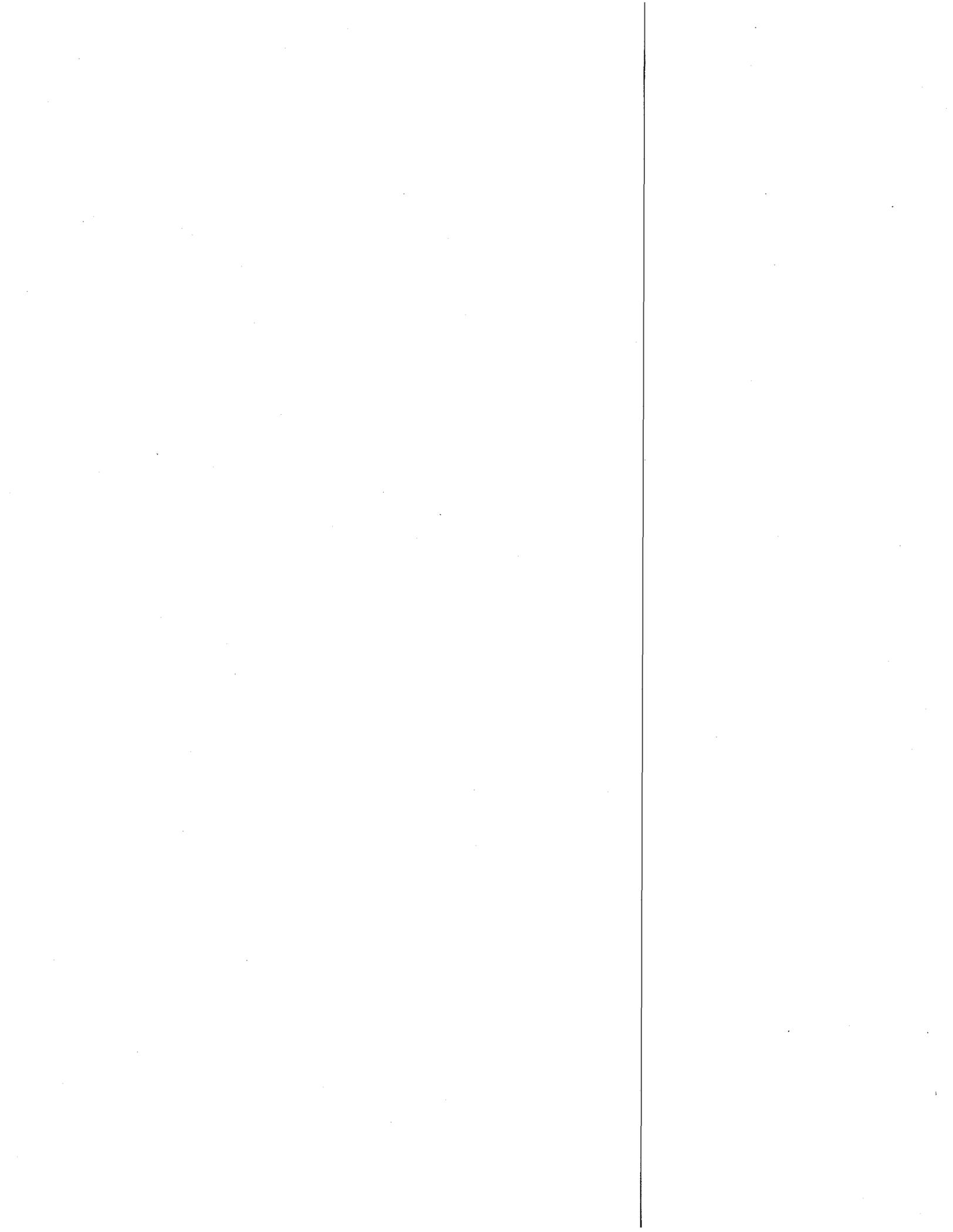
President Curris	Excused at 5:45 p.m.
Provost Marlin	Excused at 5:45 p.m.
Vice President Conner	Excused at 5:45 p.m.
Vice President Follon	Excused at 5:45 p.m.
Executive Ass't. to President Stinchfield	Excused at 5:45 p.m.
Director Chilcott	Excused at 5:45 p.m.

Iowa School for the Deaf

Superintendent Johnson	Excused at 5:46 p.m.
Business Manager Nelson	Excused at 5:46 p.m.
Interpreter Cool	Excused at 5:46 p.m.
Interpreter Reese	Excused at 5:46 p.m.

Iowa Braille and Sight Saving School

Superintendent Thurman	Excused at 5:48 p.m.
Director Hauser	Excused at 5:48 p.m.



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The following business pertaining to general or miscellaneous business was transacted on Wednesday, April 15, 1992.

**APPROVAL OF MINUTES OF BOARD MEETINGS, MARCH 11 AND MARCH 18, 1992.** President Pomerantz asked for corrections, if any, to the Minutes.

**ACTION:** President Pomerantz stated the Board approved the Minutes of the March 11 and March 18, 1992, meetings, by general consent.

**ELECTION OF PRESIDENT FOR THE BOARD OF REGENTS.** The Board Office recommended the Board elect the President of the Board of Regents for the term May 1, 1992, through April 30, 1994.

Section 262.9 of the Code provides that the Board of Regents shall elect from its members a president of the Board in each even-numbered year, who shall serve for two years "and until a successor is elected and qualified".

President Marvin Pomerantz was reelected in May 1990 for the current term which will expire on April 30, 1992.

The President of the Board has customarily presided over the elections. Only when the position is vacant does the Board ask the Executive Director to preside over the election.

Regent Furgerson nominated Marvin Pomerantz as President of the Iowa State Board of Regents. Regent Berenstein seconded the nomination. Regent Hatch moved that the election be by acclamation, seconded by Regent Dorr.

President Pomerantz asked if there were additional nominations. There were none.

**MOTION:** Regent Furgerson moved to elect Marvin Pomerantz. Regent Berenstein seconded the motion, and it carried unanimously.

President Pomerantz thanked the Regents for the vote of confidence. He said the vote should speak very clearly to all of those who follow the Board of Regents that the Regents are very much together on what is best for the

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institutions the Regents govern. He appreciated very much being given another opportunity to assist in the leadership of this very fine organization. They have much work to do. They are on a path that will require increasing effort and increasing commitment.

**DENTAL HYGIENE PROGRAM AT THE UNIVERSITY OF IOWA.** The Board Office recommended the Board (1) receive the report of external consultants on the Dental Hygiene Program, (2) approve the discontinuance of the program effective June 1992 as recommended by the University of Iowa administration in the December 1991 docket, and (3) request that the University of Iowa give consideration to the recommendations of the External Review Committee regarding articulation with the community colleges.

In December, the Board requested an external review of a recommendation by the University of Iowa to:

1. Approve closing the Department of Dental Hygiene on June 30, 1992.
2. Approve development of a baccalaureate completion program for dental hygiene graduates of Iowa's community colleges.

Three external consultants were engaged by the Board Office to conduct the review. The charge to the Committee was to:

1. Assess the review of the Dental Hygiene Program by the University of Iowa, including an analysis of the statewide health and educational implications and any related matters such as possible articulation with the community colleges.
2. Develop recommendations to the Board of Regents regarding the future of the Dental Hygiene program.

Both the Dental Hygiene Program personnel and the university administration were asked to provide all relevant information regarding the issue to the consultants and each had an opportunity to provide comments and presentations at an open hearing.

The External Review Committee (ERC) met once by conference call and twice in face-to-face meetings to discuss the study, review and discuss extensive materials on the subject and by telephone, mail, and fax completed a report to the Board of Regents. One of the meetings was an on-site meeting that included a 1-1/2 day open hearing.

The External Review Committee majority report states that "while the University process of review was not perfect there is no evidence that the administration deviated from an established pattern of program review" in assessing the Dental Hygiene Program. The External Review Committee report noted that despite shortcomings in the university process the majority of the committee "believes that both the substance of the errors and the testimony of

the Ad Hoc Committee members [at the open hearing held by the ERC] were not sufficient to produce a different conclusion."

A majority of the external consultants made the following recommendations:

1. The External Review Committee would not change the recommendation to close the Dental Hygiene Program made previously to the Board of Regents.
2. The university should aggressively pursue a mechanism to resolve articulation problems with community colleges particularly as applied to dental hygiene and other allied health professions.
3. The university should provide leadership to determine the interest of the local community college in establishing an associate degree program and a clinical affiliation with the College of Dentistry to support a continuity of experience as well as graduates for the work force.
4. The university should examine the development of a degree completion program that would incorporate multiple health professions.
5. The university should consider adjusting the curriculum of the master's degree in dental Community Health to meet the needs of dental hygienists for advanced education beyond the baccalaureate degree.

The external consultants provided a reasonably objective, comprehensive review of the issue and provided exceptional opportunities for all sides and all persons interested to participate in the review.

President Pomerantz stated that several people were scheduled to make presentations to the Board regarding the University of Iowa dental hygiene program. If there are others who wish to speak the Board would do its best to accommodate those individuals. Those scheduled to speak were Robert Barak, Charles Ford, Chair of the External Review Committee, Jan Brown of the Iowa Dental Hygiene Association, and Dorothy A. O'Brien with Noyes, O'Brien, Gosma and Brooke, a Davenport law firm representing the faculty of dental hygiene.

Director Barak reviewed the background of the dental hygiene program's proposed elimination. He noted that Dr. Ford had interrupted his sabbatical leave to England in order to assist in the review effort.

Dr. Ford stated that he would address the process of the External Review Committee's effort, summarize the committee's recommendation, and answer any questions the Regents might have. He said the documents the Regents had received included both the majority report and minority report of the External Review Committee.

With regard to the process of the External Review Committee, Dr. Ford stated that the time allotted for their effort was relatively short for three busy

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people. The two other committee members were a person from the East Coast and a person from the West Coast, both of whom had prior commitments. Dr. Ford also had prior commitments but he was the freest individual. Dr. Ford committed himself, as the chairman of the committee, to have a draft report completed by April 1. The other members of the committee agreed with that schedule. He noted that the committee's schedule worked back from today's date to try to meet the Regents' schedule. He said the committee members preferred to operate as a team; however, considering the time they were given to complete their tasks and the dates they each had available, the committee members ended up doing things more individual than Dr. Ford would have preferred. When they originally discussed the committee's schedule, they talked about making two campus visits. A second visit was precluded by the conflicts of dates of the committee members. They could not find a common date on which to make a follow-up visit. Individual committee member's assignments were made at the time of the March 15 site visit for writing the report. The date set for the reports was March 24 by fax in draft. March 27 and March 28 Dr. Ford committed to getting back to the committee with a draft of the first report. On March 29 the committee was scheduled to have a teleconference, if the report was in draft, with a potential for a Chicago visit for the committee to resolve differences. Dr. Ford said one member of the committee did not provide the information in a timely fashion. Dr. Ford proceeded to piece together the draft report based upon the information he had available at the time. He said that was the history of the schedule and the process.

With regard to the site visit, Dr. Ford said the visit was a committee deliberation. Immediately following the open hearing the committee members met in executive session. Dr. Ford asked the committee members for a summary of their thoughts. At that point it was apparent to him that the other two individuals had pretty well made up their minds and were not going to change their positions much. One had concluded that the process was flawed and the decision was flawed. The other had concluded that the process may have been flawed but the conclusion was not flawed. That left Dr. Ford in a very difficult position. He was being asked to cast the deciding vote. He said that at that point he had not decided what his position would be. He wanted to review the testimony and all the documents again in light of the testimony. Meanwhile, he asked that they each go back to their own respective homes, search their minds and search their hearts and come up with an independent conclusion based upon the facts as though they were serving as an independent committee member and not as a committee of the whole. He also indicated that in the event it looked likely that there would not be unanimity among the committee members, he was willing to accept a minority report.

The committee members worked on their individual sections of the report. The first draft was sent out on March 30 to both members at the same time. Dr. Ford asked each of the committee members to respond in writing line-by-line with changes, additions and corrections. Dr. Kennedy faxed back the complete draft on a line-by-line basis with the changes, additions and

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corrections. Dr. Ford did not receive the same response from Professor Ryan. The second draft, as a result of both conversations and follow ups on editings, corrections, additions, disagreements was sent out April 3, 1992, with the same instructions. By that time the information was on disk and it was sent to Dr. Barak on disk in the event the final draft might have some changes or some exceptions. Dr. Ford wanted to get the information to Dr. Barak in a timely fashion in order to make the mailing to the Regents in a timely fashion. Some changes were made to the final draft as a result of Dr. Ford's request for additions, corrections or deletions in writing from the other two committee members. That, he said, was a summary of the activities of the committee.

Dr. Ford hoped that the External Review Committee's process and activities would not be an issue. However, because of the minority report submitted by Margaret Ryan and the aftermath of documents the Regents had received, he said he knew it would become an issue.

The External Review Committee members agreed in their deliberations that there were probably a number of conclusions they could reach before even looking at the process. They could conclude that the process could be faulted and the results valid in the sense that nothing is perfect and it is easy to be a "Monday morning quarterback". They could also determine that the process was faulted and, therefore, the conclusions were invalid. They could also determine that the process was valid and the results were valid, or the process was valid with results being invalid. Dr. Ford said the final conclusion they could have reached was that it was inconclusive based upon the evidence.

The External Review Committee members concluded by their own professional judgment that they had to be jurors, look at the weight of evidence and make a subjective judgment. Dr. Ford noted that the Regents also had to make a subjective judgment about the future of the University of Iowa dental hygiene program. The weight of evidence is there but at some point they have to determine whether or not they agree with it.

Dr. Ford noted that the last section of the committee's report was changed as a result of discussions both with Professor Ryan and Dr. Kennedy. Dr. Ford said he was the author of the last section. Each section had an author. Dr. Barak wrote the draft for the background section. Dr. Ford did the final editing. He said he would have preferred unanimous consent but that was not possible.

Dr. Ford then addressed the summary and the executive summary. He said the majority of the External Review Committee would not change the recommendation made previously to the Board of Regents. Dr. Ford said he searched his heart, he searched the facts and he listened intently. If there were any bias that he might bring to this, it would support the dental hygiene program. Dr. Ford was a past dean of allied health, an associate dean of one of the first

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schools of allied health in the country, and one of the first faculty members for the first baccalaureate institution in allied health in the country. He said his sympathies lie with the allied health professions and with the dental hygiene program specifically. He said coming to the conclusion which he came to was not easy for him. He looked for the weight of the evidence. Was there anything in the process that was so overwhelming, so bad, so incorrect, so biased, so controversial, so conspiratorial that would suggest the process was flawed? He found that there was nothing in the documents, evidence or testimony that would indicate the university committee was wrong. Therefore, he had to concur with them and Dr. Kennedy did the same.

With regard to the five recommendations, Dr. Ford indicated that the pivotal point was number one. If they concurred that number one was flawed and the process was wrong, then the rest was irrelevant. Therefore, the bulk of the committee's time and energy was put on the process. The rest of the summary and the rest of the recommendations are secondary to number one. If a different conclusion resulted with regard to recommendation number one, they would probably get a different conclusion with the rest of the recommendations.

Dr. Ford stated that Dr. Barak suggested to the committee members that if they were going to spend this time and energy they should at least give their professional assessment of what this all meant. The committee suggested that the university should aggressively pursue a mechanism to solve the articulation problems with the community colleges particularly as applied to dental hygiene and other allied health professions. Articulation has been a problem and it will continue to be a problem. Dr. Ford stated that in Maine students cannot transfer from one institution to another and keep all their credits. Therefore, he said that to assume that all the problems of articulation are going to be solved is not realistic. Articulation should not be treated lightly. The Regents need to pay attention to it and they need to make a commitment to it.

Recommendation number three stated that the university should provide leadership to determine the interest of the local community college in a clinical affiliation with the College of Dentistry to support a continuity of experience as well as graduates for the work force. The report indicates that health science programs are expensive to build. They are expensive to maintain. They are expensive to stock. The state of Iowa has a wealth of experience and talent in this program. There is also a wealth of goodwill. It would be a shame for this to go by the boards if the Regents decide to close the University of Iowa dental hygiene program. Dr. Ford stressed that they needed to have a strategy for using the experience, the background, the graduates, and the goodwill to translate into something different that will be helpful to the state and the work force.

Dr. Ford stated that recommendation number four was that the university should examine the development of a degree completion program that would incorporate

multiple health professions. In looking at health professions for the year 2000, over and over the theme is that they have gotten too specialized. They do not talk to each other. There is no health care delivery system. It is a series of separate entrees in which people do not work together and patients fall through the cracks. The notion of having multiple health professions work together is one that has been discussed and has had successes in trials in the last two decades. It is something on which they cannot give up. It is something they must pursue. The whole notion of wellness, disease prevention, service to patients and the community is not unique to dental hygiene or dentistry. It is a commonality in the health professions. He said they ought to emphasize those similarities and commonalities within the specialties.

Recommendation number five was that the university should consider adjusting curriculum in the master's degree in dental community health to meet the needs of dental hygienists for advanced education beyond the baccalaureate degree. Dr. Ford said the testimony was that some dental hygienists pursue other avenues including dental health. The majority of the committee agreed that avenues should be opened for all health professionals for advanced education. They ought to keep those avenues open as much as possible within the area they want to pursue. Since students have already pursued dental hygiene this area it ought to be pursued more aggressively. They should not close off the master's degree for students who want to pursue it. It should be a different master's degree, one that can be afforded and one that will attract more students.

Regent Williams stated that Dr. Ford had noted in the time frame that when he sent the first draft it was sent to both of the other committee members. She asked if he had received a corrected version or any communication from Margaret Ryan. Dr. Ford said he did receive communication from Professor Ryan. They had a one-hour conversation.

Regent Williams asked if Margaret Ryan had told Dr. Ford why she had not corrected the first draft. Dr. Ford said Professor Ryan had said she was very busy. He knew that she had a very busy schedule. She had a very heavy teaching load.

Regent Williams asked if Dr. Ford felt that Margaret Ryan was too busy to do her job as a consultant. Dr. Ford said he did not wish to characterize what Professor Ryan said because he may misinterpret. Dr. Ford tried very hard to get written responses from Professor Ryan to everything he sent out in a timely fashion.

Regent Williams asked if Professor Ryan had provided any written responses. Dr. Ford responded that Professor Ryan had provided a lot of written responses; however, they were not submitted in a timely fashion.

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Regent Williams asked if Professor Ryan submitted to the committee the assigned portions that she was given. Dr. Ford said Professor Ryan had not submitted all of her assigned portions.

Regent Williams asked what portions she did not submit. Dr. Ford responded that Margaret Ryan was assigned the section on articulation which, basically, he drafted.

Regent Williams asked if the committee members had agreed that the articulation section would not be thoroughly dealt with because of time constraints. Dr. Ford responded affirmatively, noting that they did deal with the articulation section.

Regent Williams asked if the articulation section of the committee's report was a result of the meeting held in conjunction with the open hearings at the University of Iowa. Dr. Ford said the one item about the minority report that was quite accurate was that there was not a lot of committee discussion. Dr. Ford had set up a telephone conference call for that Sunday based upon everyone doing their assignments before the fact. He cancelled the conference call because the drafts were not in place and, therefore, the discussion would have been based upon their recollection as opposed to written documents.

Regent Williams asked if Dr. Ford, as the chair of the committee, ever considered the value that may have been gained through an open discussion on areas where there was a divergence of opinion. She noticed that after the committee meeting held in conjunction with the open hearing, there was no time when all three committee members were on the telephone together or when all three met together. She asked if Dr. Ford saw any value in getting together to talk about the issues and perhaps ironing out some of those differences through conversation and hearing what each other had to say.

Dr. Ford responded affirmatively. He said the back-up plan was a trip to Chicago in an airport meeting for March 30, March 31 or April 1 following his proposed telephone conference call.

Regent Williams asked if Dr. Ford determined it would not be beneficial to hold the conference call because the articulation section was not received. Dr. Ford responded negatively, stating that sections of the report assigned to Professor Ryan were absent at that point because they were not delivered in a timely fashion. He stressed that it was very frustrating for him, having been chair of a lot of site teams, to try to work in a situation where he basically had no authority except to ask that everything be submitted in a timely fashion.

Regent Williams referred to the cover of the External Review Committee's report and noted that all three committee members' names were listed. She questioned whether that was appropriate considering the letter from Professor Ryan stating that she did not concur and did not want her name on the report.

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Dr. Ford emphasized that the report's letter of transmittal and executive summary said it was a majority report. The fact is that Margaret Ryan did participate in the deliberations. She did participate as a member of the committee and she agreed with most of the report up to the ad hoc section.

Regent Williams stated that in a memorandum dated April 7, 1992, from Margaret Ryan to Dr. Ford she said she could not sign off on the External Review Committee's report. However, her name appears on the report. Dr. Ford stated that he transmitted a letter to Dr. Barak saying the committee report was a majority report.

Regent Williams stated that Dr. Barak also received notification that Ms. Ryan did not wish her name to be on the report. Director Barak clarified that Professor Ryan never said that she did not wish her name to be on the report.

President Pomerantz stated that Margaret Ryan was a member of the committee. She may have a minority position but she was a committee member.

President Pomerantz then asked Dr. Ford to discuss in summary form the committee's conclusion. What was the logic and the thought process? Dr. Ford stated that he has been involved in school closings and openings, college closings and openings, and program closings and openings across the country, from state universities to private institutions. The process that the University of Iowa has gone through could be described as "model". That does not mean it does not have any flaws; however, it was an extraordinary example of shared collegiality and thoughtful people in deliberation. He said he has seen people make arbitrary decisions one day to close a program and the next day it was in the process of being closed. What has transpired here is a whole series of steps. Each step had a checkpoint. They have been checked and rechecked, and there have been pretty consistent judgments made. There have been levels of examination and they have all led pretty much to the same conclusion. He said that to find that kind of unanimity from the rest of the colleagues, both within the college and outside the college, is very unusual in higher education.

President Pomerantz asked how the people of Iowa are going to be affected by the fact that the university will not offer this as an option for baccalaureate education. Dr. Ford said there will be some dentists looking for dental hygienists who may be the ones that "cry" the loudest. Five years down the road there may be a dental hygienist position a dentist wants to fill but is unable to fill because the university does not have a dental hygienist program. He suggested those dentists will soon forget that there was a program at one time. Problems will be experienced at that level first. The public will see it on a long-term basis in terms of work force needs. He said the report was very clear that there is a need for dental hygienists. The needs are not being filled. The Regents have to determine whether they are going to meet that need and how. He said the university makes judgments about

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what it should do. Most of the things they do are helpful to the public. The issue is what can they do best with the resources they have. That is the issue the country faces, also. There is a choice to be made. Are the resources going to be devoted to the centrality issue? Dr. Ford could have said individually that the program should continue because it is central to the university's mission. However, he looked at the deliberations and the judgment of colleagues and professionals. Those individuals said the program was important but they were willing to live without it. The External Review Committee's report says there will be an unfilled need at least in the short term.

President Pomerantz asked Dr. Ford, if the Board votes to sustain the university's position, what do the Regents do about encouraging the community colleges to work with the university in a way that there can still be baccalaureate degrees? Dr. Ford said his experience has been that under the hierarchy of higher education, if the university and community colleges want to work together, the university has to extend its hand. They cannot expect the community college to come "knocking" at the university's "door" because it may not be in the university's agenda. The university has to put it on its agenda. The Board of Regents has to make it a university agenda item to say they need to work with the community colleges. They cannot ignore them.

President Pomerantz stated, assuming the Board took that position and the university extended its "hand", did Dr. Ford think a program could be created that would have quality, that could attract good people and that would help fill the public's need for dental hygienists? Dr. Ford responded that he believed that anything was possible.

President Pomerantz asked how probable it was that could happen. Dr. Ford responded that in this economic state it was not probable. That was one of the conclusions that Professor Ryan noted. Much of this is budgetary driven. A lot deals with resources and the flow of resources. Universities do not come to these positions unless it is a resource issue that drives them to that point. Long-range planning helps. Strategic planning helps. He noted that allied health programs grew because of public policy at the federal level.

Regent Furgerson stated that there are already two community colleges in Iowa that have dental hygiene programs, and a third is talking about starting one. She asked Dr. Ford, from his experience, what would be the articulation problems of dental hygiene students at the community colleges coming to the university to complete a baccalaureate degree.

Dr. Ford said there is an attitude prevalent among some university faculty members. Most universities' officials state that their university's education prepares a well-rounded student. All students are well-rounded yet they are different. Sometimes the sender community college sends its students, in the case of dental hygiene, with 60 to 80 college credits by bona fide faculty members. University officials sometimes say those courses are not exactly the

same. The students are not as well rounded. They are not liberal. They are too technical. They are too professional. Therefore, the university can only accept 30 or 40 credits. That, he said, is what is notable about artificial barriers. If a person really believes in lifelong education and in letting each become all he is capable of being, they should take the student where the student is and build upon those experiences. They should not make the student go back one or two years and say they did not choose right. The punishment is in the form of credits.

Regent Furgerson asked if Dr. Ford was saying that a student may have to take 3 years at the university in addition to the 2 years they took at the community college. Dr. Ford responded that the testimony indicated that the University of Iowa dental hygiene program worked with the community colleges in preparing students to enter into the university program from the 2-year college. He stressed that they need to build bridges both ways.

Regent Williams referred to the two different types of programs -- the two professional years and then the completion, and the two preparatory years and then the completion with the professional program. She asked if Dr. Ford saw any difference in the level of the professional education provided to those students. Dr. Ford said he certainly thought that a student at age 18 is not the same as a student at 20 years of age.

Regent Williams said she was talking about beyond the age factor. Dr. Ford responded that there was also a difference in content. There are some sacrifices. There are some trade offs in curriculum. They are never able to do everything they want to do.

Regent Williams stated that she has worked extensively in the area of dental hygiene education. She said that what goes on in an associate degree program would be comparable to what would go on in a dental school if the dental students attempted to take their pre-dental curriculum at the same time that they took their dental clinical curriculum. Regent Williams has served as an educational and accreditation consultant. There has always been a problem with associate degree programs having to compress a lot of material into a very short time. She noted that associate degree programs are not 2-year programs. In 99 percent of the programs it takes a 3-year period to receive an associate degree. Those associate degrees usually are non-transferable, terminal occupational degrees. Therefore, she said there is a great difference in the programs. In light of the fact that professionals are seeing increasingly compromised patients with transferable diseases with extensive dental care needs, she said they ought to be very careful as they are making decisions. They ought to be very careful of the distinction between the kinds of programs they are talking about in terms of an associate degree dental hygiene program versus a baccalaureate degree program.

Jan Brown, President of the Iowa Dental Hygienists' Association, thanked the Regents for allowing her and her associates an opportunity to speak to the

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Board. She indicated that the Association had four speakers: Sue Highland, public health hygienist, Dr. Tom Underkofler, a dentist from Marshalltown, Sarah Turner, Dental Hygiene Chairperson, Hawkeye Institute of Technology, and herself.

Ms. Highland presented comments from State Representative Dorothy Carpenter in Ms. Carpenter's capacity as a member of the Maternal and Child Health Advisory Committee and as a citizen of Iowa. She was concerned about preventative health and with controlling the cost of health care. In no area of medicine has preventative care been more effective than in the area of dentistry.

Because of her membership on the Maternal and Child Health Advisory Board, Ms. Carpenter is very much aware of the work dental hygienists perform in the University of Iowa's specialized child health clinics, as well as in educational programs in local schools. She was concerned that if the degree program for dental hygiene at the University of Iowa is closed, Iowa will have an inadequate supply of degree-level dental hygienists in the state. As emphasis on health care becomes more and more directed toward preventing poor health rather than treating it, she believes more dental hygienists will be needed.

Ms. Carpenter, in her written remarks, suggested that there is a conflict of interest in asking the Dean of the College of Dentistry to make decisions about the dental hygiene program. The Regents have the responsibility for making the decision that will best serve the state of Iowa. She urged the Regents to find a way to preserve the University of Iowa degree program in dental hygiene.

Ms. Highland provided the Regents with some written information regarding statistics of the dental hygiene program at the University of Iowa.

Dr. Underkofler stated that the community college dental hygiene program mission is to prepare entry-level clinical practitioners. The University of Iowa dental hygiene program's responsibility is to create broadly-educated graduates of dental hygiene. They must provide career development and teachers for continuation of the practice of dental hygiene. He said part of the problem of dental hygiene shortage has been the low retention of people trained as hygienists. The University of Iowa hygiene program has a high retention ratio. If a hygienist's educational background is reduced to an associate degree, the opportunities in teaching, public health research and management are eliminated.

Dr. Underkofler noted that the state of Minnesota has recently phased out the associate degree program in dental hygiene and now has only the baccalaureate program. Phasing out the University of Iowa's dental hygiene program would be a step backward as compared to the dental hygiene programs at other universities. He said it would be truly unfortunate for the University of

Iowa to eliminate a hygiene program that has one of only six masters degree programs in dental hygiene in the United States.

Dr. Underkofler then presented the Regents with numerous letters from Iowans and citizens of surrounding states representing the views of dentists, educators and public health officials, protesting the loss of the baccalaureate degree program in dental hygiene at the University of Iowa.

Ms. Turner stated that entry-level baccalaureate dental hygiene education prepares the dental hygiene practitioner who is educated and equipped with prevention expertise to care for the oral health care needs of society. She said entry-level baccalaureate dental hygiene education is not degree completion. It is the foundation of today's knowledge-based dental hygiene discipline and the future of the needed mid-level practitioner of tomorrow in an interdisciplinary health care system. The current and future trends demand that the educational system respond to health issues requiring dental hygienists to be prepared to care for the ever-increasing numbers of clients with special needs -- the elderly, culturally diverse, disadvantaged and physically and mentally challenged.

Ms. Turner said there is a distinct need in Iowa for the entry-level baccalaureate dental hygienist. She questioned why the Regents had been given only two options for educating today's and tomorrow's dental hygienists -- close the program and leave the creation of a new program to others or remain status quo. She asked that they give dental hygiene education an opportunity to create a win-win situation for Iowa -- economically for the taxpayer, educationally for future dental hygienists, and for the health care needs of the people of Iowa. She asked the Regents to allow an opportunity for dental hygiene education in Iowa to explore other options. Why encourage the College of Dentistry to solve a problem that is best understood by dental hygiene education?

Ms. Turner stated that entry-level baccalaureate dental hygiene education is a must for the people of Iowa. We indeed must move forward and consider options beyond the political, personal and professional practice issues. Dental hygiene stands ready to help the Regents provide the best possible for all concerned.

Ms. Brown stated that after reviewing the written recommendations and listening to the testimony about closure of the dental hygiene program, she was convinced the decision was not made on factual discussion and documentation, but rather on untruths, politics and personalities. She questioned why the College of Dentistry states it is in a "desperate financial situation". She said the College of Dentistry has seven deans, including the dean of the college, the associate deans and assistant deans. That is a ratio of 1 dean to 56 students. The College of Medicine has a ratio of 1 dean to 157 students. Obviously, administrative costs for the College of Dentistry are very high.

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Ms. Brown stated that the total budget for the College of Dentistry for the 1990-91 year was slightly over \$22 million. According to the figures supplied by the College of Dentistry, by eliminating the dental hygiene department the estimated savings for the next two years would be \$188,896. At this rate the savings from closure would be less than one-half of one percent of the budget of the College of Dentistry. She said it makes no economic sense for the taxpayers of the state to close one program, and in its place allow Kirkwood Community College to start a new associate degree program with new faculty. A degree completion program cannot be substituted for a four-year degree program and produce the same results. An associate degree program does not attract the same type of student as a degree program and, therefore, would be competing for the same students as Hawkeye Tech in Waterloo and DMACC in Ankeny, all within a 90- to 100-mile radius of Iowa City. If a degree program is not in place, dental hygiene students would have to attend a community college upon graduation from high school rather than a university and, therefore, dental hygiene will no longer attract those who wish to pursue a college degree in a university setting.

Start-up costs for a new dental hygiene program are very expensive. Ms. Brown said the Regents' decisions should be based on what is best for the entire state, not just the University of Iowa or the College of Dentistry. They may be saving a few dollars for the college but in the long run Iowans will be paying more.

Ms. O'Brien stated that the Board of Regents has an opportunity today to make a decision in favor of women's rights. She said the Board also has the danger of making a grave mistake. The dental hygiene department faculty who she represents is all women. The students are all women. Historically, dental hygiene has been a female occupation. There is significant evidence in the documents, discussions and deliberations of all three committees that considered this decision at the university level that indicate the decision was gender biased. She said the process question was addressed in great detail in the minority report by Professor Ryan. She raises serious concerns about information that was supplied by dental hygiene faculty but not taken into account by the ad hoc committee. She raises concerns about the decision made in March or April of 1991 by the Dean of the College of Dentistry to recommend dental hygiene's elimination. There is a lot of indication that the motive of the College of Dentistry in recommending the elimination of this program is rooted in gender bias. Dean McLeran described Professor Pauline Brine, a woman who has served the University of Iowa for many years in a distinguished, scholarly capacity, as an irrational and hysterical woman unable to understand money problems. The College of Dentistry, in its report following the ad hoc committee, describes the entire dental hygiene faculty as inflexible and dogmatic. Other university administrators have called the faculty unprofessional in their responses to this investigation and inquiry when they point out problems of unfairness, bias and prejudice.

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Ms. O'Brien stated that historically, hygiene has been a female occupation. Nearly 100 percent of the hygienists in Iowa are female, and most of them work for male dentists. She said she had provided the Regents with a brief in support of the dental hygienists' positions and asked that they examine it very carefully. She also asked that the Regents review very carefully the minority report delivered by Professor Ryan from the University of Washington. She believed that when they have examined the material they will come to a vastly different conclusion than what had been recommended by the various committee structures.

Ms. O'Brien said the theme of gender bias runs loud and clear through the university's evaluation of the dental hygiene program termination. As women, the dental hygiene faculty, as confirmed in the supporting documentation, work harder. Their clinical hours are much heavier than the average for the university. Their student contact hours are 6 times greater than other departments in the university yet they continue to try to do research.

Ms. O'Brien asked that the Board of Regents reject the decisions recommended by the committees. She asked that the Board of Regents commit the financial support necessary to maintain and strengthen the dental hygiene department.

President Pomerantz asked Regent Williams if she had any comments. Regent Williams provided the following comments:

The report of the External Review Committee has been very cleverly crafted, but beyond the stated fact that it represents the view of only two of the committee members, I am concerned about the way that the ERC noted "shortcomings" in the university's and ad hoc committee's processes and then chose to ignore those shortcomings.

On page 4 of the Board docket the External Review Committee report states the following shortcoming: "a lack of dialogue with the dental hygiene faculty...that should have been engaged sooner to avoid the appearance that the recommendation was made without criteria and without concern for the welfare of those most involved."

On page 7 of the docket the report states that "the External Review Committee felt strongly that the charge to the ad hoc committee should have precluded a member of the Dean's office from chairing the committee."

Again, on page 7, the External Review Committee noted "other imperfections in the process, including inaccuracies in the minutes of the ad hoc committee and the fact that the minutes were not formally approved."

These are only three examples of process shortcoming noted by the External Review Committee. It seems to me that these shortcomings

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which the External Review Committee outlined and then dismissed as being irrelevant to the outcome of the review process might be viewed as major flaws of the review in a legal setting.

My second area of comment concerns the reasons cited for the closure of the dental hygiene program by the university, the ad hoc committee and, now, the External Review Committee. These reasons appear to have changed on a regular basis as the proposed closure has been examined. The ad hoc committee characterized the dental hygiene program as "modest in quality", but the Dean, when pressed by a member of the External Review Committee, professed that "we have as great a faculty in the dental hygiene department as any place in the country." After reading the ad hoc report, the External Review Committee's majority and minority reports, and the 300-page transcript of the open hearings held by the External Review Committee, I am uncertain if members of the university community -- including Vice President Nathan, Dean McLeran, Interim Dean Aikin, and Professor Vernon -- would supply and adequately defend a common reason for closing the program. Reasons stated changed from quality and centrality of the program, to cost of the program, to whether the program is needed anymore since women are now allowed, and even encouraged, to enter fields such as medicine and dentistry. Because of this "shifting of the grounds" for closing the program, I am left wondering what the real reason is that dental hygiene was targeted.

Thirdly, I am concerned about the fact that a college with a budget over \$22 million per year believes that eliminating the dental hygiene programs, which would save approximately \$190,000 over the next two years, is the answer to its budget woes. Careful reading of the 300 pages of testimony gathered by the External Review Committee reveals, in the testimony of Vice President Nathan, the following information concerning financial difficulties encountered by the College of Dentistry. I quote from Dr. Nathan's testimony on page 106: "Beyond the monies that we had to withdraw from the college as a function of the several reversions to which the university was subjected, the college had made extraordinary commitments to further diversify its undergraduate body...." This statement struck a familiar chord in me when I read it.

Back in late-October and early-November of 1991, I asked the Board Office to obtain some information concerning College of Dentistry student assistantships, which are apparently part of a financial aid program designed to attract more dental students, particularly minorities, to the U of I. According to memos prepared by Vice Presidents Susan Phillips and Peter Nathan, the College of Dentistry granted in-state tuition rates to 109 non-residents selected for the student assistantship program. The stated purpose of the program was to increase "student diversity" -- 27 of those granted student

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assistantships were non-resident minorities. However, those 109 non-resident students were 34 students more than were anticipated by the university in its financial planning. As a result, the College of Dentistry agreed to reduce the financial commitment to non-resident assistantships to be more compatible with the university's financial plans. Since the college had already committed those assistantships to 34 extra students, they agreed to reimburse the university \$259,614 in fiscal year 1991 and \$90,000 in fiscal year 1992. That is a total of \$351,614 that the college had to return to the university over two years -- about 1-1/2 times the savings which could be generated by the closing of the dental hygiene program in two years.

The university's eagerness to close the existing baccalaureate and master's programs in dental hygiene and in their place establish "new" options for bachelor's and master's degree completion for associate degree dental hygienists is truly puzzling to me. Why would the College of Dentistry want to close two successful programs and turn around and open two others? To save money? Given the stated savings, I think not. To gain more control over the developing profession of dental hygiene in Iowa? Possibly. To lure students who would have selected a baccalaureate dental hygiene education into dentistry? Possibly.

Whatever the true motives of those who have orchestrated the move to eliminate the baccalaureate and master's degree dental hygiene programs at Iowa, the methods used to achieve that end have been clumsy, at best.

It is ironic that the Board and Regent universities have been attempting to eliminate unnecessary program duplication, but by closing the bachelor's program at Iowa and encouraging Kirkwood Community College to replace it with an associate degree program, we would be a party to unnecessary duplication within the community college sector and, what's more, within an 80-mile distance of an established associate degree dental hygiene program -- the Hawkeye Institute of Technology in Waterloo.

Finally, I need to address each of you on the Board about an issue that relates to our functioning as a corporate body. I've been on the Board about five years now and I have come to rely on each of you for the particular expertise and perspective which you bring to this body. Those of you with a strong business background know that I must rely on your good judgment and comments concerning issues where I am not particularly knowledgeable. Those of you with law backgrounds know how we look to you on issues which require your legal expertise. The student who serves on this Board brings a particularly important perspective which keeps us in touch with the reality of student life and academics. The persons on this Board who are or have been

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involved with K-12 education, whether as educators or board members, bring us a sense of what is needed at our universities and special schools to mesh appropriately with Iowa's K-12 system. One of our Board members, through her many years of employment experience, brings us a fuller understanding of the medical community, particularly as it relates to our role as hospital trustees. I am grateful for the unique perspectives and expertise that you each bring to the Board, as well as for your general knowledge of our institutions and governance issues. Having said all that, I hope that you see that my background as a dental hygiene practitioner, a dental hygiene educator, and an education and accreditation consultant for the American Dental Association may be valuable as we ponder the fate of the dental hygiene program today. I realize that my position on this issue has been strongly stated, but it is based on a legitimate base of understanding of the field of dental hygiene.

President Pomerantz asked if there can, in fact, be closer cooperation between the university and community college programs in spite of what they heard today in terms of difficulties. Vice President Nathan responded that it would be difficult but not impossible. Certainly, if the Board asks the university to undertake that effort, they would do so.

Ms. Brown noted that if that kind of consideration is made for dental hygiene then university officials must do the same for articulation of other academic areas.

Regent Hatch said she was concerned deeply about the issue of articulation. She said it is incumbent on the Regent universities to work very closely with the community colleges if this recommendation is passed. She wants to see that it is done.

Regent Furgerson said she fears that the community colleges are facing the same budget shortfalls as the Regent universities. She feels very strongly that Iowa will not be served well by the adoption of the recommended action.

Regent Hatch said her concern about articulation addressed particularly the two community college dental hygiene programs that are functioning.

Regent Williams stated that she was informed by a dentist 4 days ago that he had been invited, on behalf of the Davenport District Dental Society, to attend an "ad hoc advisory committee for dental hygiene at Kirkwood Community College". The report explains where Kirkwood Community College is, according to the dentist's perception, in terms of the possibility of opening a dental hygiene program. It states that Kirkwood does not seem to have the will or the resources to run a dental hygiene program exclusively on their Cedar Rapids campus. They would almost certainly need to utilize existing facilities in the Iowa City area. Regent Williams said it was her impression that it would be quite some time before Kirkwood could be ready to begin

accepting students for a new dental hygiene program. She has worked in the area of consulting with institutions that are trying to establish dental hygiene programs. Establishment of such a program is not a short-term project. She said there would be a definite time lag even if all went well and the monies were available. They ought to be very much aware that if a program were to be established it would not be for at least 2 to 3 years. That would mean that students would be denied an opportunity for even an associate degree education in dental hygiene.

President Pomerantz said it was his personal conviction that there is some opportunity as far as working with the community colleges. Much of the discussion throughout this process has been as to the process itself deployed by the university. He said it should be clear that the Board impanelled a special committee to review the university's recommendation and did their best to make sure there was objectivity. In the end, the External Review Committee sustained the university's position. In the end the Board has to make a decision. He said he would vote to sustain the university but would do so with a great deal of concern and trepidation. It is a tough call. He hoped the university would take an in-depth look at this and make sure they really want to go forward with terminating the dental hygiene program.

Regent Fitzgibbon asked President Pomerantz to expand on those final remarks.

President Pomerantz responded that some compelling arguments had been made. He has great confidence in the administration of the university. It is difficult to argue with the conclusion. Pressures are put on the universities to be more central and more cost effective in their operations, and to deal in a sustained strategic manner. They cannot be all things to all people. President Pomerantz has had a debate and questions within his own mind.

Regent Fitzgibbon said he thought President Pomerantz' comment might lead to the university reconsidering its position. President Pomerantz said the Regents are going to make a decision; however, the university should reflect on its position.

Regent Tyrrell said he had several concerns. He said he was concerned about whether the strategic planning process was valid. As a taxpayer he was concerned that they may be making a bigger load by saving a few dollars at the university but having to spend more money to set up a dental hygiene program somewhere else. He has had that concern all the way along. They are battling the articulation issue. They must take a very aggressive look at reasonable articulation.

Regent Williams stated that meanwhile that means the program will be gone and we are on "float". She said that process might be appropriate if they are unsure; however, this decision today will be seized by those who want it to happen and the program will be gone in a very short period of time.

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Regent Furgerson stated that she would like to know why the ratio of students to deans in the College of Dentistry is so much different from the other colleges at the University of Iowa.

President Pomerantz suggested they could change the wording in the recommended action from "approve" the discontinuance to "authorize" the discontinuance. Regent Williams stated that she would object strenuously to changing the language as President Pomerantz suggested. If they are going to say the university should close the program they should take the responsibility for closing the program.

President Pomerantz stated that he was trying to find a way to get a community college dental hygiene program established or for the university to reconsider closing its dental hygiene program.

**MOTION:**

Regent Dorr moved to 1) receive the report of external consultants on the Dental Hygiene Program, (2) approve the discontinuance of the program effective June 1992 as recommended by the University of Iowa administration in the December 1991 docket, and (3) request that the University of Iowa give consideration to the recommendations of the External Review Committee regarding articulation with the community colleges. Regent Hatch seconded the motion, and it carried with Regents Furgerson, Johnson and Williams opposed.

**PRESENTATION BY JOHN AXEL, SENIOR VICE PRESIDENT FOR FINANCE AND DEVELOPMENT, HON INDUSTRIES.**

Mr. Axel stated that he had discussed his concerns with Vice President Madden, Interim Vice President True and Director Gibson, and believed they were very open and candid. Those individuals were aware that Mr. Axel was going to speak with the Regents today. His concerns represent years of frustration on the part of Hon Industries regarding why the institutions and the State resist doing business with Hon. Additional frustrations have arisen during the last year regarding contributions Hon Industries made to Iowa State University and the University of Iowa. Mr. Axel stated that in pursuing an investigation over the last couple of months it had come to his attention that the State is following non-standard purchasing practices. It was his finding that the Board of Regents was asking for a purchasing study of State institutions that he felt was an unnecessary engagement of consultants. He said it was probable that purchasing practices were being duplicated in other areas of procurement practices. As a taxpayer, he watches with great interest the funding of education, the total deficit of the State, and the discussion concerning which taxes to raise.

Mr. Axel said Hon Industries does \$50 million to \$60 million worth of business with the federal government. They have had or still have contracts with the states of New York, Pennsylvania, Michigan, California, Hawaii, Arizona, New Mexico and Washington, and are puzzled as to why Iowa is different. Hon products pass the same tests that other companies' products pass. They do use different designs and different construction. They use world-class manufacturing to reduce their costs and the customer's cost, but not the quality.

In the 1990s smart shoppers buy function and quality -- they do not buy weight. Some manufacturers have historically tried to convince people that the heavier the product, the better. Hon has tried to change minds on this subject but with very little success in the purchasing areas of State government. The harder they try, the more resistance they encounter. Hon officials feel they are being backed into a corner with State government and with the institutions of the State of Iowa. That was why Mr. Axel was making this presentation to the Board of Regents and why he was also talking with the Governor's office.

Mr. Axel said he suspected the Regents were aware that Hon Industries donated \$1 million of office furniture to Iowa State University and \$1 million of office furniture to the University of Iowa as part of their respective capital campaigns. What the Regents may not be aware of is that it has taken some "fist pounding" to get the universities to use the gifts. What was particularly troubling about the Iowa State University gift is that after installation the Iowa State University purchasing department made a videotape of the things that they thought were wrong with Hon's product. Mr. Axel has seen the tape. Most of what was on the tape was on the "punch" list. He said a punch list is a list of items that need adjustment, were ordered wrong, were broken in shipment or were broken when installed. The manufacturer and the dealer involved replace those items. Iowa State University officials readily admit that most everything on the tape has been eliminated; however, the making of the videotape was clearly an effort to "get" Hon.

Mr. Axel's investigation of why there was great reluctance to use Hon Industries' product caused him to look at State and Regent institution purchasing practices. His findings are as follows: State purchasing agents refuse to make appointments with Hon representatives to discuss the upcoming bid on State furniture contract #1204. That contract is a one-year contract that can be renewed for four one-year extensions. The 1982 contract lasted until 1987. The 1987 contract lasted until 1992. The contract is negotiated by General Services but is used by all levels of government including Regent institutions. The problem is that the contract is not competitively priced. Additionally, the State has allowed other items that were not bid on the original contract in 1987 to be added to this contract at very uncompetitive prices. It is now renewal time. The standard purchasing practice would dictate that the purchasing agent involved would do everything possible to

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stimulate competition and treat all potential vendors fairly. In this instance the State General Services purchasing agent refused to meet with Hon, stating that they did not plan to make any change. To do so would not follow purchasing standards. To do so would be to take shortcuts to avoid the work of bidding and to get vendors to not bid at all.

As another example, at the University of Northern Iowa last fall there was a small job bid on Wright Hall. Mr. Axel said university purchasing officials disqualified the low bidder, which happened to be Hon Industries, and bought the product off of State furniture contract #1204, previously mentioned. University of Northern Iowa officials claimed they needed to standardize the purchase of the product so that it would blend and be useable with the rest of the University of Northern Iowa installations. However, they bought another product by the same manufacturer which did not fit with anything else at the university. It was a brand new product. It was not a matter of standardization. That refusal to not accept the low bid cost the State \$12,000 or about 7 percent of the job. He said 7 percent of all purchasing is a large number.

Mr. Axel said he has found that questionable subjective judgments are made regarding "standardization" and product "life-cycle" cost. Those, he said, are two phrases the Board would hear often, especially if they retain the proposed purchasing study consultant. He said those two expressions are used as convenient ways to disqualify a bid or a bidder. The argument regarding standardization is as follows: As long as I have been buying product "x" I need to keep buying product "x" because I move this product all the time and, therefore, I need interchangeability. He said that while this is plausible and can happen, it does not happen with the regularity suggested. In the case of University of Northern Iowa, Mr. Axel said it was used as an excuse but then was not followed when the purchase was complete. The argument regarding life-cycle cost is as follows: If I buy product "x" and I pay a little more for it, it will last a long time and I can always repaint it and use it again. The proponents of this approach, he said, have no proof that one company's product lasts longer than another. It is merely a claim. Hon products last as long as any others.

With regard to the hiring of a consultant to analyze Regent purchasing practices, Mr. Axel said he suspected that the report would state that the institutions are doing an exemplary job because the universities are standardizing and are using product life-cycle costs. However, he said they do not need a study to know that procurement is paying too much money for the product being purchased. The institutions are not following standard practices. They sometimes even refuse to consider the low bid. It was Mr. Axel's opinion that a purchasing study was a waste of money. All that is needed is a little common sense and to follow standards of purchasing.

Mr. Axel said he was concerned that what was being practiced with furniture purchases was probably being practiced in other purchasing areas. He said it

would be interesting to see how all supplies -- paper, copiers, food, etc. -- are purchased. A little effort could probably save 5 percent to 10 percent of total purchasing costs. He said the place to start is to consider eliminating four of the 5 major purchasing departments in the State of Iowa. There are purchasing departments in General Services, the Department of Transportation, and one at each of the three Regent universities.

Mr. Axel referred to the funding of all aspects of State government, education clearly being the largest, the quickly-growing State budget deficit, and all of the discussion about taxes. He said those issues lead Hon Industries officials to believe that perhaps the State needs to focus attention on procurement. He urged the Regents to focus attention on it and to deal with it before the legislature gets involved. He said the Regents have the ability to define and implement what needs to be done.

With regard to what Hon "wants", Mr. Axel said their definition of a satisfactory resolution is a chance to bid on every Regent institution job. There are no furniture jobs in the state of Iowa, no library furniture jobs, even most dormitory furniture jobs, that Hon could not implement. They request that the standardization and product life-cycle "hocus-pocus" be eliminated. They were suggesting that the low bidder get the job. If Hon is not the low bidder they should not be given the job. Although Hon Industries is Iowa based and while the idea of recycling tax money through the Iowa economy is appealing, Mr. Axel did not suggest that the Regents buy from Hon because they are Iowa based. He asked that the Regents let them earn the business through quality, through service and through price.

Regent Fitzgibbon stated that he thought the Regents had addressed these matters previously -- as long as two years ago.

President Pomerantz stated that problems arise when architects specify a certain category and offer no right of substitution. A bias has been developed for a certain line of furniture, even if it costs more.

Mr. Axel stated that exclusionary bidding takes place. Specifications are written to exclude all but one bidder. He noted that all the types of occurrences he has mentioned have taken place within the Regents system within the last year.

Regent Dorr stated that Mr. Axel's presentation was enlightening. This subject has obviously been touched on in past Regents meetings. If this sort of activity is occurring with frequency, he suggested the Regents should make an extraordinary attempt to get to the end of it. The institutions do not have the money to waste on an outmoded practice that does not work well in today's environment. He noted that the Regents have initiated a purchasing study which might help address these problems.

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Regent Hatch stated that at the Banking Committee meeting that morning Regent Fitzgibbon asked that thought be given to future agenda items for the committee. She asked that at one of the next two meetings the Regents be provided with reports from purchasing officers. If Mr. Axel wants to join the meeting, he was welcome to do so.

Mr. Richey noted that last month the Board approved two purchasing studies. One of those purchasing studies is to be performed in-house and will address the issue raised by Mr. Axel. The other study will delve into details of purchasing practices to make them more efficient.

President Pomerantz asked for university presidents' responses to this issue. He noted that he hears a lot of complaints similar to Mr. Axel's and is always assured by the institutions that things are fine.

Interim Vice President True stated that University of Iowa officials invited Mr. Axel to the university last week. They listened to his concerns and suggestions. He said university purchasing officials take great pains to break out the various segments of furniture in order to get maximum value. Part of the value judgment is price and durability. It is fairly complex. They will be looking at those basic factors that make up the judgment decisions as well as looking at price and maintenance.

Regent Fitzgibbon asked for Mr. Axel's impression of how the meeting with University of Iowa officials went. Mr. Axel responded that Mr. True and Mr. Gibson were very open and candid. They discussed the standardization issue and life cycle cost of the product. He noted that he believed that both Mr. Madden and Mr. True would agree that there is absolutely no information on life cycle cost. That decision is strictly subjective. Products are tested before being put on the market. Hon's products pass the same standards as those of any other manufacturer.

President Jischke said he had no comment to add to this discussion.

President Curris stated that he welcomed purchasing studies if there are ways in which they can improve how they are doing things. He has very high regard for Hon Industries and all the industries in this state that have a tradition of quality reputation. He expressed concern about Mr. Axel's comments suggesting that the university purchasing departments are not professionally oriented. Most of the furniture purchased for University of Northern Iowa goes through a great deal of stress. Much effort is being made to ensure that the very best furniture is being acquired. The incentive is to go the cost effective route. The incentive is to go with the lowest bid. The motivation of university purchasing personnel is good. He noted that a great deal of testing takes place. In the process of purchasing furniture university purchasing personnel drop the furniture as part of their testing procedures. Consequently, he said the idea that they buy simply what is cheapest is not the best way to go. He welcomed the opportunity in the study to see if there

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are better ways of doing what they are doing. Individuals on the campuses are motivated to make the best decisions.

President Pomerantz said he was interested in seeing that the university presidents display leadership in the way this is resolved. An Iowa industry was asking only to be on a competitive basis. Architects specify products in a way that is biased. It is time these matters get resolved.

Regent Hatch stated that her office contains all Hon furniture. That furniture receives a lot of use by the many students she is involved with. She said she did not like the idea of architects specifying the furnishings to be purchased.

President Pomerantz stated that the specification piece of this is subtle. If Hon has deficient quality, that is one issue. However, if there is a bias, that bias needs addressed.

Regent Berenstein questioned whether any other vendors were being discriminated against. Mr. Axel said he has not checked with any other vendors. He knew that Prison Industries feels it is discriminated against. Steelcase and Herman Miller have probably chosen to ignore the problem and "live with it".

Regent Berenstein said this was a good opportunity to study the purchasing area.

President Pomerantz said he believed it was more than a furniture problem.

Mr. Axel said he could get into a lot of details which would be a detraction for the meeting and so was not needed to be done at this point.

Mr. Axel then stated to President Curris that he disagreed with him. He does not think the purchasing practices at University of Northern Iowa are appropriate.

President Jischke stated that Hon Industries is very supportive of Iowa State University. That evening the Regents would be in a building which contains Hon furniture. John Axel is a graduate of Iowa State University. Hon has been very generous to Iowa State University. Their contributions have allowed the university to use the monies they have to more fully equip the analytical laboratories in the Molecular Biology Building. He did not know the answer to the technical questions Mr. Axel raised. University officials are sensitive to these purchasing questions. He said they would do their "homework" and come back to the Board to respond.

President Pomerantz stated that the Regents were asking that Hon Industries and all other vendors be treated fairly.

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Regent Berenstein said that Hon Industries, as a supporter of Iowa State University, was not at issue. Their product was at issue.

President Jischke noted that this was the first he had been made aware of someone at Iowa State University making a video to illustrate problems with Hon's products.

Mr. Axel stated he was not there to beg for business. If their products do not meet specifications they should not get the business.

Regent Fitzgibbon asked the Board Office to work with the business and finance officers of the five institutions to address the issues raised here, to be presented to the Board at the next Board meeting.

Mr. Richey said they could come back next month with a preliminary report of the basic issues and an indication of how they would be dealt with.

Regent Dorr asked for the original time frame of the purchasing study approved by the Regents last month. If the original time schedule called for presentation of the purchasing study results to the Regents in June, maybe they should continue with that time frame.

Mr. Richey said they would try for May; otherwise, the report would be presented in June, as scheduled.

President Pomerantz emphasized that the architects are a key to this. They have to be brought into the dialogue.

Mr. Axel thanked the Regents for listening to his concerns and offered his assistance in the study.

ACTION: President Pomerantz stated the Board received Mr. Axel's presentation, by general consent.

**INTERINSTITUTIONAL COMMITTEE ON EDUCATIONAL COORDINATION. (a) Merger of Department of Biology and Botany at the University of Iowa.** The Board Office recommended the Board approve the naming of the merged departments of Biology and Botany "Department of Biology" effective July 1, 1992.

In December the Board of Regents approved the merger of the Departments of Biology and Botany into a Department of Biological Sciences effective July 1, 1992. University officials now requested that the title of the new merged department be the "Department of Biology" rather than the Department of Biological Sciences.

The effective date of this change would be July 1, 1992.

ACTION: This matter was approved by consent.

(b) Post-Audit of Graduate Program in Biomedical Engineering at the University of Iowa. The Board Office recommended the Board (1) receive the report on the Biomedical Engineering Graduate Program at the University of Iowa and (2) approve the continuance of the program.

University of Iowa officials reported to the Board on a post-audit review of the Master of Science and Doctor of Philosophy degree programs in Biomedical Engineering.

The post-audit report was reviewed by the Board Office and the Interinstitutional Committee and both recommended acceptance of the report and approval of the continuance of the program.

The program was established to provide interdisciplinary approaches to satisfy the need for engineering professionals educated at the masters and doctoral levels to pursue work in the medical profession. The program seems to have met or exceeded all of the original objectives of the program at the time that it was initially approved by the Board of Regents.

**MOTION:**

Regent Williams moved to (1) receive the report on the Biomedical Engineering Graduate Program at the University of Iowa and (2) approve the continuance of the program. Regent Dorr seconded the motion, and it carried unanimously.

**FACULTY WORKLOAD REPORT.** The Board Office recommended the Board receive the reports.

The Regent universities submitted their biennial reports on faculty effort, activities, and instructional workload as required by section 6.17 of the Procedural Guide. The reports presented information on three basic topics: the average number of hours worked per week by faculty (effort), the percentage of time faculty devote to different kinds of tasks (activities), and the relationships between the number of instructional full-time equivalent faculty and the numbers of faculty-course credit hours taught and student credit hours generated (instructional workload).

This biennium's reports were expanded and modified based on recommendations of Peat Marwick as revised by an interinstitutional committee and approved by the Board in March 1990. The current reports cover 1990-91 and fully implement the recommendations approved by the Board. They are the first to contain detailed information on instructional workload.

Faculty Effort:

Average hours worked per week by faculty at the three Regent universities for 1990-91 and previous years is as follows:

	1984-85	1986-87	1988-89	1990-91
University of Iowa	56.7	57.4	58.1	57.8
Iowa State University	54.9	55.4	56.7	56.7
University of Northern Iowa	57.0	56.4	59.4	56.2

These averages are determined by random sampling of faculty who report the number of hours worked in a number of different specific work weeks.

There are no statistically significant differences among the three universities' 1990-91 averages, and the 1990-91 averages do not differ significantly from previous years.

The averages match a National Survey of Faculty conducted by the U.S. Department of Education in 1988 which showed the average number of hours worked per week by public research university faculty members was 57.

Faculty Activities:

The overall 1990-91 institutional average percentages of time devoted to different job-related activities are as follows:

	SUI	ISU	UNI
<b>TEACHING ACTIVITIES</b>			
Teaching Activities (SUI)	57.3%		
Instruction & Dept. Research (ISU)*		68.6%	
Instruction (UNI)			72%
<b>ADMINISTRATIVE ACTIVITIES</b>			
	8.6%	1.7%	10%
<b>NONSPONSORED RESEARCH</b>			
Nonsponsored Research (SUI & ISU)	22.0%	.4%	
Organized Departmental Research (UNI)			5%
<b>SPONSORED RESEARCH</b>			
	10.3%	14.9%	1%
<b>OTHER SPONSORED ACTIVITY</b>			
Other Sponsored Activity (SUI & ISU)	.7%	7.4%	
Extension, Public & Prof. Service(UNI)			1%
<b>OTHER UNIV., PUBLIC, &amp; PROFESSIONAL SERVICE</b>			
Other Univ. Pub. & Prof. Service (SUI & ISU)	1.0%	6.9%	
Organized Department Activities (UNI)			10%

\* Includes both Teaching Activities and significant portions of Nonsponsored Research reported as Departmental Research.

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The Procedural Guide requires that the activity reports be generated from effort reporting systems designed to comply with Federal Office of Management and Budget (OMB) policies. Though each university's effort reporting system is in compliance with OMB requirements, they are designed to reflect each institution's unique mission and structure, and are not exactly alike.

The differences in federal reporting systems leads to differences in the way faculty activities are classified, and makes comparisons between institutions difficult. The most valid comparisons are internally within each institution, including comparisons over time, between faculty of different academic ranks, between different colleges within the university, and between tenured/tenure-track and non-tenure track faculty.

Since the three universities have unique missions and goals, the information on faculty activities is most useful for understanding how the different missions of the institutions are reflected in the different ways faculty divide their time among various kinds of activities.

Teaching is by far the largest area of faculty activity, and takes up well over half of faculty time at all three universities.

Faculty at the University of Iowa, in keeping with the university's goal to become one the nation's leading public research universities, generally devote less time to teaching and more time to research than the other two universities.

Iowa State University's goals to increase research in selected areas and acquire more external research funding are reflected in the time devoted to sponsored research.

Consistent with its mission as a teaching institution the University of Northern Iowa's faculty spent more time than the other two universities in teaching activities.

As faculty progress upward through the academic ranks, they tend to devote somewhat less time to teaching and more time to administrative and other activities.

Assistant professors, who usually do not have tenure, often spend more of their time on research than more senior, tenured faculty, probably because of promotion and tenure criteria that emphasize research.

In a national survey in 1988, the U.S. Department of Education reported that public research university faculty spend an average of 43 percent of their time on teaching, and 29 percent of their time on research.

INSTRUCTIONAL WORKLOAD:

Instructional workload is measured in two basic ways: the ratio of Instructional Full-Time Equivalent faculty (IFTE) to Faculty Credit Hours (FCH), and the ratio of IFTEs to Student Credit Hours (SCH).

Faculty Credit Hours are the number of credit hours assigned to each class section taught by a faculty member. Student Credit Hours are the number of students in a given class section times the number of credit hours assigned to that section.

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	1991		1986-1987*	
	FCH/IFTE	SCH/IFTE	FCH/IFTE	SCH/IFTE
University of Iowa	8.1	187	7.9	191
Iowa State University	6.3	225	6.1	206
University of Northern Iowa	11.3	287	11.4	290

\* Data for SUI and UNI is for 1986, data for ISU is for 1987

Like faculty activities, differences in instructional workload at the three Regent universities reflect differences in their missions and goals.

Faculty instructional workloads are heaviest at the University of Northern Iowa, in terms of both Faculty Credit Hours and Student Credit Hours per Instructional Full-Time Equivalent faculty member.

Instructional workload in terms of Faculty Credit Hours is second highest at the University of Iowa, though Iowa State University has a heavier average instructional workload in terms of Student Credit Hours.

This pattern is consistent with the University of Iowa's mission to offer a broad array of graduate and professional programs and classes, which have relatively small faculty/student ratios.

It is also consistent with Iowa State University's mission to concentrate more of its instruction in larger undergraduate programs where there are higher faculty/student ratios.

Total IFTEs, FCHs, and SCHs have declined at the University of Iowa and Iowa State University, and increased at the University of Northern Iowa:

	1991	1986/1987*
<b>UNIVERSITY OF IOWA</b>		
Total Instructional Full-Time Equivalents	1,548	1,652
Total Faculty Credit Hours	12,557	12,996
Total Student Credit Hours	289,521	315,442
<b>IOWA STATE UNIVERSITY</b>		
Total Instructional Full-Time Equivalents	1,428	1,618
Total Faculty Credit Hours	8,994	9,866
Total Student Credit Hours	321,885	333,357
<b>UNIVERSITY OF NORTHERN IOWA</b>		
Total Instructional Full-Time Equivalents	578	540
Total Faculty Credit Hours	6,476	6,137
Total Student Credit Hours	165,501	156,575

\* Data for SUI and UNI is for 1986, data for ISU is for 1987

Instructional workload per IFTE has remained relatively stable. The greatest changes in workload have occurred at Iowa State University, where there has been a significant increase in the number of Student Credit Hours generated per IFTE. There has been only a small change in FCHs per IFTE at Iowa State University, however, and the changes in workload measures per IFTE at the other two universities are even smaller.

Data from comparable institutions indicate the Regent universities generally have comparable or higher instructional workloads than their peers.

Since 1986 and 1987 all three Regent universities have significantly reduced the percentage of Student Credit Hours taught by non-tenure track faculty, and increased the percentage taught by tenured and tenure-track faculty.

The percentage of student credit hours taught by graduate teaching assistants has risen moderately at the University of Iowa and at Iowa State University. Less than 1 percent of student credit hours at the University of Northern Iowa are taught by graduate teaching assistants:

	SUI		ISU		UNI	
	1991	1986	1991	1987	1991	1986
Tenured/Ten-Track	46%	42%	65%	59%	76%	65%
Non-Tenure Track	13%	21%	16%	24%	23%	34%
Grad. Teaching Asst.	41%	37%	19%	17%	1%	1%

Provost Marlin addressed the Board concerning faculty workload on behalf of all three universities. Faculty from each of the three universities would provide their first-hand perspective on what faculty do. With regard to

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University of Northern Iowa, she said faculty are told that their teaching load will be approximately 9 hours. The teaching load is actually 11.3 hours. The additional work time includes reviews of dissertations and theses. With regard to who the faculty are teaching, she said 96.8 percent of the faculty teach undergraduates. Significant changes in faculty workload and teaching hours have taken place, consistent with the strategic plan. One of the Peat Marwick recommendations was to reduce the dependence on temporary faculty.

Grace Ann Hovet, Professor of English Language and Literature, University of Northern Iowa, provided her perspective on faculty workload.

Regent Hatch asked Professor Hovet if she teaches 9 hours. Professor Hovet responded affirmatively.

Vice President Nathan stated that faculty workload is a national, regional, Iowa and Regents issue. He noted that every one of the faculty members who would speak today would state that much teaching takes place outside of the classroom.

David Wiemer, Professor of Chemistry, University of Iowa, provided his perspective on faculty workload.

Interim Provost Swan stated that faculty workload and productivity have substantially increased over the last couple of years. For every hour in the classroom a faculty member will spend three hours outside the classroom.

Charles Glatz, Professor of Chemistry, Iowa State University, provided his perspective on faculty workload. His presentation included a videotape of a typical work week.

Provost Marlin, on behalf of the three provosts, thanked the faculty for their presentations.

President Pomerantz expressed appreciation to the faculty for the way they conducted the session. There are some outstanding resources on the campuses for which the Regents remain very proud. With regard to the issue of faculty workload, productivity and effort he said he wanted to establish the fact that it is not contentious. Faculty are already doing very well in most areas; however, they need to do better. Unless they can work together to find a way to achieve more success then clearly some force from outside the Regents will be coming at them to do what is being done across this nation. Secondly, he said much of the dialogue today was directed toward the quantitative aspect of faculty workload. Some faculty work very long and hard at what they are doing. That is not at issue. However, there is a qualitative component of the faculty workload issue, as well. They have to work smart. In order for the universities to be among the best in the nation they need to bring more senior faculty time down to the students, especially undergraduates. Also, not all three universities are the same. University of Northern Iowa is a 4-

year university with relatively little research. Faculty effort is directed toward teaching. Research universities have to consider the question of class hours, research effort and the service component, and then consider which students are being taught what and how they are being taught. If the issue of faculty workload is addressed legislatively, it will not be successful. They have an opportunity to address this themselves rather than having it done for them. The Regents have the power of reason and the quest for doing better.

In that kind of a tone, President Pomerantz asked for cooperation in jointly working through the faculty workload issue in a way that is beneficial to the universities, faculty, students and the state of Iowa.

Regent Williams stated that one of the things President Pomerantz pointed out is the difference in the missions of the universities. She said it was critical that they understand that. Also, within each discipline there are differentials as well. There will be different needs in terms of the amount of time devoted to certain activities. It is important that the Regents understand that. With regard to the relative issue of gender, she said they need to address how women and men will progress within the ranks of their universities. She said the devotion to scholarly activity is equally important as teaching. They must track any differential that shows up in terms of research activities, teaching activities and service activities. This is a critical problem in this country. Departments dominated by females have heavy teaching loads with limited time for scholarly and research activities. If that is still happening at our Regent universities then there is a problem. They must offer equal opportunity. She asked that they start gathering that kind of data.

Vice President Nathan stated that Regent Williams was quite right. In the College of Nursing most of the faculty and students are women. Those faculty have a very heavy investment in teaching. The average nursing faculty member spends 50 percent more time teaching than do faculty in other colleges. The amount of time devoted to teaching does impact on a faculty member's opportunity for scholarly work. He acknowledged that it is a gender-based phenomenon.

Regent Williams said she was glad that was recognized by Vice President Nathan. She asked that they also look at other colleges including liberal arts to see if there is a differential in order to ensure equal opportunities for all faculties.

Regent Dorr observed that their primary function is education of students.

Regent Williams said that was particularly true until recently. However, when looking at the way universities are funded today a person will see that the universities that used to be funded from State appropriations are now considered state "assisted" not state "supported". A great amount of funding comes from external grants resulting from faculty research. That, she said,

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poses some real problems. Where the money comes from dictates what the activity is going to be. At Iowa's Regent institutions there is a high concern for students.

Regent Fitzgibbon suggested the Board Office provide the kind of information Regent Williams was requesting on an ongoing basis in order to monitor progress.

President Pomerantz pointed out that he agreed with Regent Dorr's basic premise that their purpose is to educate students. How do they do that? They must make sure they do not get on a track of trying to discriminate between teaching and research functions. That may lead into a discussion that would not do anyone any good. However, he said they need to make some progress. This is not something that they can have a report on every year or two and just let go of this issue. This is a fundamental issue. He considers improving productivity of faculty to be the highest priority the Regents face in the next several months. There is nothing that is questioned more and perhaps least understood. The faculty presentations speak to what is a common expectation around faculty effort which is that the perception in the constituency is that faculty do not work enough and, therefore, they have to prove they work 80 hours per week or whatever the number is. Some people work too much and some not enough which is true in any organization. They need to determine how to work more intelligently, how to organize better, how to give better instruction and how to attain their goal of quality. He emphasized that the quality of instruction is already good. If they do not do better in the classrooms and in the research laboratories they could be forced to do it. If they do not get together they will hear from some other outside forces. He stressed this is a vital issue.

Regent Furgerson said they should all understand that it is better to be proactive than reactive.

Regent Williams referred to a recent article in the Chronicle of Higher Education about Syracuse University. A dialogue has been established concerning what they are going to be and how they are going to spend their time; how should we do this in a way that is most beneficial to the people we serve? The Regents need to get that dialogue going among themselves in a significant way. The dialogue needs to continue.

President Pomerantz said he has been in contact with representatives of the faculty. What he hoped the Board would go along with would be that the faculty return to the Regents at their July meeting with a suggested path for enhanced productivity and more faculty involvement. It would include a comprehensive overview and recommendation for a strategic plan that would cover the next three years for significant improvement in this area.

Regent Furgerson said they need to be educated and informed, and aware that they are all working on this issue.

President Pomerantz stated that "total quality management" is a concept that is used throughout private business and across our whole society.

Regent Dorr stated that it is also the smart thing to do. They can discuss this amongst themselves at the Board and with the leadership of the institutions; however, the real issue is the main constituency that is paying the bill. They are very concerned about where all these resources are coming from, if the institutions are doing a good job with the resources, if the resources are being spent right, and if they are getting their money's worth. He said the constituency needs to be involved at least to the extent that they participate in observance of the dialogue so they are aware that the Regents are cognizant of their concerns and are trying to enhance the productivity. He stressed that the constituency cannot be taken lightly because they are a very serious and significant factor.

**MOTION:**

Regent Dorr moved that the faculties come back in July with their suggestion for a strategic 3-year plan toward enhancing productivity and an overall improvement in the area of faculty workload. Regent Furgerson seconded the motion.

Regent Dorr suggested the Regents not mandate how the report looks or what it comes back with. There should be some freedom to discuss the relationship between teaching and research, and some of the courses they are on now versus some of the new directions they may want to consider.

Interim Provost Swan stated that the campuses were coming quickly into final exams. Many faculty are not on call in the summer. She suggested they could bring back an outline of the plan by July 1.

President Pomerantz said it was his guess that the three universities are not in the same position on this matter. What Interim Provost Swan just detailed would be a good first step, as a minimum. If others have more done then they can present more at the July meeting.

Vice President Nathan said he presumed the Regents would like the plans folded into each of the university's strategic plans so they adhere to the strategic plans. President Pomerantz responded affirmatively, stating that would be the format. He then asked that the special schools also participate in this effort.

**VOTE ON THE MOTION:**

The motion carried unanimously.

**REPORT ON PROGRAM REVIEW.** The Board Office recommended the Board (1) receive the report on academic program reviews conducted at the Regent universities

and (2) approve the clarifications to be made in future reports as noted below.

Board of Regents policy requires that each of the universities provide an annual report to the Board regarding institutional efforts to review existing academic programs. This report is the second to the Board since the policy requiring the reports was approved by the Board.

Board policy requires that in addition to a current copy of the policies and procedures for program review, each institution is to provide summary reports on individual reviews undertaken the previous academic year. The purpose of the reviews is to improve program quality and effectiveness.

University of Iowa officials reported on the status of reviews in each of its colleges. Iowa State University officials reported on six reviews undertaken the past year. University of Northern Iowa officials have just implemented its policy for program review this academic year and consequently no program reviews have been completed under the new policy.

The Board Office requested that future reports clarify the distinctions between accreditation reviews and institutional program reviews, and clarify the results of the reviews including a statement on follow-up activities.

President Pomerantz stated that if the Iowa Regent institutions are going to be among the best, certain colleges have to meet certain standards. He said each university has 2 or 3 colleges that are more critical or need special attention. He suggested the Regents be provided with specific detailed reviews by each university of the 2 to 3 more important colleges. A paragraph in a small report is not sufficient.

Mr. Richey asked whether President Pomerantz was requesting reports by colleges or by disciplines. President Pomerantz responded that institutional officials should work with the Board Office on the details about the report. The Regents would be better informed by the submission of such reports.

**ACTION:** President Pomerantz stated the Board (1) received the report on academic program reviews conducted at the Regent universities and (2) approved the clarifications to be made in future reports as noted, by general consent.

**SALARY POLICIES FOR EMPLOYEES.** The Board Office recommended (1) non-supervisory blue collar, security, technical and clerical Merit System employees:

- (a) That the Board receive an oral report on the public hearing on the proposed Merit System pay plan revisions held in Des Moines on April 14;

- (b) That the Board approve the pay matrices for the periods of July 1, 1991, through December 31, 1991, and January 1, 1992, through June 30, 1992, which have been adjusted to reflect the decision of the arbitrator as upheld by the Iowa Supreme Court;
- (c) That the Board direct implementation of the revised matrices for non-supervisory blue-collar, security, technical and clerical employees effective May 1, 1992, for those on a monthly payroll system and effective April 24, 1992, or the payroll period beginning closest thereto for employees on bi-weekly pay;
- (d) That the new pay rates for employees include regularly scheduled step increases from the period beginning July 1, 1991; and
- (e) That the Board direct that back pay be awarded in accordance with the agreement between the State and the union. Back pay will include the general increases effective July 1, 1991, and January 1, 1992, regularly scheduled step increases and interest at the rate of 5 percent and will be distributed by the end of December 1992.

(II) University of Northern Iowa United Faculty:

That the Board receive an oral report on the progress of discussions regarding the litigation of salary policies for faculty in the bargaining unit represented by the United Faculty.

(III) Other faculty, professional and scientific staff and Merit System supervisory employees:

That the Board defer consideration of salary policy for this group until its May meeting.

The Iowa Supreme Court recently upheld an arbitrator's award of wage increases for collective bargaining contract-covered state employees which includes approximately 8,000 Regent Merit System blue collar, security, technical and clerical employees. The arbitrator's award provides in fiscal year 1992 general increases of 3 percent on July 1, 1991, and 2 percent on January 1, 1992, which are reflected in the proposed pay matrices, plus scheduled within-range step increases.

The State and the union have agreed to implement the new pay rates on April 24 or May 1, 1992. It was the Board Office's understanding that the Governor intends to recommend appropriations to finance those increases for the remainder of fiscal year 1992.

Back pay with interest at the rate of 5 percent will be awarded in the first six months of fiscal year 1993. The State has agreed not to furlough, lay-off

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or reduce the hours of employees in fiscal year 1992 in order to fund back pay and interest.

Discussions between the parties to litigation regarding pay policies for faculty in the bargaining unit at the University of Northern Iowa are in progress. Total general fund costs of implementing salary increases for non-supervisory Merit System employees in fiscal year 1992 are \$1,012,433. Total general fund costs for back pay for non-supervisory Merit System employees not including interest are \$3,451,164.

Director Volm provided a report on the April 14, 1992, public hearing on Merit System pay plan revisions, as follows:

The hearing held in accordance with requirements of the Merit rules, convened at 7:30 p.m. in the Lucas State Office Building in Des Moines. Proposed revisions in the pay plans for non-supervisory Merit System employees were distributed on the campuses during the previous week. Approximately 15 people attended the hearing.

A number of questions concerned procedures and format for the award of back pay. Some, e.g., will employees who have terminated be eligible? I was able to answer. Others regarding specific information about e.g., whether employees would be given itemized information showing how much of the back pay came from general increases, step increases, overtime hours worked and interest, I said had not yet been decided.

Others asked about pay for supervisory employees. I indicated the Board would be asked to defer consideration until May. Don McKee, President of AFSCME Council 61, said he had reviewed the proposed pay matrices and they were appropriate.

The hearing adjourned at approximately 8:00 p.m.

Mr. Richey stated that the Regents have 7,000 to 7,500 employees under the State contract with AFSCME. In addition, the Board has tentatively agreed on a Memorandum of Understanding with United Faculty for University of Northern Iowa with full participation of President Curris. The new pay will start in fiscal year 1993. Back pay will be awarded in fiscal year 1993 and there will be no lay offs from this point forward. That issue was just resolved late yesterday.

President Pomerantz noted that the funds also need to be appropriated.

Mr. Richey stated that with regard to the funds for the current fiscal year, the Governor will make an appropriation for the employees under the Regents as well as approximately 150 confidential employees. No costs will be incurred this fiscal year for United Faculty.

Regent Fitzgibbon asked for the status of the hiring freeze at the University of Iowa. President Rawlings responded that the hiring freeze is still in effect.

Regent Hatch questioned whether there would be any impact on the supplemental contracts to faculty for summer school teaching. Provost Marlin said those contracts have to be issued by March 1, which they were.

President Pomerantz said the Regents are operating as though the Governor's request will be honored by the legislature and then as soon as possible they will pick up the new salary schedule. In fiscal year 1993 employees will be granted all back pay and the equalization of non-contract workers with contract workers. What is being anticipated is a significant salary improvement. However, he emphasized that none of this has been approved by the legislature yet.

**MOTION:** Regent Berenstein moved to approve the recommended action as well as to ratify the Memorandum of Understanding with UNI United Faculty. Regent Tyrrell seconded the motion, and it carried unanimously.

**LEGISLATIVE PROGRAM.** The Board Office recommended the Board receive the report.

The Governor recommended an across-the-board appropriation reduction of .62 percent for fiscal year 1992. This appropriation reduction impacts the Regent institutions' budgets by approximately \$3.15 million.

The Regent institutions have experienced appropriation reductions of \$38.1 million in fiscal year 1991 and fiscal year 1992. In addition to these reductions, the institutions have absorbed uncontrollable costs (i.e. inflation, health insurance) amounting to \$19.2 million or a total budget impact of \$58.2 million.

The Governor has stated that he will recommend a supplemental appropriation to fund the partial year increase for contract-covered employees who are funded by State appropriations. This supplemental appropriation for the Regent institutions will amount to approximately \$1.01 million and will offset contract salary payments over the last two months of fiscal year 1992.

Negotiations to settle the lawsuit by the United Faculty Union at the University of Northern Iowa regarding the arbitrator's award on salaries are under way.

The back pay for the first ten months of fiscal year 1992 amounts to approximately \$3.44 million for contract-covered employees funded by State appropriations. This requirement will be funded in fiscal year 1993.

The Department of Management has implemented \$13.0 million in selective reductions to State agencies for the remainder of fiscal year 1992 in the areas of purchasing and travel. The Board of Regents has not been identified for selective reductions.

The House passed HF 2465 (Education Appropriations Bill for Fiscal Year 1993) and it has been received by the Senate. The bill as passed by the House has the following concerns for Regent institutions:

- \* Reduced funding for Regent universities by \$400,000. This appropriation was for Images Programs (\$150,000 at the University of Iowa and Iowa State University, \$100,000 at the University of Northern Iowa).
- \* Requires the Board of Regents to use notes, bonds, or other evidence of indebtedness to finance projects that will result in energy cost savings.
- \* Includes language that states if school foundation aid payments are delayed, the amount of delay will be prorated between all State expenditures based upon the appropriations made to all State departments.
- \* Includes a section that requires the State Board of Regents to establish a uniform budgeting and accounting system by June 30, 1994. Regent institutions currently meet this statute with a date requirement of June 30, 1976. The Regent institutions question whether this change is necessary.
- \* Deletes the Board of Regents authority to retain legal counsel for collective bargaining purpose.
- \* Requires the Board of Regents to retain an assistant attorney general as legal counsel and additional assistant attorneys general as necessary for Board of Regents legal matters. Regents are required to reimburse the attorney general's office for salaries and other necessary expenses although no additional funds are appropriated.
- \* Establishes a student fee committee which consists of five students and five university employees. This committee shall review the proposed amount of increases and allocation of fees to student government organizations and recommend whether or not these fees should be increased. This committee's recommendations would then be passed to the student government organization which would approve or disapprove the fee increases. If the student government organization does not approve of fee increases, the fee will remain at the previous year's level.

The Senate Education Appropriations Committee passed an amendment to HF 2465 which included substantial revisions. A full report of this amendment was provided at the meeting.

HF 2465 (Education Appropriation Bills) includes an amendment that increases funding for the Agricultural Experiment Station Research Program by \$1,884,031.

SF 2351 (Spending and Budget Reform Bill) passed the Senate and has passed the House. The Senate has refused to concur with the House amendment. This legislation would require certain standing unlimited appropriations to be appropriated on a year-to-year basis. Additionally, it establishes spending restrictions and creates a cash reserve fund. The House attached an amendment that would require sales of assets of over \$5 million to be approved by the legislature prior to an asset being sold by a State agency. The Board Office recommended opposition to this amendment.

SF 2350 (Disproportionate Share Payments for Medical Assistance to Qualifying Hospitals) has passed the Senate and has entered the House. The University of Iowa Hospital and Clinics has stated that this bill is unnecessary with the language that is contained within HF 2465 (Education Appropriations Bill). The University of Iowa Hospital and Clinics recommended that this particular bill be opposed because it is inappropriate for it to be included in the Code. Rather, it is an item that should be in the appropriations bill.

SF 2036 (Investment of Funds by the State and Political Subdivisions of the State) has passed the Senate and the House and is awaiting Senate concurrence. The bill as passed by the House is acceptable to the Regent institutions.

SJR 2008 (Limiting Taxes, Revenues, and Spending of the State and local Governments) has been referred to a subcommittee in the Senate. This joint resolution would amend the State constitution to require that State and local governments be subject to both revenue and spending limits.

- \* Identifies revenue to be all receipts for governments' trust funds for unemployment, retirement, medical or other benefits, and all taxes, fees, charges, assessments and other receipts of the State and local governments.
- \* Requires each government's beginning revenue limit be equal to that amount received in a base year; or, if higher, in any of the three preceding fiscal years.
- \* States any excess revenues in a given fiscal year will reduce the succeeding year's revenue limit by that amount.
- \* Requires revenue limits be adjusted annually based on cumulative inflation or deflation for the year and any cumulative population increase after the base year.

- \* States total spending is limited to the sum of
  - \* the revenue limit for that year as adjusted by legislative law, voter referenda, inflation/deflation and population growth
  - \* actual receipts excluded from revenues in the amendment's definition and
  - \* net unspent funds for the preceding fiscal year.
- \* States that this amendment is scheduled to go before the voters in 1994. If passed, it will become effective in fiscal year 1996.

SF 2462 (Economic Development Appropriations Bill) includes three appropriations for the Regent universities. These include:

- \* Advanced Drug Development \$ 500,000
- \* Institute for Physical and Research Technology \$3,000,000
- \* Small Business Development Center \$ 991,325

Both sides of the legislature have passed ethics bills. These bills include HF 2466, HF 2474, and SF 2360. These bills would require the following:

- \* Creation of an Iowa Ethics and Campaign Finance Board to provide guidance and discipline on government ethics and campaign financing.
- \* Require the Iowa Ethics and Campaign Finance Board to have jurisdiction over elected officials and government employees in the executive and legislative branches of State government.
- \* Require the Supreme Court to prescribe similar rules and sanctions for the judicial branch of State government.
- \* Prohibit donations of any value to an agency which regulates or controls an individual's or institution's activities.
- \* Bans lobbying activities with the State legislature for a period of two years after the termination of service or employment with a State agency.
- \* Requires the reporting of gifts with a value of less than \$50. Receipt of gifts with a value of more than \$50 is prohibited.
- \* Allows for the initiation of a complaint against a board or any person of the Board. Frivolous or bad faith complaints may be penalized with fines of up to \$2,000.

- \* Requires public officials and certain employees to file a statement of financial interest which provides for the disclosure of source of income and significant financial interests including indebtedness.
- \* Requires lobbyists for an agency to obtain letters of authorization before they begin lobbying activities. Lobbyists will also have to disclose monthly expenditures and campaign contributions.

Mr. Richey referred to the across-the-board budget cuts and said the good news is that the Governor is planning to recommend appropriations to pay the current year's pay for contract-covered employees. In addition, the State implemented selected reductions in other areas of State government. He said the appropriations bills passed in various versions. Proposed legislation just received by the Board Office seeks to cut middle management positions by 50 percent. That is a House bill amended by the Senate to subvert the Board of Regents administration to the Iowa Department of Personnel.

President Pomerantz cautioned the Regents not to overreact to that proposed legislation because it was just that.

President Rawlings thanked Mr. Richey for the discussion provided on page 5 of the docket memorandum regarding the impact of the budget cuts. He said it was the clearest, best discussion he has seen yet on what the institutions have gone through. That information was the best means of providing constituencies with exactly what has gone on.

**ACTION:** President Pomerantz stated the Board received the report, by general consent.

**BANKING COMMITTEE.** The Board Office recommended the Board (1) receive reports on current Banking Committee items; (2) adopt A Resolution authorizing proceeding with the interest rate swap transaction on \$16,800,000 of University of Iowa Facilities Corporation, Variable Rate Demand Revenue Bonds (Human Biology Research Facility Project) Series 1985A to establish a five-year fixed interest rate for said Bonds (final all-in costs not to exceed six percent); (3) adopt A Resolution authorizing the Executive Director to fix the date or dates for the sale of up to \$3,900,000 Academic Building Revenue Bonds, Series U.N.I. 1992; (4) adopt A Resolution authorizing the Executive Director to fix the date or dates for the sale of up to \$9,940,000 Academic Building Revenue Refunding Bonds, Series I.S.U. 1992; and (5) approve the financing plan for Iowa State University Memorial Union--University Bookstore Remodeling project.

Regent Fitzgibbon stated that all Board members were in attendance at that morning's Banking Committee meeting; therefore, his report would be brief. The Banking Committee received a report on the master lease, an internal audit report on campus organizations at Iowa State University, a report on

legislative activities, and a report of the Iowa State University Internal Auditor.

Regent Fitzgibbon said the Board needed to take action regarding the interest rate swap for the University of Iowa.

**MOTION:** Regent Fitzgibbon moved to adopt A Resolution authorizing proceeding with the interest rate swap transaction on \$16,800,000 of University of Iowa Facilities Corporation, Variable Rate Demand Revenue Bonds (Human Biology Research Facility Project) Series 1985A to establish a five-year fixed interest rate for said Bonds (final all-in costs not to exceed six percent). Regent Berenstein seconded the motion, and upon the roll being called, the following voted:  
AYE: Berenstein, Dorr, Fitzgibbon, Furgerson, Hatch, Johnson, Pomerantz, Tyrrell, Williams.  
NAY: None.  
ABSENT: None.

Regent Berenstein stressed that the Regents were authorizing proceeding with the transaction, not approval of it.

**MOTION:** Regent Fitzgibbon moved to adopt A Resolution authorizing the Executive Director to fix the date or dates for the sale of up to \$3,900,000 Academic Building Revenue Bonds, Series U.N.I. 1992. Regent Williams seconded the motion, and upon the roll being called, the following voted:  
AYE: Berenstein, Dorr, Fitzgibbon, Furgerson, Hatch, Johnson, Pomerantz, Tyrrell, Williams.  
NAY: None.  
ABSENT: None.

**MOTION:** Regent Fitzgibbon moved to adopt A Resolution authorizing the Executive Director to fix the date or dates for the sale of up to \$9,940,000 Academic Building Revenue Refunding Bonds, Series I.S.U. 1992. Regent Berenstein seconded the motion, and upon the roll being called, the following voted:  
AYE: Berenstein, Dorr, Fitzgibbon, Furgerson, Hatch, Johnson, Pomerantz,

Tyrrell, Williams.  
NAY: None.  
ABSENT: None.

Regent Fitzgibbon stated that a motion was required to approve the financing plan for the Iowa State University bookstore remodeling project. The Banking Committee had discussion but the motion failed for lack of a second. He then asked Regent Dorr to present the proposal.

Regent Dorr stated that the proposal is a combination refinancing and negotiating additional financing to embark on a university bookstore remodeling project.

MOTION: Regent Dorr moved to approve the financing plan for Iowa State University Memorial Union--University Bookstore Remodeling project. Regent Furgerson seconded the motion.

President Pomerantz stated that the reason the motion failed that morning was because three of the Regents are associated with Norwest and, therefore, abstained from the motion. Regent Berenstein does legal work for Norwest, Regent Fitzgibbon is the former chairman of Norwest and President Pomerantz is on the board of Norwest.

Regent Dorr said he believed that one of the critical issues that impeded the Banking Committee obtaining a second that morning was due to the fact that the numbers that were presented relative to the net revenues did not, on the surface, appear to assure adequate resources to repay the note on a prompt and timely basis. Since that morning's meeting, university officials have provided additional material which he asked that they present.

Vice President Madden stated that a question had been raised about cash balances of the bookstore. He said the fund balance in the bookstore for each of the last 3 years has been between \$2.5 million and \$2.7 million. Iowa State University officials brought new management into the bookstore last year. After a review of inventory, a decision was made to write down about \$300,000 worth of obsolete goods of the bookstore. That reduction had an affect on the bookstore's cash reporting statements. The bookstore's balance sheet has roughly \$2.5 million in it which would be more than adequate to meet the debt service requirements on the renovation of the store based upon its current level of operations. He said university officials have every expectation that once the remodeling is finished and the additional sales floor space is added, the sales activities will increase. He said, conservatively, it can more than cover the debt service on this particular obligation.

For the benefit of those who were not at that morning's Banking Committee meeting, Vice President Madden said the Memorial Union is a separate corporation on the Iowa State University campus. The Union will combine this borrowing with a refinancing of a parking ramp remodeling project done a couple of years ago in order to benefit from a slightly lower interest rate. He assured the Regents that there was adequate coverage to meet the debt service obligation as this is paid off over the next five years.

Regent Hatch stated that she had two concerns. Privatization is a matter that has been on the Regents' agenda. This is a matter of to what extent should the public be running the bookstores rather than a separate corporation. Her other concern was that debt service for the Memorial Union Expansion is almost \$225,000 per year. The Banking Committee was provided with figures that morning that showed that in 1989 the bookstore made \$40,000. In 1990 it made \$57,000. The write off in 1991 showed a significant loss in the bookstore operation. The projected net income for the bookstore for 1991-92 is \$110,000. The 1992-93 projected net income increases to \$440,400. That, she said, sounded terribly optimistic although it may be achievable. Should the Regents, since they will be, in effect, guaranteeing the debt service, wait to see if the store does as well as projected while at the same time looking at the privatization issue?

Vice President Madden stated that Iowa State University undertook an extensive privatization study about 18 months ago. The study was accomplished by a representative committee on the campus and was reviewed by a variety of groups. The conclusion was that it was not appropriate to privatize the bookstore at this time. The bookstore is the major textbook outlet in the community. There is only one other store available to students. Both the faculty and students who were involved in the reviews expressed serious concern that if the university did not continue this operation the accessibility and pricing structure could be adversely affected. The bookstore's pricing structure is relatively conservative. Mark-up on textbooks is 5 percent below what the normal industry bookstore standard would be on most college campuses. He said cash flow projections assume the same pricing structure which should provide adequate debt service coverage.

Vice President Madden reiterated that the fund balance of the bookstore is about \$2.5 million to \$2.7 million each year. If "push comes to shove" that is sufficient to retire this outstanding obligation. He then stated that the bookstore's new manager has made a great deal of progress in terms of improving systems. Operating costs are being lowered by changing staffing structures. He then assured the Regents that university officials are confident that they will conservatively cover this debt and provide adequate service to the university community.

Regent Hatch asked if private citizens were involved in the university's privatization study. Vice President Madden responded negatively.



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9,000 students per year, while the number housed at the University of Northern Iowa will gradually increase from 5,400 to 6,000 students per year.

The percentage of student body housed in the residence systems over the next ten years is expected to remain relatively constant at 22-24 percent at the University of Iowa, 36-39 percent at Iowa State University, and 40-45 percent at the University of Northern Iowa.

Occupancy rates in non-apartment housing during the next decade will stabilize at 90-91 percent of design capacity at the University of Iowa, rise to 92 to 97 percent at Iowa State University, and remain above 100 percent (peaking at 114 percent in 2000-01) at the University of Northern Iowa.

Apartment occupancy rates are expected to be 98-100 percent of design capacity over the next ten years.

Based on its current enrollment projections, the University of Iowa estimates that demand for residence system housing will exceed its current operating capacity in the fall of 1995.

The University of Iowa can accommodate the small excess demand expected in 1995 and 1996 through tripling of double rooms and use of temporary housing, but will not be able to accommodate all of the 250-500 "excess" students expected every year between 1997 and 2001.

The University of Iowa will study the issues of whether to build a new facility, provide housing to freshman with limited access to all other students or provide housing on a first come-first served basis.

Iowa State University expects to be able to offer and guarantee residence hall housing to all undergraduate students who apply for it throughout the next ten years.

A new residence facility is under construction at the University of Northern Iowa that will provide an additional 384 beds by fall 1993. Most of this increased capacity was expected to be offset by "de-tripling" of existing residence halls rooms.

Planning for future housing needs is heavily dependent on student enrollment projections, particularly lower division (freshman-sophomore) enrollments. The latest projections show:

- \* The University of Iowa's decline in enrollment through 1994-95 will be smaller than previously predicted and will be followed by stronger than previously predicted increases that are expected to result in an enrollment ten years from now that is comparable with the present level. Lower division enrollment will be stronger than overall university enrollment.

- \* Iowa State University will have a slow but steady enrollment growth for the coming decade. Lower division enrollment is expected to be slightly weaker than overall university enrollment.
- \* Growth at the University of Northern Iowa will be greater than previously predicted, with overall enrollment expected to be 17 percent higher than present levels in ten years. Lower division enrollment will be strong, but transfer and graduate enrollment will be even stronger.

Regent Tyrrell stated that last month the Regents talked about the definitions of occupancy. He asked if "operating capacity" means that singles are occupied as singles, doubles are occupied as doubles, and there are no triples. Director Smith responded affirmatively.

**ACTION:** President Pomerantz stated the Board, by general consent, (1) received the university residence systems ten-year plans for fiscal years 1993-2002 and (2) directed the University of Iowa and the University of Northern Iowa to monitor enrollment projections closely, to begin contingency planning for any future demand for housing that cannot be met by existing facilities and facilities currently under construction, and to review needs for different types of housing arrangements to make them more marketable to students.

(b) Approval of Rates for Fiscal Year 1993 University Residence and Dining Systems. The Board Office recommended the Board (1) Approve the following rates for a double occupancy room with full board at Regent universities effective academic year 1991-92:

	<u>Rate</u>	<u>Increase</u>
University of Iowa	\$3,148	5.6%
Iowa State University	3,044	6.8%
University of Northern Iowa	2,620	7.3%

(2) Approve average increases in monthly rates for apartment housing of approximately 6.5 percent at the University of Iowa, 6.0 percent at Iowa State University, and 7.3 percent at the University of Northern Iowa.

(3) Approve the detailed rate schedules for room and board submitted by the universities to the Board of Regents at its March 18 meeting.

The government of the student body at each Regent university was given statutory notification of the proposed residence system rates. The

universities have indicated that representatives of the residence hall associations were consulted during the rate review process.

The universities in March presented rate proposals for residence halls and apartment housing effective for academic year 1992-93. The proposed residence halls rate increase at the University of Iowa is 5.6 percent, at Iowa State University it is 6.8 percent and at the University of Northern Iowa it is 7.3 percent.

The rates for double occupancy, full board will increase by \$166 at the University of Iowa, \$194 at Iowa State University, and \$178 at the University of Northern Iowa. Previous and proposed rates are:

	<u>Proposed Rate</u>	<u>Current Rate</u>
University of Iowa	\$3,148	\$2,982
Iowa State University	3,044	2,850
University of Northern Iowa	2,620	2,442

Monthly rates for family housing were proposed to increase \$12.00 to \$18.00 a month at the University of Iowa, \$10.00 to \$25.00 at Iowa State University, and \$12.00 to \$18.00 per month at the University of Northern Iowa.

Expenditures for fiscal year 1993 will include inflationary increases of approximately 0 to 5.0 percent in utilities and 3.0 to 3.5 percent in cost of food or goods sold.

Occupancy in the residence halls is projected to decrease by 212 at the University of Iowa, remain constant at Iowa State University and increase by 39 at the University of Northern Iowa.

Apartment occupancy is expected to remain constant at the University of Iowa, decrease by 15 at Iowa State University, and increase by 2 at the University of Northern Iowa.

The rates proposed for residence halls and apartment housing units appear to be sufficient to generate adequate revenues to cover expenditures for operations, debt service, mandatory reserves, overhead, repair and renovation of the physical plant, and an adequate level of voluntary reserves.

**MOTION:**

Regent Williams moved to (1) approve the rates for a double occupancy room with full board at Regent universities effective academic year 1991-92, as presented, (2) approve average increases in monthly rates for apartment housing of approximately 6.5 percent at the University of Iowa, 6.0 percent at Iowa State University, and 7.3

percent at the University of Northern Iowa, and (3) approve the detailed rate schedules for room and board submitted by the universities to the Board of Regents at its March 18 meeting. Regent Berenstein seconded the motion, and it carried unanimously.

Regent Berenstein stated it was curious that when the Regents are discussing proposed tuition increases many students attend the Board's meetings. However, when the topic is an increase in the dormitory rates, which are substantially more than the proposed tuition increases, no one shows up. He stated that someone has done a good job working with the students around the issue of the proposed dormitory increases.

Regent Hatch questioned the differences in the proposed percentage increases at each university. Mr. Richey responded that the differences are due to the differing amounts of debt service and projected occupancy rates.

**EARLY AND PHASED RETIREMENT.** The Board Office recommended that the Board approve, effective July 1, 1992, through June 30, 1997, subject to annual reviews, the Early Retirement Incentive Program and the Phased Retirement Program as presented.

The Early Retirement Incentive Program and the Phased Retirement Program currently approved for all five institutions and the Board Office will terminate on June 30, 1992, unless renewed by the Board.

The five year limitation on health and dental insurance early retirement benefits which was proposed last month was eliminated in this proposal. Participants under the recommended plan would receive benefits until eligible for Medicare.

Proposed changes from the current plan include a reduction in Early Retirement health and dental insurance benefits from the full premium to the employer's contribution only, and a reduction in life insurance from the coverage for an active employee (2-1/2 times annual salary) to a paid-up policy equivalent to what the employee would normally get on retirement (\$2,000 - \$4,000).

The maximum appointment time permitted under the recommended Phased Retirement Program is changed (from the current 75 percent) to 65 percent with full retirement at the end of the five-year phasing period.

No significant reduction in the number of participants in the programs is expected because of the recommended reduction in benefits.

The following charts show the components of the current programs and the changes recommended by the Board Office and agreed to by institution administrations:

EARLY RETIREMENT INCENTIVE PROGRAM

	<u>Current Plan</u>	<u>Recommendation</u>
ELIGIBILITY:	Age 57 but not yet 64 with 10 years of service	Age 57 with 15 years of service
APPROVAL:	Designated administrative approval required.	Same as Current
INCENTIVES:	Cease at age 65 except for health insurance at age 68	Health and dental insurance benefits cease when eligible for Medicare. Retirement benefits cease after 5 years or when eligible for full Social Security, if sooner than 5 years.
Health Insurance:	Full premium for 3 years Employer share until age 68. (Medicare supplement at age 65)	Normal employer contributions to single or family coverage until eligible for Medicare coverage.
Dental Insurance:	Full premium for 3 years Employer share until age 65	Normal employer contributions to single or family coverage until eligible for Medicare coverage.
Life Insurance:	Policy at level of salary at retirement (normal reduction at age 65) Full premium for 3 years. Employer share until age 65.	A paid life insurance policy equal to what the individual would have received at retirement (\$2,000 - \$4,000).
Retirement:	Employer and employee contributions for three years; employer contri-	Employer and employee contributions for 3 years, employer con-

	<u>Current Plan</u>	<u>Recommendation</u>
	Contributions only until age 65.	Contributions only for an additional 2 years; contributions payable for a maximum of 5 years or until eligible for full Social Security benefits, whichever occurs first.
ALTERNATE PAYMENT METHOD:	Participants may elect, with institutional approval, to receive a lump sum cash payment equal to present value of the expected benefit cost for any or all of benefits.	Same as Current
MISCELLANEOUS:	Employees participating in the Phased Retirement Program may transfer into ERI. Each month spent in Phased Retirement reduces period of full payment by one month.	Same as Current
DURATION:	Sunsets June 30, 1992	Subject to annual reviews, expires June 30, 1997, unless renewed by the Board.
REPORTING REQUIREMENTS:	Annually to the Board. Individual participants are reported to the Board on the monthly Register of Personnel Transactions.	Same as Current

PHASED RETIREMENT PROGRAM

	<u>Current</u>	<u>Recommendation</u>
ELIGIBILITY:	Faculty and P&S - age 57 with at least 15 years service.	Same as Current
	Merit age 60 with 20 years of service	Same as Current

	<u>Current</u>	<u>Recommendation</u>
APPROVAL:	Designated administrative approval required.	Same as Current
SCHEDULING OF PHASING:	Maximum period of 5 years with full retirement at end of period except that participants may continue on 1/2 time until age 65.	Maximum period of 5 years with full retirement at end of period.
	Maximum appointment during phasing period - 75%	Maximum appointment during phasing period 65%
	Participants may not return to a full-time appointment.	Same as Current
PHASED RETIREMENT PERIOD	Limited to 5 years except if subject to an earlier mandatory retirement age.	Same as Current
COMPENSATION:	First 4 years, proportionate salary plus 10% of budgeted salary.	Same as Current
	Fifth year, appointment no greater than 1/2 time and salary proportionate.	Same as Current
BENEFITS:	Continuation of life, health and disability insurance at same levels as if full time.	Same as Current
	Retirement contributions to TIAA-CREF same as if full-time. IPERS, FICA and Federal Retirement as mandated by law.	Same as Current
	Sick leave and vacation proportionate to appointment time.	Same as Current
DURATION:	Sunsets June 30, 1992	Subject to annual reviews, expires

	<u>Current</u>	<u>Recommendation</u>
		June 30, 1997 unless renewed by the Board.
REPORTING REQUIREMENTS:	Annually to the Board	Same as Current
	Individual participants are reported to the Board on the monthly Register of Personnel Transactions.	

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The programs have been reviewed over the past year on campus by administrators and constituent faculty and staff groups in consultation with the Board Office. Factors considered in review of the programs included:

1. various cost and savings projections;
2. a change in federal law that will eliminate mandatory retirement for tenured faculty at the end of 1993, and studies which propose that research universities may need to rely on retirement incentives to ensure vitality; and
3. the non-discrimination provisions of regulations and laws including the federal Older Workers Benefits Protection Act that will become effective for public universities in October 1992.

University administrators support continuation of Early and Phased Retirement Programs to help promote institutional vitality.

Regent Berenstein asked for clarification regarding the 5-year limitation on health and dental insurance benefits proposed last month. Does it mean the costs will be shared or paid for by the State? Mr. Richey responded that with the ability for employees at age 57 to opt for early retirement the 5-year limit on benefits had to be dropped. The employee will pay the employee's share and the employer will pay the employer's share of the insurance premium.

President Pomerantz stated that the change proposed this month would pick up 3 more years of the State's share of the insurance premium.

President Jischke said he was very pleased with the proposal and thanked the Board for addressing employees' concerns.

MOTION: Regent Berenstein moved to approve, effective July 1, 1992, through June 30, 1997, subject to annual reviews, the Early Retirement

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Incentive Program and the Phased Retirement Program, as presented. Regent Furgerson seconded the motion, and it carried unanimously.

**BOARD OFFICE PERSONNEL TRANSACTIONS.** The Board Office recommended the Board approve the Board Office Register of Personnel Transactions which included:

**RESIGNATION:** DEBRA ROBBINS, Clerk I, effective March 17, 1992; and

**APPOINTMENT:** ANN SLOAN-POWELL, Clerk I, at an annual salary of \$14,060.80, plus usual fringe benefits, effective March 30, 1992.

**MOTION:** Regent Furgerson moved to approve the Board Office personnel transactions, as presented. Regent Tyrrell seconded the motion, and it carried unanimously.

**ANNUAL PRIVATIZATION REPORT.** The Board Office recommended the Board receive the annual report on privatization.

The University of Iowa reported that during the past year there were no complaints directed toward the university. Iowa State University reported that during the past year there was only one request for review and explanation of policies, an inquiry directed to the Nucleic Acid Facility which was reviewed and found to be groundless. The University of Northern Iowa reported that it received no complaints from the private sector.

The universities indicated that they are meeting regularly with the business community. The special schools do not report active consultation with local business interests because their services do not compete with the private sector.

No appeals of institutional reviews were submitted to the Board of Regents during the past fiscal year.

**ACTION:** President Pomerantz stated the Board received the annual report on privatization, by general consent.

**VENDOR WITH CONFLICT OF INTEREST.** The Board Office recommended the Board approve the request of the University of Iowa to add the names of Dr. Fred C. Johlin and Dr. Garry A. Neil to the standing list of approved vendors with a conflict of interest.

University of Iowa officials previously requested and received Board authorization to contract with 16 companies or individuals who have an affiliation with the university. This month university officials requested

that the additional names of Dr. Fred C. Johlin and Dr. Garry A. Neil be added to the list of approved vendors with a conflict of interest.

The university wishes to purchase needle-recapping devices from Advanced Medical Concepts, Inc., a company owned by Dr. Fred C. Johlin and Dr. Garry A. Neil, for an initial trial-evaluation.

The initial purchase is for \$6,250 and, if approved, the additional first-year annual purchase would be approximately \$4,000. Purchases in successive years would be of lesser amounts.

University officials reported the devices are needed for OSHA compliance and additional purchases would be for replacement of supplies or for other hospital units.

The University of Iowa is patenting the devices and retains all rights to the product, giving Advanced Medical Concepts, Inc., an exclusive license to the device in exchange for royalties from its sale.

University of Iowa officials reported that abuses of the rules are avoided by strict scrutiny of proposed purchases from vendors on this list. Purchases from university employees must be approved by either the Director or Associate Director of Purchasing and the Director of Planning and Administrative Services. Final approval is obtained from the Acting Vice President of Finance and University Services.

**MOTION:**

Regent Williams moved to approve the request of the University of Iowa to add the names of Dr. Fred C. Johlin and Dr. Garry A. Neil to the standing list of approved vendors with a conflict of interest. Regent Tyrrell seconded the motion, and upon the roll being called, the following voted:  
AYE: Berenstein, Dorr, Fitzgibbon, Furgerson, Hatch, Johnson, Pomerantz, Tyrrell, Williams.  
NAY: None.  
ABSENT: None.

**CONSENT ITEMS.**

**MOTION:**

Regent Tyrrell moved, seconded by Regent Furgerson, to approve the consent docket, as follows:

Approve the naming of the University of Iowa merged Departments of Biology and Botany

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"Department of Biology" effective July 1, 1992;

Receive the report on the Board Office budget;

Receive the Next Meetings Schedule;

Refer the University of Iowa proposed name change from Soviet and East European Studies Program to the Russian, East European, and Eurasian Studies program to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation;

Refer the University of Iowa post-audit report on the Master of Fine Arts degree program in Comparative Literature to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation;

Refer the University of Iowa proposed change in title from the Master's and Ph.D. degrees in Physical Education to the Master's and Ph.D. degrees in Exercise Science to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation;

Refer the University of Iowa request to change the Master's degree in Exercise Science from the Master of Arts to the Master of Science to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation;

Refer the Iowa State University request for a concurrent B.S./M.S. degree program in Zoology and Genetics to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation;

Refer the Iowa State University request to suspend enrollment in the program for Master of Computing degree to the Interinstitutional

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Committee on Educational Coordination and the Board Office for review and recommendation;

Refer the Iowa State University request to change the name of the Department of Family and Consumer Sciences Education to the Department of Family and Consumer Sciences Education and Studies to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation;

Refer the Iowa State University post-audit report for the Master of Science degree in Operations Research to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation; and

Refer the Iowa State University post-audit report for the Ph.D. degree in Industrial Engineering to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

The motion carried unanimously.

**REPORT ON THE BOARD OFFICE BUDGET.** The Board Office recommended the Board receive the report.

The appropriation for the operation of the Board of Regents Office has been adjusted by across-the-board reductions recently. The .62 percent reduction occurred this week to, among other things, create a statewide pool of funds to finance the arbitrator's awards for contract-covered employees of state government.

The proposed action relative to the Regents Merit System pay plan affects the clerical staff in the Board Office, who are on the same pay plan. The additional cost for the remaining two months of fiscal year 1992 is \$2,054. This amount of increase in the expenditures is offset by an anticipated supplemental appropriation of the same amount.

The estimated expenditures for the various budget categories for the remainder of the fiscal year have been changed to some degree. It is necessary to increase anticipated expenditures for data processing by \$2,000 in order to move a machine within the office to an area where it will be monitored very closely. The Governor's office uses the PROFS System to transmit messages and a very important one was missed recently because of inadequate monitoring.

Expenditure reductions included: per diem for members of the Board \$2,000; \$6,000 travel for Board Office employees and \$1,000 for office supplies.

A review of the billings-in-progress indicates that estimated receipts can be restored to the \$5,000 level originally envisioned for the fiscal year. This addition in resources helps to off-set some of the loss in appropriations that have occurred.

There is very little leeway left in the office budget in the current fiscal year despite the stringent controls that have been imposed on spending.

**ACTION:** This report was received by consent.

**NEXT MEETINGS SCHEDULE.** The Board Office recommended the Board approve the Next Meetings Schedule, as follows:

May 20-21	University of Northern Iowa	Cedar Falls
June 17-18	University of Iowa	Iowa City
July 15-16	Lakeside Laboratory	Okoboji
September 16-17	Iowa State University	Ames
October 21-22	University of Northern Iowa	Cedar Falls
November 18-19	University of Iowa/Iowa Braille and Sight Saving School	Iowa City/ Vinton
December 16-17	Iowa State University	Ames
January 20, 1993	Telephonic	
February 17-18	University of Northern Iowa	Cedar Falls
March 17-18	To be determined	Des Moines

**ACTION:** This matter was received by consent.

President Pomerantz then asked Board members and institutional executives if there were additional general or miscellaneous items for discussion. There were none.

STATE UNIVERSITY OF IOWA

The following business pertaining to the State University of Iowa was transacted on Wednesday, April 15, 1992.

**RATIFICATION OF PERSONNEL TRANSACTIONS.** The Board Office recommended the Board ratify personnel transactions, as follows:

Register of Personnel Changes for February 1992, which included promotion and tenure actions; and

In accordance with the Board of Regents Procedural Guide, Section 4.22, approve the commissioning of STEVEN R. STANGE as special security officer. Mr. Stange has successfully completed training at the Iowa Law Enforcement Academy.

MOTION:

Regent Furgerson moved to ratify personnel transactions, as presented. Regent Tyrrell seconded the motion, and it carried unanimously.

Regent Furgerson asked for the status of the search for Vice President for Allied Health Sciences. President Rawlings responded that the university has made good progress since this was last discussed. The search committee has now met with a number of health professionals from around the state of Iowa representing various health professional groups. A meeting was held with Mr. Colloton to go over the Hospital perspective. Following that meeting a meeting was held with the heads of departments within the Hospital. Therefore, he said there has been a considerable amount of further consultation. Additionally, this morning the search committee met with one of the firms which is bidding to be the executive search firm for the committee. The search committee will meet tomorrow with the other firm that is bidding. By the end of tomorrow the committee should be in a good position to assess the bids from the various firms in order to make a decision on which firm to hire. He said the process is moving along very effectively.

Regent Williams asked about the status of the position of Associate Vice President for Allied Health Sciences. President Rawlings responded that university officials wish to do a bit more planning before making a firm decision on how to proceed with that position.

President Pomerantz suggested that university officials may want to get the new Vice President on "board" so that person can be involved in the selection.

**ACADEMIC CALENDAR - PROPOSED FOR 1996-97.** The Board Office recommended the Board approve the proposed academic calendars for the 1996-97 academic year and for the 1997 summer session at the University of Iowa.

The proposed 1996-97 academic year calendar contains 76 class days in the fall semester and 74 days in the spring semester, or 150 days per academic year. This continues the schedule approved by the Board in 1991 for academic years 1992-93 through 1995-96.

For the decade prior to 1987, the university had 149 class days in all but one of its academic years. Between 1987-88 and 1992-93, the numbers of instructional days approved by the Board were:

1987-88 - 148 days  
1988-89 - 146 days  
1989-90 - 146 days  
1990-91 - 148 days  
1991-92 - 148 days  
1992-93 through 1995-96 - 150 days

The proposed 1997 summer session contains 38 days as it has in prior years. The calendars conform to prior calendars approved by the Board of Regents in April 1991.

**MOTION:** Regent Berenstein moved to approve the proposed academic calendars for the 1996-97 academic year and for the 1997 summer session at the University of Iowa. Regent Johnson seconded the motion, and it carried unanimously.

**NAME CHANGE - FROM SOVIET AND EASTERN EUROPE STUDIES PROGRAM TO RUSSIAN, EAST EUROPEAN AND EURASIAN STUDIES PROGRAM.** The Board Office recommended the Board refer the university's request to the Interinstitutional Committee and the Board Office for review and recommendation.

University of Iowa officials requested that the name of the Soviet and East European Studies Program be changed to the Russian, East European, and Eurasian Studies Program. The proposed changes have been endorsed by appropriate internal groups.

Recent events in East-Central Europe and the former Soviet Union have rendered the current title of the program inaccurate. The proposed new title reflects the present character of the program's offerings and the focus of the faculty's teaching and research interests.

**ACTION:** This matter was referred by consent.

**POST-AUDIT REPORT - MASTER OF FINE ARTS DEGREE PROGRAM IN COMPARATIVE LITERATURE.** The Board Office recommended the Board refer the post-audit report to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation

The University of Iowa has completed a post-audit report on the Master of Fine Arts Degree Program in Comparative Literature five years after its initial approval by the Board of Regents.

The program appears to have met the original objectives outlined for the program at the time of its initial approval by the Board of Regents.

**ACTION:** This matter was referred by consent.

**NAME CHANGE - FROM MASTER'S AND PH.D. DEGREES IN PHYSICAL EDUCATION TO MASTER'S AND PH.D. DEGREES IN EXERCISE SCIENCE.** The Board Office recommended the Board refer the university's request to the Interinstitutional Committee and the Board Office for review and recommendation.

University of Iowa officials requested a change in title from the Master's and Ph.D. degrees in Physical Education to the Master's and Ph.D. degrees in Exercise Science.

When the restructuring of the Division of Physical Education was approved by the Board, the degree titles could not be changed because the shift of the physical education components to other units had not been decided. It was now appropriate to change the degree titles to reflect the previously-approved changes.

**ACTION:** This matter was referred by consent.

**NAME CHANGE - MASTER'S DEGREE IN EXERCISE SCIENCE, FROM MASTER OF ARTS TO MASTER OF SCIENCE.** The Board Office recommended the Board refer the university's request to the Interinstitutional Committee and the Board Office for review and recommendation.

University of Iowa officials requested that the Master's Degree in Exercise Science be changed from a Master of Arts to a Master of Science.

With the restructuring of the Division of Physical Education, the university envisions Exercise Science becoming a free standing department which retains only the laboratory science part of the Division programs.

The degree offered for the masters program needs to be changed from Master of Arts to Master of Science, which is the degree awarded to master's recipients in the laboratory sciences. The change will enable faculty and staff to pursue funding from scientific agencies and graduates of the Exercise Science

masters programs to compete equally for jobs with students earning degrees in Exercise Science at other institutions.

**ACTION:** This matter was referred by consent.

**REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS.** The Board Office recommended the Board (1) approve the capital register for the University of Iowa and (2) approve the university's request to raze the Hydraulic Laboratory Annex, Psychiatric Hospital Storage Building, and Psychiatric Hospital Patient Activities Building.

**PROJECT DESCRIPTIONS AND BUDGETS**

University officials submitted four new projects for approval by the Board. These projects were included in the university's quarterly report of anticipated capital projects.

University Hospitals and Clinics--A Multi-Disciplinary Rehabilitation Center, An Expanded Orthopaedic Clinic with Radiology and an Orthopaedic Faculty Office Suite \$10,895,690  
Source of Funds: University Hospitals Building Usage Funds

Preliminary Budget

Construction	\$ 8,967,646
Contingency	896,765
Architectural/Engineering Support	582,897
Planning and Supervision	<u>448,382</u>
<b>TOTAL</b>	<b>\$10,895,690</b>

The Multi-Disciplinary Rehabilitation Center will provide consolidated facilities for the Department of Orthopaedic Surgery's Sports Medicine Service, Spine Diagnostic and Treatment Center, and Industrial Hand Pain Program with Cardiac, Rheumatology, and Pulmonary Rehabilitation services offered by the Department of Internal Medicine, plus inpatient and outpatient physical therapy and occupational therapy services provided by the Departments of Physical Therapy and Occupational Therapy. These services are currently provided in several locations throughout University Hospitals which provides a major impediment to offering all modalities which patients require from these services. Combining these diagnostic and treatment services into one unit will meet all patient needs while optimizing efficient use of staff and facilities to enhance cost effectiveness. The Orthopaedic Clinic and Orthopaedic Radiology Suite will be developed in space adjacent to the new diagnostic and treatment center and will permit a much needed expansion of these facilities. Their adjacency will also promote patient and staff convenience and operational efficiency between these functionally interrelated services. The project will also involve completion of faculty and support

staff offices, conference and teaching facilities for the Department of Orthopaedic Surgery and for the Orthopaedic Radiologists.

This project will include the completion of approximately 65,800 gross square feet of shell space in the lower level of the John Pappajohn Pavilion. Approximately 20,300 gross square feet of this space will accommodate the Multi-Disciplinary Rehabilitation Center. The Orthopaedic Clinic will be housed in 19,800 gross square feet of space, including space provided for waiting, reception and scheduling functions. The Orthopaedic Radiology Suite will occupy 7,500 gross square feet of space and the Orthopaedic Faculty Office Suite will comprise approximately 14,600 gross square feet. Mechanical and general building circulation space will comprise the final 3,600 gross square feet of space.

At one time it was thought that the Orthopaedic Office Suite might be accommodated on an upper floor of the Pappajohn Pavilion. However, detailed planning has determined that this location cannot accommodate all needed orthopaedic functions and the needs of other services located on the fifth level. Moreover, placement of the Faculty and Staff Office Suite immediately adjacent to the department's clinic on the lower level will provide a greatly enhanced functional alignment with the opportunity for expansion to meet future faculty office and clinic needs. To accommodate this office suite, the project will entail excavating and developing approximately 21,000 gross square feet of shell space adjacent to the present lower level of the Pappajohn Pavilion. This shell space, with an estimated construction cost of \$1,586,000, will be bid this spring in conjunction with the lower level shell space of the upcoming Eye Institute project to optimize the opportunity for cost savings.

The current scope of this project will accommodate all needs of these programs which are recognized for their preeminence throughout the United States. Construction estimates range from \$30 to \$150 per square foot depending on the type of space to be finished. These costs are comparable to construction costs for similar projects at University Hospitals.

The work to be accomplished includes the finishing of existing shell space; excavation and construction of additional shell space with reinforced concrete columns, beams, ceilings and floors; installation of mechanical, electrical, HVAC and fire protection systems; construction of walls, partitions and doors; and installation of ceiling, wall and floor finishes and hospital casework.

John Staley, Associate Director at University of Iowa Hospitals and Clinics, and Reginald Cooper, Professor and Head of Orthopedic Surgery, University of Iowa Hospitals and Clinics, discussed the project budget and program statement, as well as the need for the project. Mr. Staley noted that net to gross efficiency on an aggregate basis is 76 percent.

President Pomerantz asked if University of Iowa Hospitals and Clinics would have the best orthopedic facility in the nation after this project is completed. Professor Cooper responded that Iowa already has the best orthopedic department. With the construction of this new facility it will also have the best orthopedic facility in the nation.

Mr. Staley agreed, stating that the facility will be superb.

MOTION: Regent Berenstein moved to approve the program description and budget for the University Hospitals and Clinics Multi-Disciplinary Rehabilitation Center, Expanded Orthopaedic Clinic with Radiology and Orthopaedic Faculty Office Suite. Regent Furgerson seconded the motion, and it carried unanimously.

University Hospitals and Clinics--Overhead Connecting Link \$671,215  
Between the UIHC Main Entrance and Parking Ramp #2  
Source of Funds: University Hospitals Building Usage Funds

Preliminary Budget

Construction	\$ 552,440
Contingency	55,245
Architectural/Engineering Support	35,910
Planning and Supervision	<u>27,620</u>
TOTAL	\$ 671,215

This project will develop a weather-protected and temperature-controlled overhead pedestrian walkway linking the second level of Parking Ramp #2 at its northeast corner to the second level of the University Hospitals at the new main entrance canopy. This walkway will enable patients and visitors to avoid inclement weather when entering and departing University Hospitals as well as vehicular traffic which is encountered when walking between the parking ramp and University Hospitals on ground level. This will also improve handicapped accessibility in University Hospitals.

The work to be accomplished includes relocation of an underground steam line and installation of caissons, columns, structural steel trusses, door frames and doors, mechanical, electrical, fire protection and HVAC systems and finish materials.

Regent Hatch referred to a previous capital register which included a request to reject all bids on an overhead walkway. She asked how this project relates to the earlier bid rejection. Mr. Staley responded that the bid rejection related to the connecting link. The architects have done some redesign work

that will incorporate the existing stair tower. It will bring another link out of parking ramp 2.

University Hospitals and Clinics--Main Entrance Site \$621,295  
Development and Road Configuration  
Source of Funds: University Hospitals Building Usage Funds

Preliminary Budget

Construction	\$ 511,350
Contingency	51,135
Architectural/Engineering Support	33,240
Planning and Supervision	<u>25,570</u>
 TOTAL	 \$ 621,295

This project involves final site development of land on the west side of University Hospitals' new main entrance. The project includes the removal of a temporary CAMBUS turnaround, installation of storm water lines and inlets, reconfiguration of a cross-connecting roadway between the Hospital exit drive and Parking Ramp #2, and associated landscaping. The project is required to improve the safety and accessibility of the University Hospitals roadway and pedestrian walkway system that serves the Hospital main entrance and Parking Ramps #1 and #2. This project will also enhance the overall appearance of the grounds adjacent to the main entrance of University Hospitals. This project is an essential component in the development of University Hospitals' new main entrance drive, entrance canopy, and patient admitting service.

The work to be accomplished includes site demolition, grading, landscaping, utility relocations and installations, lighting, concrete work (development of reconfigured roadways and construction of sidewalks, retaining walls, planters and traffic islands), and installation of an irrigation system and asphaltic pavers. The work will be phased and completed in a way that will avoid undue inconvenience for patients and visitors accessing and departing University Hospitals.

North Capitol Street Pathway--Construct Pathway \$325,000

Preliminary Budget

Design, Inspection and Administration	
Consultant	\$ 25,700
Architectural/Engineering Services	14,600
Construction	260,000
Contingency	<u>24,700</u>
 TOTAL	 \$ 325,000

Source of Funds:

Gifts to the University	\$ 180,000
Academic Building Budget	<u>145,000</u>

TOTAL	\$ 325,000
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This project will result in the conversion of the three blocks of Capitol Street north of the Pentacrest into the North Capitol Street Pathway pedestrian mall. It was hoped that by the April Board meeting the Iowa City Council will have enacted the ordinance that results in the closing of the three blocks to be converted into the pathway and one block each of Bloomington and Davenport Streets adjacent to the east. Upon vacation of the street, ownership will revert to the underlying owner of the street, the State of Iowa, and it will be possible to construct the pathway.

During the 1989-1990 academic year a task force was assembled to begin working out the details of the pathways concept. The task force decided the north Capitol Street project should have the highest priority, due primarily to the eminent construction of the Academic Building to House the College of Business, which will be located adjacent to the proposed pathway. The campus planning presentation to the Board in June 1990 included a description of the pathway projects. Subsequently during the summer of 1990, with the assistance of a consultant landscape architect, the Master Plan study for the North Capitol Street Pathway was developed.

University officials believe that now is the appropriate time to close the streets to vehicular traffic for conversion to a pedestrian pathway. The streets will be excavated for the construction of utility lines for the Academic Building, which began in March, and a less expensive interim pathway plan has been developed that will allow the project to proceed within the funds available, with further pathway development to occur at a later date.

The three blocks of North Capitol Street are an ideal candidate for conversion to pedestrian use. These streets have little or no non-university traffic function. Alternative service access points are available for the buildings along the route. More importantly, the North Capitol Street corridor is a natural pedestrian route between the central campus and the east campus residence halls complex and other near north side Greek and private residences. The Chemistry-Botany Building with its large lecture halls and student laboratories and the two large lecture halls in the new Academic Building will open out onto the corridor pathway. The corridor also serves as a natural connection between the Pentacrest and the Iowa River and the Music Building/Hancher Auditorium complex across the river. The street thus offers an outstanding opportunity to provide a functional pedestrian transportation corridor.

The interim plan proposes to take advantage of the 13-foot strip of pavement that will be removed down the center of North Capitol Street for installation

of utility lines serving the Academic Building. Instead of replacing the pavement, the strip will be planted in grass. This will avoid the expense of short-term replacement and future removal of the street surface. The rest of the street pavement on North Capitol Street and on the adjacent blocks of Davenport and Bloomington Streets will remain, but eventually will be replaced with landscape paving under the final pathway plan.

Existing walks along North Capitol Street will be removed and replaced with grass. Removable barricades will be constructed to control traffic and new lighting, bicycle parking, and benches will be added. In addition to pedestrians, emergency and essential service vehicles will be accommodated in the pathway on the pavement to be retained. Portions of the pathway will be opened temporarily for vehicular access for students moving in and out of the residence halls.

The project will be financed with a combination of private gift funds and funds from the Academic Building project. The cost charged to the building project equates to the cost estimate for construction of the portion of the pathway adjacent to the new building. An estimated savings of \$90,000 will be realized because it will not be necessary to reconstruct the streets being excavated to install the utility lines.

The schematic plan for the project has been developed by university staff. University officials also requested in this capital register to retain the firm of Shoemaker-Haaland, Coralville, Iowa, to prepare construction documents for the project.

President Rawlings stated that the City of Iowa City has approved closing North Capitol Street. He publicly thanked the City Council for coming to that conclusion. He then introduced Larry Wilson, Associate Director in the Department of Planning, Gary Fethke, Acting Senior Associate Dean, Management Sciences, to present specifics regarding this project, which they did.

Regent Dorr asked if all the buildings along the pathway are serviced by other streets so traffic can get in close for handicapped accessibility. Associate Director Wilson responded that there will be a disabled drop-off location.

Regent Berenstein asked if the City of Iowa City gave the streets to the university. Associate Director Wilson responded that the university paid "dearly" to get the streets back. The city vacated the right of way.

Mr. Fethke reviewed the building project in relationship to the pathway. He said university officials believe this will be the best College of Business Administration Building in the United States.

President Pomerantz added that it also has the best faculty.

Regent Fitzgibbon asked about the classrooms which are in addition to the business classrooms. Mr. Fethke said they have debated the size of the 60- to 65-seat high-tech classrooms. The classrooms will be a little larger than the current classrooms but they will also be more intimate. The classrooms will accommodate not only business students but will assist the liberal arts students. He then stated that the building is a delight to talk about. It has been designed with students in mind.

\* \* \* \* \*

University officials reported six new projects with budgets of less than \$250,000 which were included in the university's quarterly report of anticipated capital projects. The titles, source of funds and estimated budgets for the projects were listed in the register prepared by the university.

\* \* \* \* \*

University officials requested permission to raze the following three structures. These buildings have reached the end of their useful lives and have become liabilities to the institution. The sites of these structures will be restored to green space following demolition. Appropriate capital register procedures will be followed when the individual projects are carried out.

#### Hydraulic Laboratory Annex

The Hydraulic Laboratory Annex was constructed in 1948. It is of concrete block construction and comprises 11,710 gross square feet. The building was used for hydraulics experiments until 1985 when it became a storage location for Physical Plant construction materials. It has been vacant since 1990 and has continued to deteriorate to the point where it is no longer useful and is rodent-infested. The structure is also a prominent eyesore at the south entrance to the campus.

Three-fourths of the project cost will cover documentation and abatement of asbestos present in the building. Asbestos abatement will include the removal of 11,500 square feet of asbestos contained in roofing felts, underlying transite, pipe insulation and floor tile. Building demolition will involve removal of the concrete block structure, concrete floors, foundations, disposal of all rubble, and backfilling and capping of all utility lines. Seeding and landscaping of the site after demolition is completed is also included in the project.

#### Psychiatric Hospital Storage

The Psychiatric Hospital Storage Building was built in 1947 of sheet metal construction. It comprises 1,080 gross square feet and has been vacant since

the move of the Psychiatric Hospital to the John Pappajohn Pavilion in the fall of 1991.

Psychiatric Hospital Patient Activities

The Psychiatric Hospital Patient Activities Building was constructed in 1947. It is a sheet metal building of 1,100 gross square feet. It was used as a support building for a children's playground prior to the move of the Psychiatric Hospital to the John Pappajohn Pavilion.

ARCHITECT/ENGINEER AGREEMENTS

University Hospitals and Clinics--Development of a Surgical Intensive Care Unit in the John Pappajohn Pavilion \$338,525  
Hansen Lind Meyer, Inc., Iowa City, Iowa

University officials requested approval of an agreement with Hansen Lind Meyer to provide design services for the development of an expanded Surgical Intensive Care Unit in 31,000 square feet of previously shelled-in space on the fifth level of the John Pappajohn Pavilion. This project will develop a 36-bed Surgical Intensive Care Unit as well as patient support facilities for Nursing, Pharmacy, Respiratory Therapy. The project also includes waiting and consultation areas and restrooms for families and visitors, on-call rooms, conference facilities and offices for resident, fellow and staff physicians, and nursing and other Surgical Intensive Care Unit staff. This project will meet the critical needs of the Surgical Intensive Care Unit for additional surgical intensive care beds and will provide an adequate level of support space for families, visitors, physicians and staff. A major benefit of the project is the opportunity to subsequently convert the present Surgical Intensive Critical Care Unit on the fifth level of the Carver Pavilion into a Medical Intensive Care unit. The current Medical Intensive Care Unit is located in outmoded, non-conforming and spatially deficient facilities in the 1926 vintage General Hospital.

The agreement provides for a fixed fee of \$338,525, including reimbursables.

North Capitol Street Pathway--Construct Pathway \$25,700  
Shoemaker and Haaland, Coralville, Iowa

University officials requested approval of an agreement with Shoemaker and Haaland for the preparation of construction documents on this project. The agreement provides for a fixed fee of \$25,700, which includes basic services plus reimbursables.

Amendments:

Power Plant Energy Optimization and Energy Management Controls \$16,455  
ZBA, Inc., Iowa City, Iowa

University officials requested approval of Amendment No. 6 to the agreement with ZBA, Inc., in the amount of \$16,455. This amendment will provide for additional services required for the design of the vault extension and additional construction phase services related to the underground electric vault.

Amendment No. 6 will not result in an increase in the total project budget.

University Hospitals and Clinics--Ophthalmology Clinic Renovation \$7,500  
Wehner, Pattschull & Pfiffner, Iowa City, Iowa

University Hospitals and Clinics--Operating Room Suite and Support Facilities Replacement Project \$2,000  
Hansen Lind Meyer, Inc., Iowa City, Iowa

University Hospitals and Clinics--Psychiatric Replacement Facility--Phase C \$950  
Hansen Lind Meyer, Inc., Iowa City, Iowa

University Hospitals and Clinics--Neurosurgery Clinic Relocation \$450  
Hansen Lind Meyer, Inc., Iowa City, Iowa

CONSTRUCTION CONTRACTS

Daum Residence Hall--Window Replacement \$197,185  
Award to: Forman Ford Glass Company, Des Moines, Iowa  
(6 bids received)

University Hospitals and Clinics--General Hospital Fire Protection System Enhancements  
Reject Bids  
(1 bid received)

University Hospitals and Clinics--Overhead Pedestrian Link--Pappajohn Pavilion to Hospital Parking Ramp No. 2  
Reject Bids  
(3 bids received)

ACCEPTANCE OF COMPLETED CONSTRUCTION PROJECTS

Burlington Street Tunnel Reconstruction  
Iowa Bridge and Culvert, Inc., Washington, Iowa

University Hospitals and Clinics--Replacement of General Hospital Electrical Bus Duct  
Shaw Electric, Inc., Davenport, Iowa

College of Medicine Administration Wing  
Johnson Controls, Inc., Cedar Rapids, Iowa

FINAL REPORTS

<u>University Hospitals and Clinics--Diagnostic Radiology Completion Phase</u>	<u>\$9,634,998.39</u>
<u>University Hospitals and Clinics--Psychiatric Pavilion Replacement Facility--Phase A</u>	<u>\$5,872,375.24</u>
<u>University Hospitals and Clinics--Psychiatric Pavilion Replacement Facility--Phase B</u>	<u>\$4,184,194.97</u>
<u>University Hospitals and Clinics--Shipping and Receiving Facility</u>	<u>\$3,250,590.09</u>
<u>University Hospitals and Clinics--Center for Digestive Diseases</u>	<u>\$2,136,107.96</u>

MOTION: Regent Williams moved to approve the capital register for the University of Iowa, as presented. Regent Furgerson seconded the motion, and it carried unanimously.

MOTION: Regent Furgerson moved to approve the university's request to raze the Hydraulic Laboratory Annex, Psychiatric Hospital Storage Building, and Psychiatric Hospital Patient Activities Building. Regent Hatch seconded the motion, and upon the roll being called, the following voted:  
AYE: Berenstein, Dorr, Fitzgibbon, Furgerson, Hatch, Johnson, Pomerantz, Tyrrell, Williams.  
NAY: None.  
ABSENT: None.

Regent Fitzgibbon stated that he had watched a program on television the previous night concerning cancer. A comparison was made between the amount of money spent on cancer research to the amount spent researching AIDs. Much more is spent on AIDs research. The program addressed the lack of professional knowledge concerning particular women's cancer issues. He asked if University of Iowa Hospitals and Clinics is doing anything about that issue.

Mr. Staley responded that University Hospitals is definitely addressing cancer and particularly women's cancer issues. The ages of 30 to 40 and 40 to 50 are

especially important. Women are not being well enough informed. Professionals are not handling the information issue properly.

Regent Fitzgibbon asked if cancer is classified as an epidemic. Mr. Staley responded that cancer was very definitely an epidemic. He noted that University of Iowa Hospitals and Clinics has benefitted from the generosity of the Pappajohns through their contributions for the Clinical Cancer Center. The Cancer Center will be on the third and fourth floors of the Pappajohn Pavilion. The Hospitals will benefit not only in facilities but the Pappajohns have also endowed the facility with another \$1 million for the program. He said the facility will be a magnificent resource for the state of Iowa.

**NAMING OF BUILDING.** University officials requested the Board approve naming the new building to house the College of Business Administration and Undergraduate Academic programs, the John Pappajohn Business Administration Building.

John Pappajohn has given \$4 million to the University of Iowa Foundation designated for the completion of the new building to house the university's College of Business Administration and to provide other support for the college. In recognition of this gift, the building will be named the John Pappajohn Business Administration Building. Pappajohn is a 1952 graduate of the university's Business School.

**MOTION:** Regent Berenstein moved to approve naming the new building to house the College of Business Administration and Undergraduate Academic programs, the John Pappajohn Business Administration Building. Regent Tyrrell seconded the motion, and it carried unanimously.

President Pomerantz stated that the Board should acknowledge the very significant contributions of the Pappajohns.

The Regents agreed that the Board Office should draft a resolution thanking the Pappajohns to be included as part of the Minutes. The resolution was drafted, as follows:

**WHEREAS:** John Pappajohn is a native of Mason City, Iowa, a graduate of the University of Iowa and a long-time supporter of the University of Iowa, and

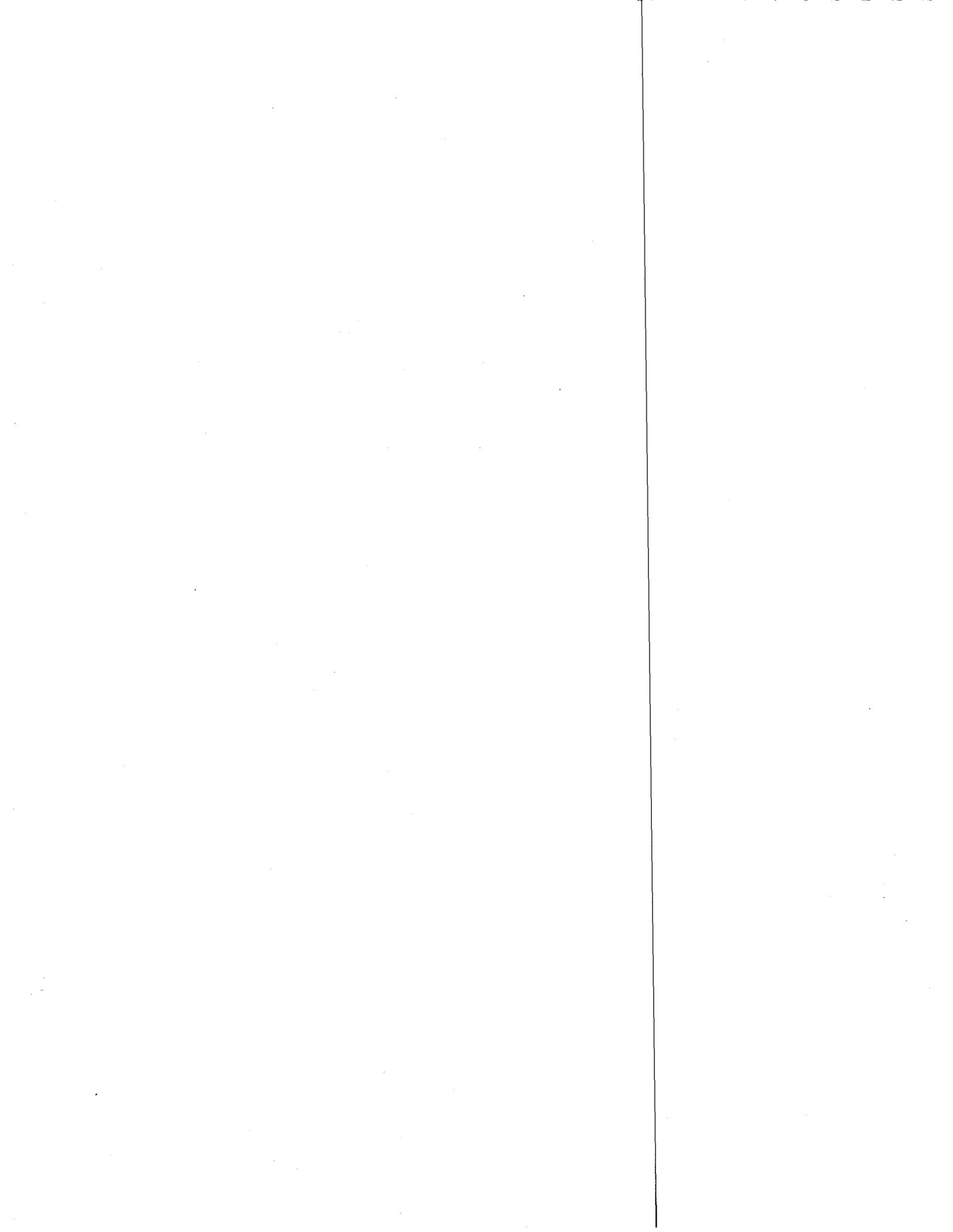
**WHEREAS:** John Pappajohn has provided a gift of \$4 million designated for the completion of the new building to house the University of Iowa College of Business Administration, and

STATE UNIVERSITY OF IOWA  
April 15, 1992

**WHEREAS:** This gift will provide funding for a world-class facility for the teaching of undergraduates in the disciplines of Business and Liberal Arts,

**BE IT RESOLVED:** That the State Board of Regents gratefully recognizes John Pappajohn for his generosity and support to The University of Iowa College of Business.

President Pomerantz then asked Board members and institutional executives if there were additional items for discussion pertaining to the University of Iowa. There were none.



IOWA STATE UNIVERSITY

The following business pertaining to Iowa State University was transacted on Wednesday, April 15, 1992.

**RATIFICATION OF PERSONNEL TRANSACTIONS.** The Board Office recommended the Board approve personnel transactions, as follows:

Register of Personnel Changes for February 1992 which included promotion and tenure actions and early retirement approvals as follows:

RICHARD C. DEMOSS, Manager in Central Stores, retiring April 17, 1992;

BONITA L. ERICKSON, Clerk II, retiring June 30, 1992;

HELEN A. MULLENBACH, Clerk III, retiring June 30, 1992;

ROBERT D. SHEARER, Supervisor of Equipment Inventory, retiring June 30, 1992;

HAROLD K. JEWELL, Coordinator IV, retiring May 29, 1992;

MARGARETJEAN WELTHA, Coordinator IV, retiring May 20, 1992; and

BERNITA M. ARNESON, Laboratory Assistant II, retiring May 1, 1992.

President Jischke asked the Board to adopt the following resolution to be presented that evening.

RESOLVED: that the State Board of Regents extends to Dr. Jane G. Smiley its congratulations on her achievement in writing A Thousand Acres, which has been awarded the Pulitzer Prize, the National Book Critics Circle Award, and the Midland Writers Award. We commend her on the creation of an extraordinary body of creative work, which stands as an inspiration to her students, her colleagues in the university community, and to all those who cherish the beauty and the power of the written word.

MOTION: Regent Furgerson moved to approve the university's personnel transactions, as presented. Regent Tyrrell seconded the motion, and it carried unanimously.

**APPROVAL OF CONCURRENT BS/MS MAJOR.** The Board Office recommended the Board refer the proposal for a concurrent BS/MS degree program in Zoology and

Genetics to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

Iowa State University officials proposed a concurrent BS/MS degree program in Zoology and Genetics (after five years the student will earn both degrees).

The concurrent BS/MS would allow the student to develop a program of study and take graduate courses for graduate credit as a senior.

Students wishing to drop the option will be able to adjust their curriculum of study and graduate in four years with the BS.

The program will be open to Zoology or Genetics majors in the Colleges of Liberal Arts and Sciences and the College of Agriculture. Students graduating from this program will be prepared for leadership and/or technical roles in agribusiness and industry or for more advanced training in graduate or professional schools.

The proposal has the approval of the appropriate curriculum committees, the Faculty Senate, and the university administration.

**ACTION:** This matter was referred by consent.

**APPROVAL OF SUSPENSION OF DEGREE PROGRAM.** The Board Office recommended the Board refer the university's request to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

Iowa State University officials proposed to suspend enrollment in the program for the Master of Computing Degree in which no students are currently enrolled. University officials reported there was not sufficient interest among off-campus students for whom the program was designed to make the program cost effective.

University officials believe the concept is consistent with its strategic plan to develop a strong outreach program and proposed to suspend the program rather than to eliminate it. The university desires to suspend the program with the understanding that a final decision with respect to its continuation will be made by June 1994.

**ACTION:** This matter was referred by consent.

**APPROVAL OF DEPARTMENT NAME CHANGE.** The Board Office recommended the Board refer the university's request to the Interinstitutional Committee and the Board Office for review and recommendation.

Iowa State University officials proposed to change the name of the Department of Family and Consumer Sciences Education to the Department of Family and Consumer Sciences Education and Studies. The new title would be consistent

with the program efficiencies plan of the College of Family and Consumer Sciences, which includes final merger of the departments of Family and Consumer Sciences Education and Family and Consumer Sciences.

The faculties of the affected departments have voted in favor of the new name, which has also been endorsed by the College and the Faculty Senate.

**ACTION:** This matter was referred by consent.

**ACCEPTANCE OF POST-AUDIT REPORT.** The Board Office recommended the Board refer the post-audit report to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation

Iowa State University officials completed a post-audit report on the Master of Science Degree in Operations Research. The program appears to have met the original objectives outlined for the program at the time of its initial approval by the Board of Regents.

**ACTION:** This matter was referred by consent.

**ACCEPTANCE OF POST-AUDIT REPORT.** The Board Office recommended the Board refer the post-audit report to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation

Iowa State University officials completed a post-audit report on the Ph.D. degree in Industrial Engineering. The program appears to have met the original objectives outlined for the program at the time of its initial approval by the Board of Regents.

**ACTION:** This matter was referred by consent.

**REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS.** The Board Office recommended (1) that the final register for Iowa State University be approved except for the Memorial Union--University Bookstore Remodeling project and (2) that the proposed financing for the remodeling project for the Bookstore be reviewed by the Banking Committee.

**PROJECT DESCRIPTIONS AND BUDGETS**

University officials submitted one new project for approval by the Board. This project was included in the university's quarterly report of anticipated capital projects.

<u>Memorial Union--University Bookstore Remodeling</u>	<u>\$950,000</u>
Source of Funds: University Bookstore Revenues	

Preliminary Budget

Contracts	\$ 700,000
Design Services	70,000
Construction Administration	7,700
Miscellaneous	2,000
Fixed Equipment	100,000
Telecommunications	2,000
Project Reserve	<u>68,300</u>
TOTAL	\$ 950,000

The source of funding will be a loan of \$950,000 for the Memorial Union to be re-paid by Bookstore revenues. The Memorial Union Board will begin negotiations to establish a loan for \$950,000 that will require Regent approval. The Memorial Union will request authorization from the Board of Regents to increase its debt limit at the May Board meeting. Pending approval of this project, the university will proceed with planning activities using current revenues from the Bookstore.

The renovation of the University Bookstore, which is a university department, remains a high priority for the university to provide a better level of service to the university community and enhance its economic viability. The university and the Memorial Union have explored methods to enhance and expand the retail area of the University Bookstore within the current lease area. This can be accomplished by converting storage space within the Bookstore to retail space, as well as moving storage to off-site facilities. The total retail area can be increased from the present 11,000 square feet to approximately 14,300 square feet.

The Memorial Union and the university propose to undertake a remodeling project to provide accessibility to the converted space and upgrade the quality of interior finishes throughout the entire space. Design services will be provided by RDG Bussard Dikis of Des Moines, Iowa, via agreements made between that firm and the Memorial Union. The Bussard Dikis firm has been selected for the project because of its involvement in the Memorial Union Master Plan and the university's desire that this and future remodeling projects adhere to that plan. Construction will be contracted by the university or the Memorial Union depending on the actual circumstances and requirements of the project as planning is completed.

Regent Hatch asked for clarification. The docket memorandum states that the Memorial Union will request authorization to increase its debt limit. Is the bookstore corporation or the Memorial Union corporation increasing its debt limit? Vice President Madden said it is a bookstore project in the Capital Register.

Regent Hatch said she understood that; however, she has been operating all day under the assumption that this was a bookstore corporation project. Vice President Madden said the Memorial Union is the corporation that operates the building. The bookstore is a department of the university which is part of the university enterprise.

Regent Hatch asked if this debt, then, is being assumed by the Memorial Union corporation. Vice President Madden responded affirmatively.

\* \* \* \* \*

University officials presented revised budgets on the following projects.

1990 Institutional Roads Projects--Osborn Drive Reconstruction

May 1991 Budget \$635,738  
 Revised Budget \$1,014,000

Project Budget

	<u>Budget Approved May 1991</u>	<u>Revised Budget April 1992</u>
Contracts	\$ 445,000	\$ 814,973
Design Services	110,247	113,247
Construction Administration	7,535	8,083
University Services	1,000	5,000
Miscellaneous	1,000	1,000
Project Reserve	<u>70,956</u>	<u>71,697</u>
<b>TOTAL</b>	<b>\$ 635,738</b>	<b>\$1,014,000</b>
 Source of Funds:		
1990 Institutional Roads Funds	\$ 77,000	\$ 77,000
1991 Parking Funds	50,000	50,000
1991 Institutional Roads Funds	18,738	18,738
1992 Institutional Roads Funds	490,000	490,000
1993 Institutional Roads Funds	0	70,000
1994 Institutional Roads Funds	<u>0</u>	<u>308,262</u>
<b>TOTAL</b>	<b>\$ 635,738</b>	<b>\$1,014,000</b>

This budget was increased \$378,262 from the last approved budget of \$635,738 approved in May 1991. University officials decided to implement this project in two phases to allow maximum access to campus facilities during construction and to minimize disruption to pedestrian and vehicular access. The length of the road reconstruction was extended farther west to Bissell Road to include additional paving which has deteriorated since the concept phase was presented



Gilman Hall Renovation--Phase 3, Stage 2--General  
Chemistry-Preparation Laboratory \$151,544  
Award to: R. H. Grabau Construction, Inc., Boone, Iowa  
(4 bids received)

ACCEPTANCE OF COMPLETED CONSTRUCTION PROJECTS

Dairy Industry--Addition and Renovation--Phase I, Part B  
Story Construction Company, Ames, Iowa

Molecular Biology Building--Bid Package No. 34  
Rough Brothers, Inc., Cincinnati, OH

Molecular Biology Building--Bid Package No. 54  
Jim's Floor Covering, Inc., Fort Dodge, Iowa

Molecular Biology Building--Bid Package No. 92B  
American Sterilizer Company, Erie, PA

Molecular Biology Building--Bid Package No. 92C  
MDT Biologic Company, Rochester, NY

Molecular Biology Building--Bid Package No. 92D  
Basil Equipment Corporation, Wilson, NY

Molecular Biology Building--Bid Package No. 92E  
Sweeney, Manning, Seivert Mechanical Contractors, Inc., Granger, Iowa

Molecular Biology Building--Bid Package No. 42  
Seedorff Masonry, Inc., Strawberry Point, Iowa

College of Veterinary Medicine--Laboratory Animal Facilities Improvements  
R. H. Grabau Construction, Inc., Boone, Iowa

FINAL REPORTS

Mechanical Engineering and Engineering Science and  
Mechanics Building \$15,286,374.16

MOTION: Regent Williams moved that the final capital register for Iowa State University be approved, as presented. Regent Furgerson seconded the motion, and it carried unanimously.

APPROVAL OF LEASES. The Board Office recommended thye Board approve leases, as follows:

With WILLOWCREEK PARTNERS for the university's use of 3,978 square feet of office space located at 1631 Fourth Street, S.W., Mason City, Iowa, on a month-to-month basis commencing June 1, 1992, at a rate of \$1,807.70 per month;

With the CENTER FOR CONTINUOUS QUALITY IMPROVEMENT for its use of 514 square feet of business incubator space in the Iowa State Innovation System, for a six-month period commencing March 1, 1992, through August 31, 1992, at a rate of \$400 per month.

**MOTION:** Regent Williams moved to approve leases, as presented. Regent Furgerson seconded the motion, and upon the roll being called, the following voted:  
AYE: Berenstein, Dorr, Fitzgibbon, Furgerson, Hatch, Johnson, Pomerantz, Tyrrell, Williams.  
NAY: None.  
ABSENT: None.

**REMOVAL OF STORAGE BUILDINGS AT ANKENY RESEARCH FARM.** The Board Office recommended the Board authorize the demolition of six storage buildings located on university property along the Loop Road at the Ankeny Research Farm, Ankeny, Iowa.

Iowa State University owns several unused buildings at the Ankeny Research Farm. Many of these buildings have been vacated and serve no useful purpose to the university.

University officials proposed to demolish six vacant storage buildings along Loop Road at the Ankeny Research Farm. These buildings are listed on the university building inventory at a total value of \$22,274.67.

According to Board procedures, disposal, transfer or sale of buildings with an estimated value of \$1,000 or more shall be docketed by the institution for Board approval. The estimated cost of removing these buildings and restoring the site to its natural condition is \$20,000 which includes asbestos removal costs estimated at \$10,500.

The project will be funded from farm operating revenues.

The demolition and removal work, except for the asbestos removal, will be done by university farm employees.

**MOTION:** Regent Berenstein moved to authorize the demolition of six storage buildings located on university property along the Loop Road at the Ankeny Research Farm, Ankeny, Iowa.

Regent Furgerson seconded the motion, and upon the roll being called, the following voted:

AYE: Berenstein, Dorr, Fitzgibbon, Furgerson, Hatch, Johnson, Pomerantz, Tyrrell, Williams.

NAY: None.

ABSENT: None.

**TELECOMMUNICATIONS SURPLUS FUND TRANSFER.** The Board Office recommended the Board approve the transfer of \$350,000 from the Telecommunications Surplus Fund to the Improvement and Extension Fund.

In 1985 bonds were issued for the Telecommunications System at Iowa State University. Section 3.6 of the bond resolutions creates a surplus fund which shall receive funds available after all other required deposits have been made. The authorized uses of the surplus fund are to pay the costs of constructing, acquiring, maintaining and improving the Telecommunications System.

The university's expanding voice, data, and video telecommunication needs require the additional purchase and installation of switchgear, terminal equipment, bridges, routers, concentrators, voice mail and cable.

As of December 31, 1991, the surplus fund had a balance in excess of \$2.0 million.

University officials requested \$350,000 of the surplus fund balance be transferred to the Improvement and Extension Fund.

Board approval is required by the bond resolution for a transfer from the surplus fund to the Improvement and Extension Fund. These funds will allow completion of the project in an orderly fashion while maintaining an appropriate balance in the surplus fund.

Regent Berenstein asked if this was part of the first phase of the telecommunications network. Vice President Madden responded that this was not part of the telecommunications network the State is developing. This transfer is routinely presented to the Board for approval.

**MOTION:**

Regent Tyrrell moved to approve the transfer of \$350,000 from the Telecommunications Surplus Fund to the Improvement and Extension Fund. Regent Williams seconded the motion, and upon the roll being called, the following voted:  
AYE: Berenstein, Dorr, Fitzgibbon, Furgerson, Hatch, Johnson, Pomerantz,

Tyrrell, Williams.  
NAY: None.  
ABSENT: None.

President Pomerantz then asked Board members and institutional officials if there were additional items for discussion pertaining to Iowa State University.

Regent Fitzgibbon stated there were people on the Iowa State University campus who would like to address the Board regarding WOI-TV.

President Pomerantz said there has been a great deal of unnecessary pressure on the Board of Regents concerning the WOI-TV matter. The policy of the Board is to hear all people on all issues. The Regents agreed to hear the presentations at either a special meeting in Des Moines or Ames, or at its next regular meeting. If the matter is addressed at the Regents' next regular meeting, he requested an exchange of dates with University of Northern Iowa so the meeting would again be held at Iowa State University and the subsequent meeting at University of Northern Iowa.

President Jischke expressed pleasure at President Pomerantz' remarks.

Regent Fitzgibbon asked if a time could be set. President Pomerantz said the Regents first need to get from Duff and Phelps an analysis of the bids received as a result of the rebidding. The Regents will then either call a special meeting where they have a whole day to discuss this issue, if needed, or at the next regular meeting that will allow sufficient time for discussion and presentations.

Regent Berenstein suggested that if it takes 2 days they should plan on taking two days.

President Pomerantz said he wanted the option of having the matter discussed at the next regular meeting, if possible. Everyone can have an ample amount of time to address the Board regarding their concerns about the possible sale of WOI-TV. The Regents will hear all views on all issues at all times.

Regent Hatch noted that this sale has been in the "works" since September. There has been plenty of time and plenty of notice that could have been taken advantage of in a timely fashion to be on the agenda.

## UNIVERSITY OF NORTHERN IOWA

The following business pertaining to the University of Northern Iowa was transacted on Wednesday, April 15, 1992.

**RATIFICATION OF PERSONNEL TRANSACTIONS.** The Board Office stated the Register of Personnel Changes was not received in the Board Office and, therefore, would be included in next month's report.

**REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS.** The Board Office recommended the Board approve the Register of Capital Improvement Business Transactions as submitted by the University of Northern Iowa.

### APPROVAL OF PROGRAM STATEMENTS AND DESIGN DOCUMENTS

#### Center for Energy and Environmental Education

University officials requested approval of the schematic design. Representatives from Wells Woodburn O'Neil made a presentation on the schematic design.

The mission of the Center for Energy and Environmental Education is to provide a conducive setting for the development of a high quality curriculum and for the training of teachers. The facility will contain resource and curriculum development spaces, an auditorium, energy and environmental program and studio areas, seminar classrooms, faculty offices, building energy monitoring stations, outdoor classrooms and administrative spaces. The building and site will incorporate features that will have application to everyday situations to encourage concern for energy conservation and environmental considerations. The total project budget is \$3,976,800, which will be funded by a federal grant from the Department of Energy.

The Center will be built on the south campus along Jennings Drive. The facility will contain 26,828 gross square feet with an assignable area of 19,903 square feet, for a net-to-gross ratio of 73 percent.

The building will be one and two stories high and will be of masonry construction. A masonry wall will act as an organizational element for the circulation of the building while collecting solar energy. The building will incorporate daylighting and solar heating and cooling.

The site embraces the philosophy of the project with a strong natural setting. The site slopes slightly to the southeast toward a lowland forest surrounding Dry Run Creek and is flanked on the northeast by a lowland prairie. A major pedestrian artery forms a southwest edge. The southern exposure will allow the building to take advantage of solar heating.

It is not expected that the building design will change to any significant degree from that presented. University officials requested that the Board waive further design review. Should significant design changes become necessary, the university will request another opportunity to present the plans.

Executive Assistant to the President Stinchfield, chair of the programming committee for the Center for Energy and Environmental Education, prefaced the schematic design report with a few remarks on energy education. He also outlined the context in which this facility and the programs within it would work. He then introduced Morris Mikkelsen, Director of Facilities Planning.

Director Mikkelsen said this is an exciting project. It is particularly important because the schematic design dwells on the energy savings and the energy design of the building. He then introduced Doug Wells of Wells, Woodburn and O'Neil, project architect, and John Weidt from Weidt Group of Minneapolis, the energy consultants.

Mr. Wells oriented the Regents with the design of the facility. He said it is a very energy sensitive design. The architects feel that the building will use half the amount of energy of a normal new college building built today. With regard to inside the building, Mr. Wells said a masonry wall extends through the building and serves as a heat collection device, collecting solar energy. It is a symbol of the building. Masonry material was chosen because it is a low-energy material to produce, is available in the Midwest and has a very strong message for the building.

Mr. Weidt discussed the specific energy performance features of this building. The first issue with the building is the reduction of dependence on artificial light. The consultant's goal is to have this building light itself naturally during the daytime when the sun is up and, when that is not possible, to use the most energy-efficient, high-quality lighting possible. He said the faculty and staff at University of Northern Iowa have done a fairly extensive review of lighting levels within their buildings. The consultants are incorporating that feedback into the design of this building so that comfort and quality are prime considerations along with exceptional low energy use and exceptionally-high educational value. He said heating of the building is diagrammatically organized along a major circulation spine so that as you circulate through the building you see and sense the heat coming into the building. In the wintertime, due to the concern about overheating the building, they are anticipating controls that would make sure the building does not exacerbate a cooling load problem while at the same time obviating

how one heats the building with natural energy. Their goal is to heat the building naturally during the daytime, especially during summer days to accumulate excess heat to hold the building at night, and to use the most efficient systems as possible when auxiliary heating is required.

The energy consultants are also looking at as much natural ventilation as possible when outside conditions allow so that the building does not have a high degree of reliance on artificial cooling except when the weather requires it. When it is 92 degrees outside with 80 percent relative humidity it is hard to get comfortable by opening the windows. A piece of energy consumption that is not often thought about is called parasitic energy. Parasitic energy is the amount of energy it takes to pump water or heat or air from one part of the building to another. There is a fair amount of energy that can be conserved by using efficient motors, properly-sized ducting and properly-sized piping. Mr. Weidt said the consultants feel that the energy performance of the building will be 50 percent of the normal energy consumption of a building like this. They hope to design a building that has a minimum reliance on fossil fuel energy while at the same time showing how a building can be natural, environmental and comfortable.

Mr. Wells stated that as the architects have gone through the schematic design process, they have analyzed each material from its source, the energy it takes to produce the material, the toxicity of the material, and the affect of producing that material on the environment. Since this is a symbolic gesture toward the environment and energy, all the decisions being made in the schematic design phase are reinforcing the idea of being a friendly citizen to the environment. He then discussed the products that would be used on the skin and roof of the building.

President Pomerantz asked about the type of masonry that would be used. Mr. Wells responded that the main stone throughout the spine wall is Mankato stone of Minnesota. Some split-face concrete block and some brick material will be used, as well. They are selecting masonry materials that are in this region to reduce the transportation costs and fuel costs of bringing the materials to the site.

President Pomerantz asked for the budget for the building. Mr. Wells responded that the construction budget is \$3.1 million. The building project will cost a little over \$115/square foot. The net to gross efficiency is 74 percent.

President Pomerantz asked if the partitions are permanent or flexible. Mr. Wells responded that there will be both flexible partitions and permanent partitions.

President Pomerantz asked about the electrical design. Mr. Weidt responded that the electrical energy design was done by the electrical engineers with the understanding that it has to be very flexible, accommodating both wiring

and computer cabling. He said the faculty has had a fair degree of input into the needs.

President Pomerantz asked how the electrical design and the environmental design are coordinated. Mr. Wells responded that the Weidt Group is assisting the architectural firm in setting parameters and goals, and preparing schematic designs for generating ideas. In turn, the architectural firm, with the assistance of electrical mechanical engineers, are taking their schematic ideas and implementing them. The consultants are accepting their design and being responsible for that.

Regent Fitzgibbon asked for the net savings difference of operational costs. Mr. Wells reiterated that their goal is to cut the normal operating energy use in half or better. What happens is that many times in the year the building will be actually accepting more energy than it can use. It will store what it can. That concept is known as annual cycle energy storage -- collecting heat during the summer and using it in the winter. It is an interesting concept but is a little difficult to handle. That is where the auxiliary energy comes into place as a practical matter. They try to use auxiliary energy as little as possible. He said that in a building like this they will probably find that the amount of reduction of heating energy used will be lower than the amount of reduction of lighting energy. Lights are heaters. As they eliminate electrical lights they will need to add some other source of heat to make up for that.

Regent Fitzgibbon asked for the amount of premium on the design. Mr. Wells responded that the architects are not spending more than 10 percent of the construction costs on energy features. They are creating a situation that has payback year after year.

President Pomerantz asked if the operating cost of running the building would fund the premium and then some. Mr. Wells responded affirmatively.

Regent Tyrrell asked at what temperatures the building will be kept in the summer and in the winter. Mr. Weidt responded that they have asked the university staff to tell them what their operating parameters are. The systems would be designed to hold it. The temperature should be somewhere in the neighborhood of 70 degrees in the winter daytime. Temperatures in the low- to mid-70s in the summer daytime would be appropriate. In the summertime, if they can have some air movement without disturbing papers they can raise the interior ambient temperature about 2 degrees. They are looking at having some user-controlled air movement so they can get perhaps a little bit of "float up" in late afternoon, which is when this building will want to peak along with the rest of the campus. The consultants are trying to keep this building from peaking at the same time as the other buildings on campus.

Regent Tyrrell asked if the air movement would be with fans in individual rooms or a general system. Mr. Weidt said it would have to be controllable in

individual rooms. His company has worked with both kinds of air systems. He has a slight personal preference for a simple ceiling fan. A centralized fan system can also be done which allows for controls in individual rooms. However, that is not always as easily or as inexpensively done as a simple ceiling fan. He did not want to say right now which technique they are going to use but that they will look at both systems.

President Pomerantz asked about the noise factor in the mechanical movement of air. Mr. Weidt said noise is a second issue especially if a big fan is installed in a space that is heavily occupied. They would want the air inside the building exchanged about eight times an hour. The fan would be isolated both with mass and with vibration dampers. The more small, high-quality fans there are in separate locations the less noise problem that will be experienced.

Regent Dorr noted that this basically will be a classroom building, funded with Department of Energy funds. It is a novel, experimental energy-saving environment. He asked how many buildings like this the architects have, or are aware of that have been, built before. What assurance do the Regents have that when this is all done it is not going to be a "meat cooler" in the winter time and a "hot box" in the summer time?

Mr. Weidt said his company's environmental controls systems will maintain the criteria that is set on the campus. The building is going to cool normally and heat normally. The energy savings is a bonus beyond that. He said there will be a director in the building. He hopes to get the director involved in the building's functioning. The occupants may choose to vary the temperature a little to reduce the amount of energy the building uses. However, the controls and capability to switch it to normal cooling and normal heating will be there.

Regent Dorr said he was not real impressed with the need to save energy because this country has a whole energy industry that is broke. There is more natural gas than we know what to do with. Therefore, he hoped that they do not end up with a building that is cold in the winter and hot in the summer just because they want to try this experiment.

Mr. Wells said the first charge by the designers was that the building has to function as a normal building.

Regent Hatch asked who will staff the building and how will its maintenance be paid. Mr. Stinchfield said the university expects to generate significant income from the Iowa Energy Center and from federal sources. They anticipate getting grants and contracts.

Regent Hatch then asked if university officials are going to come back to the Board and ask for building opening costs? President Curris responded negatively. He said the university will absorb all costs associated with it,

with the expectation that the costs will be minimal. There will be no budgetary request for funds.

Regent Dorr asked if the university needs the additional classroom space. Mr. Stinchfield responded that the university does need the classroom space.

Regent Dorr asked, since the university is getting its additional classroom space through creative financing and grants, will they then expose the university to a lot of special interests relative to how the facility is operated?

Mr. Stinchfield said there are many programs already in existence at the university that will make great use of this facility. Many of the faculty are very eager to utilize this building and intend to utilize it to a very high degree. On the other hand, he hopes that people will want to work with the university in the products of this building including utilities and state agencies. In their involvement with this university project they hope those agencies will help fund the project.

President Pomerantz suggested they needed to cast a little different perspective. If this is handled properly the university would be doing agencies and manufacturers a good turn by utilizing their technology in a building that can be pointed to as the way classroom buildings ought to be built. Therefore, he argued that the suppliers in this will be bigger benefactors than the recipient is going to be.

Regent Dorr said he envisioned that once this project is operating there will be mandates and guidelines so that any local school district that wants to build a building has to subscribe to a whole number of these things when economics take care of a good number of things pretty much on their own.

President Pomerantz stated that around the state of Iowa the new school buildings being built are passing bond issues. The public is not very responsive. If the price is raised to where it is not competitive, they are going to be less responsive and they are going to pass less, not more. He said he thinks it is a "gift horse". The university has an opportunity. However, it doesn't mean it cannot come back to haunt them.

Regent Hatch asked if the Center is multidisciplinary. Mr. Stinchfield responded that the program is very multidisciplinary. The College of Natural Sciences and the College of Education have many departments that are interested in utilizing this facility.

Regent Hatch asked if the faculty has "bought into" this project, then. Mr. Stinchfield responded affirmatively, stating that faculty have been part of the planning process. The programming committee has involved faculty members from across the disciplines.

Regent Furgerson said she liked the idea of the outdoor classrooms.

Regent Fitzgibbon said it is an exciting project.

### Residence Facility

Design development work on the Residence Facility project has resulted in two important and positive refinements to the program and building design. The first of these is development of the building program to provide both the apartment and suite-type living units described in the initial Residence Hall Feasibility Study. The schematic design proposal had provided only apartment-type living units. The inclusion of suite-type units provides a flexible living unit that groups four private bedrooms and two private bathroom facilities to serve eight students. A separate living room space and full kitchen is also provided in a ratio of one living/kitchen unit to every two suites. This program refinement is achieved without alteration to the basic building configuration defined at the completion of schematic design.

The second refinement is the integration of the Commons Building into a central location within the overall plan. The Commons includes activity support and supervisory functions that serve all students. The proposed relocation to a more central location makes it equally accessible to all students and more strongly establishes it as a center for student gatherings within the residence complex.

The two refinements to the program and building design do not impact the project budget of \$9,145,000 approved by the Board of Regents.

The overall building design capacity and character has not substantially changed. The Residence Facility has a design capacity of 384 students within a complex of three- to four-story masonry buildings.

### PROJECT DESCRIPTIONS AND BUDGETS

University officials presented a revised budget on the following project.

<u>Campbell Dining Center--HVAC System</u>	Original Budget	<u>\$292,000</u>
CSource of Funds: Residence System	Revised Budget	<u>\$462,000</u>
Improvement Funds		

Project Budget

	Original Budget <u>July 1991</u>	Revised Budget <u>April 1992</u>
Contract/Purchase Orders	\$ 254,000	\$ 402,000
Consultant and Design Services	25,400	40,000
Contingencies	<u>12,600</u>	<u>20,000</u>
 TOTAL	 \$ 292,000	 \$ 462,000

This project provides for the upgrading of the heating and ventilation system and the addition of an air conditioning system in the Campbell Dining Center. University officials requested approval of a revised budget which reflects an increase in the scope of work. The original plan was to leave the duct work exposed and delay extensive asbestos abatement. The plan now includes enclosing the duct work and increasing the amount of asbestos abatement. Acoustical treatment will also receive increased emphasis from the original plan.

\* \* \* \* \*

University officials reported six new projects with budgets of less than \$250,000 which were included in the university's quarterly report of anticipated capital projects. The titles, source of funds and estimated budgets for the projects were listed in the register prepared by the university.

\* \* \* \* \*

CONSTRUCTION CONTRACTS

Bartlett Hall--HVAC System and Windows--Phase II-- \$38,563  
Asbestos Abatement

Award to: Asbestos Enviro-Clean, Inc., Bartonville, IL  
(8 bids received)

Bartlett Hall--HVAC System and Windows--Phase III-- \$1,069,600  
HVAC System

Award to: Young Plumbing and Heating Company, Waterloo, Iowa  
(3 bids received)

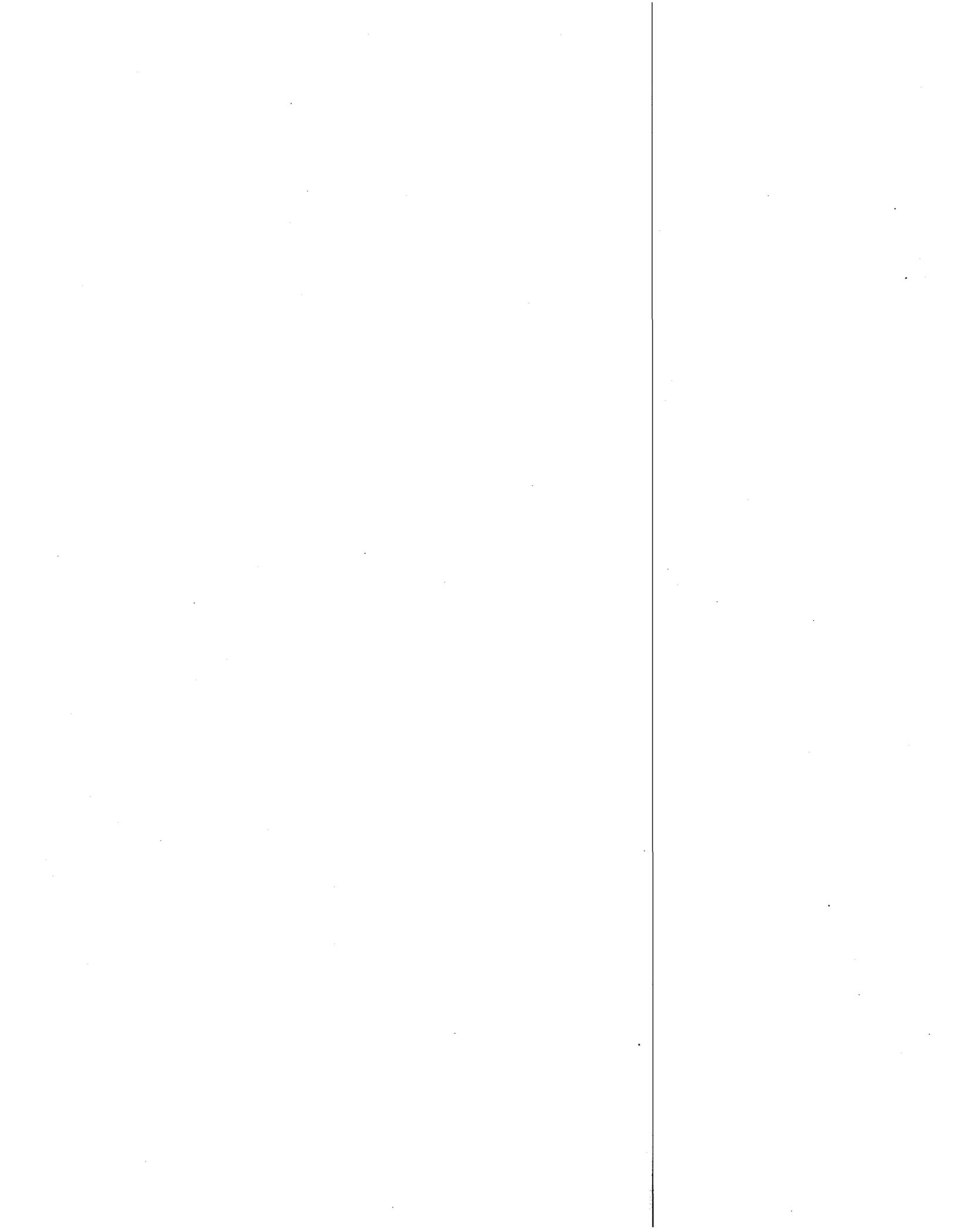
FINAL REPORTS

Instructional, Research and Computational Equipment \$1,000,000

MOTION:

Regent Williams moved to approve the university's capital register, as presented. Regent Furgerson seconded the motion, and it carried unanimously.

President Pomerantz then asked Board members and institutional executives if there were additional items for discussion pertaining to the University of Northern Iowa. There were none.



## IOWA SCHOOL FOR THE DEAF

The following business pertaining to Iowa School for the Deaf was transacted on Wednesday, April 15, 1992.

**RATIFICATION OF PERSONNEL TRANSACTIONS.** The Board Office recommended the Board ratify personnel transactions, as follows:

Register of Personnel Changes For February and March, 1992.

**MOTION:** Regent Furgerson moved to ratify personnel transactions, as presented. Regent Tyrrell seconded the motion, and it carried unanimously.

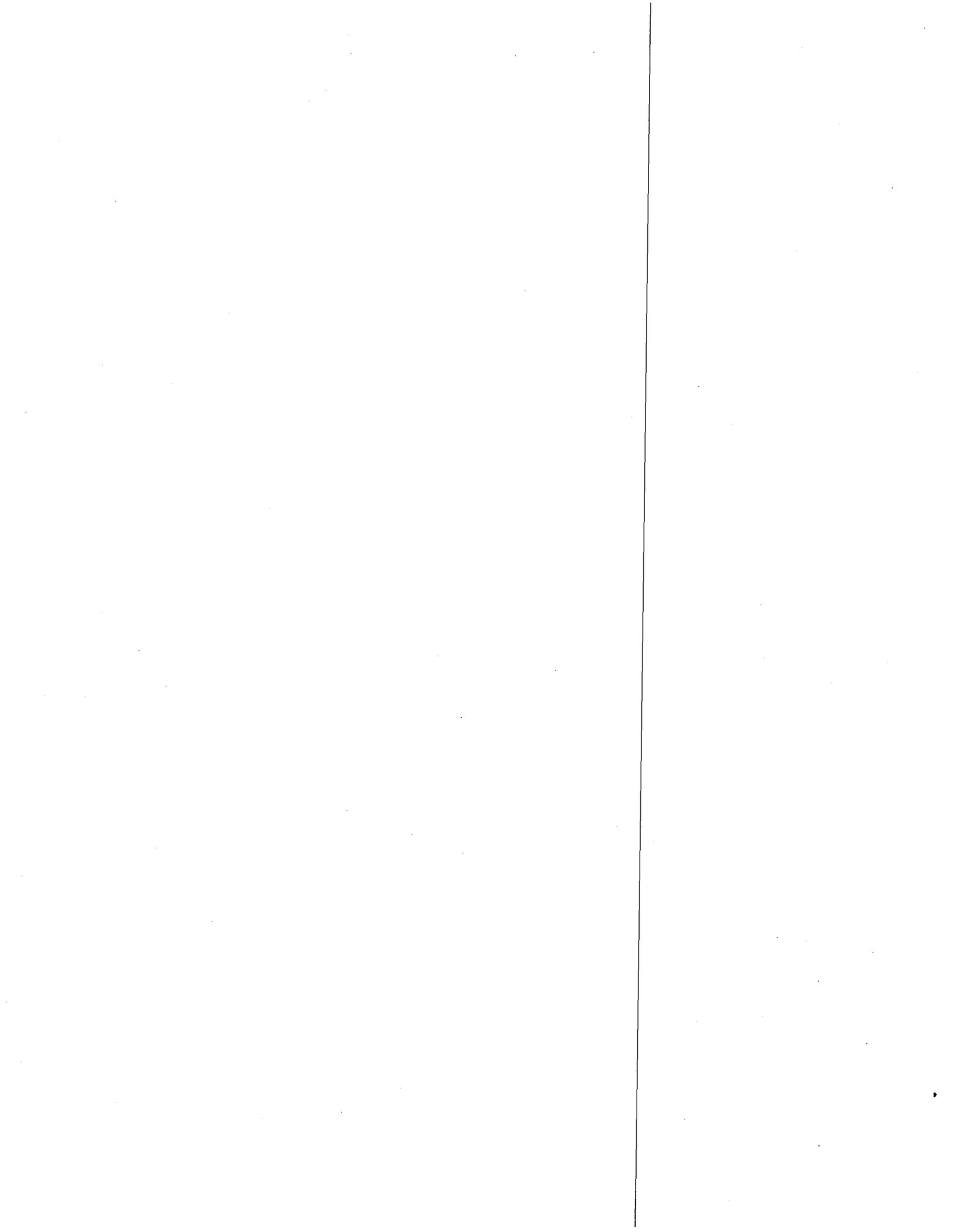
**AGREEMENT FOR CARL PERKINS VOCATIONAL EDUCATION FUNDS.** The Board Office recommended the Board approve the proposed 28-E Agreement subject to review by the Attorney General's Office.

Iowa School for the Deaf officials proposed a 28-E Agreement to satisfy the requirements of the Carl Perkins Act so that the school can receive Vocational Education funding. The purpose of this agreement is to establish a method of managing the secondary Carl Perkins Vocational and Applied Technology Act funds and activities.

This agreement is entered into in accordance with the Code of Iowa, Chapter 28-E. This agreement needs to be reviewed by the Attorney General's Office.

**MOTION:** Regent Fitzgibbon moved to approve the proposed 28-E Agreement subject to review by the Attorney General's Office. Regent Furgerson seconded the motion, and it carried unanimously.

President Pomerantz then asked Board members and institutional executives if there were additional items for discussion pertaining to the Iowa School for the Deaf. There were none.



## IOWA BRAILLE AND SIGHT SAVING SCHOOL

The following business pertaining to Iowa Braille and Sight Saving School was transacted on Wednesday, April 15, 1992.

**RATIFICATION OF PERSONNEL TRANSACTIONS.** The Board Office recommended the Board approve personnel transactions, as follows:

Register of Personnel Changes for the period March 1 to March 28, 1992.

**MOTION:** Regent Furgerson moved to approve personnel transactions, as presented. Regent Tyrrell seconded the motion, and it carried unanimously.

**APPROVAL OF PROVIDING ITINERANT VISION TEACHER SERVICES.** The Board Office recommended the Board authorize the Executive Director to approve contracts for the provision of itinerant services for the programs serving the visually impaired in the Area Education Agencies (AEA) by the Iowa Braille and Sight Saving School, subject to the requirement that such contracts cover all incremental costs.

The strategic plan for the Iowa Braille and Sight Saving School approved by the Board of Regents includes the development of consultative support services to serve and assist public school programs for the blind and visually impaired.

Iowa Braille and Sight Saving School has received a request from AEA 12 (Sioux City) and AEA 13 (Council Bluffs) for the provision of itinerant services for the programs serving the visually impaired.

Persons who perform itinerant services move from school to school providing materials, consultation and direct intervention. Direct intervention consists of such activities as contacting parents about meetings, working directly with a child on an activity, or providing tips to children who are not handicapped on how to assist the handicapped child on a playground.

The Iowa Braille and Sight Saving School seeks to employ personnel to meet the needs required by the AEAs for itinerant services. Approval of this request would allow the Executive Director to approve contracts for the provision of itinerant services for the programs serving the visually impaired in Area Education Agencies in the state of Iowa, with the provision that the contracts should cover all incremental costs associated with providing such services.

The contracts will be approved by the Iowa Attorney General's Office.

Superintendent Thurman stated that the proposal would be a further sophistication of the school's outreach services.

Regent Tyrrell asked about the cost. Superintendent Thurman said it depended on who they hire but it would cost somewhere between \$35,000 to \$40,000. He noted that all costs will be paid for by the Area Education Agencies.

**MOTION:**

Regent Williams moved to authorize the Executive Director to approve contracts for the provision of itinerant services for the programs serving the visually impaired in the Area Education Agencies (AEA) by the Iowa Braille and Sight Saving School, subject to the requirement that such contracts cover all incremental costs. Regent Tyrrell seconded the motion, and it carried unanimously.

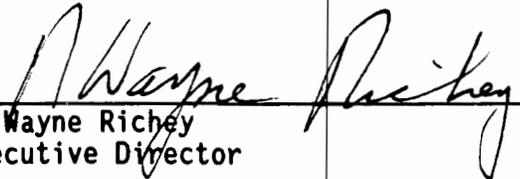
**REPORT ON HILTON-PERKINS GRANT.** The Board Office recommended the Board receive an oral report on the Hilton-Perkins Grant by Dr. Ian Stewart, Iowa Braille and Sight Saving School Director of Outreach Services.

**ACTION:**

President Pomerantz stated this item was deferred until a subsequent Regents meeting.

President Pomerantz then asked Board members and institutional executives if there were additional items for discussion pertaining to Iowa Braille and Sight Saving School. There were none.

**ADJOURNMENT.** The meeting of the State Board of Regents adjourned at 5:55 p.m., on Wednesday, April 15, 1992.

  
\_\_\_\_\_  
R. Wayne Richey  
Executive Director