

The State Board of Regents met at Iowa State University on Wednesday and Thursday, December 16-17, 1981. Those present were:

	<u>December 16</u>	<u>December 17</u>
<b>Members of State Board of Regents:</b>		
Mr. Brownlee, President	All Sessions	All Sessions
Mrs. Anderson	All Sessions	All Sessions
Dr. Harris	All Sessions	All Sessions
Mrs. Jorgensen	All Sessions	All Sessions
Mr. McDonald	All Sessions	All Sessions
Mrs. Murphy	All Sessions	All Sessions
Mr. Neu	All Sessions	All Sessions
Mr. Nolting	All Sessions	All Sessions
Mr. Wenstrand	All Sessions	All Sessions
<b>Office of the State Board of Regents:</b>		
Executive Secretary Richey	All Sessions	All Sessions
Director Barak	All Sessions	All Sessions
Director McMurray	All Sessions	All Sessions
Director Volm	All Sessions	All Sessions
Ms. Baker, Secretary	All Sessions	All Sessions
Ms. Peters, Secretary	All Sessions	All Sessions
<b>State University of Iowa:</b>		
Acting President Spriestersbach	All Sessions	Exc. 9:43 a.m.
Vice President Bezanson	All Sessions	Exc. 9:43 a.m.
Acting Vice President Moll	All Sessions	Exc. 9:43 a.m.
Assistant Vice President Small	All Sessions	Exc. 9:43 a.m.
Assistant to President Mears	All Sessions	Exc. 9:43 a.m.
Director Hawkins	All Sessions	Exc. 9:43 a.m.
Director Jensen	All Sessions	Exc. 9:43 a.m.
<b>Iowa State University:</b>		
President Parks	All Sessions	Exc. 10:54 a.m.
Vice President Christensen	All Sessions	Exc. 10:54 a.m.
Vice President Hamilton	All Sessions	Exc. 10:54 a.m.
Vice President Moore	All Sessions	Exc. 10:54 a.m.
Vice President Madden	All Sessions	Exc. 10:54 a.m.
Assistant to President Crawford	All Sessions	Exc. 10:54 a.m.
<b>University of Northern Iowa:</b>		
President Kamerick	All Sessions	Exc. 9:30 a.m.
Provost Martin	All Sessions	Exc. 9:30 a.m.
Vice President Stansbury	All Sessions	Exc. 9:30 a.m.
Vice President Voldseth	All Sessions	Exc. 9:30 a.m.
Director Kelly	All Sessions	Exc. 9:30 a.m.
<b>Iowa School for the Deaf:</b>		
Superintendent Giangreco	All Sessions	Exc. 9:25 a.m.
Business Manager Kuehnhold	All Sessions	Exc. 9:25 a.m.
<b>Iowa Braille and Sight Saving School</b>		
Superintendent DeMott	All Sessions	Exc. 9:26 a.m.
Business Manager Berry	All Sessions	Exc. 9:26 a.m.

## GENERAL

The following business pertaining to general or miscellaneous items was transacted on Wednesday, December 16, 1981.

**APPROVAL OF MINUTES.** The minutes of the November 18, 1981, board meeting were approved as distributed. President Brownlee said that one correction had been noted and this would be made.

**INTERINSTITUTIONAL COMMITTEE ON EDUCATIONAL COORDINATION. a. Change in Name in Department of Mathematics.** It was recommended that the change in the name of the Department of Mathematics to the Department of Mathematics and Computer Science at the University of Northern Iowa be approved.

This change had been referred to the Interinstitutional Committee on Educational Coordination and the Board Office in November for review and recommendation, and the Interinstitutional Committee recommended approval. As noted by the Interinstitutional Committee, this request follows the June 1981 approval by the Board of Regents for this department to offer an undergraduate major in Computer Science. The new departmental name will be more descriptive of the programs offered. It was the understanding of the Board Office that there would be no budgetary or programmatic consequences to this change.

The change in name of the Department of Mathematics to the Department of Mathematics and Computer Science at the University of Northern Iowa was approved by general consent of the board.

**ACCREDITATION REPORTS. a. Department of Chemistry - University of Northern Iowa.** It was recommended that the board receive the report on the American Chemical Society's accreditation of the Department of Chemistry at the University of Northern Iowa.

The Committee on Professional Training of the American Chemical Society recently informed the University of Northern Iowa that its program in Chemistry continues to meet the criteria that have been established by the American Chemical Society for approved schools. Due to this committee meeting only infrequently, this action was the result of a review begun in 1980. No onsite visit was considered necessary for this program; consequently, no site visitors' report is available. According to the American Chemical Society's procedures, a detailed written review will again be called for in 1985.

President Kamerick said that even though the American Chemical Society does not mandate a site visit as required by the Council on Postsecondary Accreditation, the Department of Chemistry will continue to go ahead with accreditation procedures, assuming that some time in the future there will be a change in the policy on site visitations.

GENERAL  
December 16-17, 1981

The report on the American Chemical Society's accreditation of the Department of Chemistry at the University of Northern Iowa was received by general consent of the board.

b. Interior Design Program - Iowa State University. It was recommended that the board receive the report of the Foundation for Interior Design Education Research (FIDER) for the Interior Design program at Iowa State University.

The Foundation for Interior Design Education Research (FIDER) visited the College of Design on February 2 through 4, 1981, in order to evaluate the four-year baccalaureate program in Interior Design. The visiting team recommended that the program receive full accreditation. However, in a letter dated September 2, 1981, President Parks was notified that the Foundation for Interior Design Education Research Board of Trustees had voted to deny initial provisional accreditation to the program. The concerns of the trustees were expressed in a list of 18 recommendations. Specific attention was called to recommendations 1 through 4 which were presented in the context of the accreditation guidelines followed by the Foundation for Interior Design and Education Research which require that "the program be appraised in light of its own stated purposes." The objectives of the program at Iowa State are "well stated, comprehensive, and, to quote the accreditation report, 'appropriately ambitious' for a program in the College of Design," according to the FIDER letter sent to President Parks. It was further noted that the "first four recommendations reflect the judgment that these objectives were not adequately being met by the program at this time, and that in the setting of the new college, some conditions may exist which may discourage full actualization of the program's objectives."

The letter also called attention to recommendation 8, which refers to the interior design category in the curriculum which "displays a serious deficiency in relation to FIDER's suggested percentage range."

The letter to President Parks noted that the program may apply again for accreditation after a period of nine months, beginning on the date of the FIDER trustees' decision. The Interior Design program also has the right to appeal the decision of the trustees. The university has decided not to appeal this decision. Instead, the university will be concentrating on an effort to analyze further the program's deficiencies, identify the steps which must be taken to ensure a successful outcome next time, and prepare a much stronger application for submission during the 1982-83 academic year. It is likely, however, that the university will reapply for accreditation only if and when it can be assured of success. It has been suggested that if the program was not amenable to such improvement within a reasonable period of time -- two years have been identified -- the university may seriously examine the wisdom of continuing to offer an interior design curriculum. The university is optimistic, however, that the needed improvements can be made.

The complete report from the Foundation for Interior Design Education Research is on file in the Board Office.

Vice President Christensen noted that this is a case of a new accrediting agency with new standards for evaluation. He said accreditation is not mandatory, but it would be useful to have standard approval. Dean Michael Brooks of the College of Design said that there are standards in the profession and the university and the College of Design want to meet those standards, and if the program is below it will be brought up to standard. He has encouraged the department to feel it can get this accreditation and it will take a hard look at this.

The accreditation report from the Foundation for Interior Design Education Research for the Interior Design program at Iowa State University was received by general consent of the board.

ANNUAL REPORTS OF THE ADVISORY COMMITTEES FOR THE IOWA BRAILLE AND SIGHT SAVING SCHOOL AND THE IOWA SCHOOL FOR THE DEAF. It was recommended that the board receive the annual reports of the Advisory Committees for the Iowa Braille and Sight Saving School and the Iowa School for the Deaf.

The Advisory Committees for the two specialized schools were formed upon the recommendation of the Regents Interinstitutional Governance Committee in June 1978. The role of the committees, as approved by the board in July 1978, is to:

1. Facilitate cooperative agreements among the universities and the two specialized schools in the areas of services to students, training, research, and other related areas.
2. Advise the board regarding the two specialized schools in the areas of services to students, training, research, and other related areas.
3. Assist the two specialized schools in governance by the development of such items as annual reports, long-range plans, program review structures, development of mission statements, and the development of procedures for these efforts.

The first annual report of each Advisory Committee was received by the board in February 1980. The 1980-81 annual reports for the Iowa Braille and Sight Saving Advisory Committee and the Iowa School for the Deaf Advisory Committee each cover five major areas of activity for the 1980-81 academic year, including interinstitutional cooperation between the two specialized schools and the Regent universities. Complete copies of the two reports are on file in the Board Office.

The Board Office said each of the committees functioned very effectively during the past year. Committee members and the chairperson of both committees, Dean Virgil Lagomarcino, should be congratulated for their important work on behalf of the board.

Dean Lagomarcino commented that from the standpoint of the university personnel they had learned a great deal even though this had not been the primary purpose in the establishment of the committees. He hoped that the committee had provided opportunities for discussion of the problems faced by special education. President Brownlee thanked Dean Lagomarcino for his fine work as chairman of the committee.

Superintendent Giangreco said the committees were very beneficial to the schools.

Regent Anderson said that she had some questions and concerns with the possible effects of the proposed admissions policy at IBSSS which she wanted to raise at this time. President Brownlee asked Superintendent DeMott if he wished to respond to this. Superintendent DeMott said the first question was to see if there were any problems with these revisions in relationship to the Code of Iowa. He felt they did not contradict the Code.

Mr. Richey said the Board Office had looked especially at the criteria that an applicant for admission be intellectually and physically capable of benefiting from an educational program. Board Office staff felt this was appropriate in terms of the statute, which says residents of the state of suitable age and capacity may be educated at IBSSS. Mr. Richey said it is inferred that there are some standards for determining capacity and that is what this part of the policy is based on. Regent Anderson then asked if this became a matter of legal interpretation and Mr. Richey agreed that it did.

Mr. Richey explained that it relates to the type of program in effect at the school now. The capability of many students is different than that of students ten or fifteen years ago. Many students now applying for admission are severely handicapped and not physically or intellectually capable of benefiting from the programs of the school.

Regent Anderson asked if the effect of the policy would be to limit admission to the school. She wondered if members of the Advisory Committee felt that this was the intent. She felt the board could find itself in some jeopardy as to how the Code is interpreted.

Superintendent DeMott said he was confident that the admission policies as proposed were necessary at this time. He mentioned that they had had at least three youngsters who were without capability for reasoning or with inadequate motor control who had been at IBSSS but who really needed a health care facility. There also are youngsters whose capability for learning is so low they need custodial programs. Iowa Braille and Sight Saving School is not an appropriate program for these children. He said the statement of policy would be applied on an individual basis in consultation with area education agencies and local agencies to decide on appropriate placement for each youngster.

The board received the annual reports of the Advisory Committees for the Iowa Braille and Sight Saving School and the Iowa School for the Deaf by general consent.

GENERAL

December 16-17, 1981

REPORT ON MEETING OF IOWA COLLEGE AID COMMISSION. It was recommended that the board receive the report on the meeting of the College Aid Commission.

The Board Office stated that the College Aid Commission met this week with the Legislative Fiscal Committee and then held its monthly business meeting. The commission voted to adopt a general policy to have the state make up by appropriations any losses in federal student aid programs administered by the Iowa College Aid Commission. The commission also voted to request the Legislature to delete a provision in the act passed during the 1981 Session on the reappropriation of federal funds, which provides that if the federal funds are not forthcoming, the state matching funds cannot be spent. If this provision were not amended, the effect of the federal student aid cuts for the State Student Incentive Grants (SSIG) program would double the loss of aid to Iowa students.

The commission discussed the problem of errors in the Iowa "Data Digest" issued by the staff of the commission. The director of the commission agreed to issue corrected pages of the document with respect to certain salary information compiled by the staff that was found to be inaccurate.

The report on the meeting of the Iowa College Aid Commission was received by general consent of the board.

REPORT ON MEETING OF IOWA COORDINATING COUNCIL FOR POST-HIGH SCHOOL EDUCATION. It was recommended that the board receive the report on the December meeting of the Iowa Coordinating Council for Post-High School Education.

The Iowa Coordinating Council for Post-High School Education met on December 3, 1981, at the Student Center of Simpson College in Indianola, Iowa. The Board Office provided a brief summary of some of the major items discussed at the meeting. These items included the Data Collection Committee report, the final report of the Lifelong Learning Steering Committee, a report from the State Vocational Planning and Accountability Committee, a report from each sector on proposed legislation for the 1982 Session of the General Assembly, a discussion on regulation of out-of-state institutions, and a discussion of a new procedure for submission of new program information to the Council.

President Brownlee called on Regents Anderson and Wenstrand for comments. Regent Wenstrand said there was considerable discussion on the revenue bonding proposal. The private colleges are very serious about this and are in the stage of trying to draft legislation.

Regent Anderson said she found the Data Collection Committee report most interesting. She was concerned about the discovery in the last couple of months of inaccuracies in the data published by the College Aid Commission. She felt we should try to work out a procedure to correct this and to prevent its happening in the future.

GENERAL  
December 16-17, 1981

Another problem mentioned by Regent Anderson was that of the regulation of out-of-state institutions who have programs of instruction in Iowa. She understood that this has been an on-going concern for years, but she felt that in the light of declining enrollments and resources this might become a more urgent concern in the future for the Board of Regents.

Mr. Richey noted that with respect to a proposed bond issue for student aid, it has been said that this proposed legislation would be broad enough for the Board of Regents to take advantage of it. He said he had not seen a draft of this legislation and had indicated no position of the board except to say that the Board of Regents has a lot of bond authority already. The board has a long-established precedent for bonding and would probably want something that represents a continuum of those enabling acts rather than another type of bonding, if it were to decide that such a student aid program were needed.

Regent Wenstrand said it seemed that the proposed legislation would have to be for tax exempt purposes and that would apply only to the private schools. President Brownlee said the proposed legislation could have some effect on the board's legislative program and the board would want to watch this.

The report on the December meeting of the Iowa Coordinating Council for Post-High School Education was received by general consent of the board.

LEGISLATIVE PROGRAM, 1982 SESSION. It was recommended that the board receive the following:

1. A report from Regents Merit System staff on reestablishment of merit step increases in fiscal year 1982-83 recommending that the Board of Regents direct the staff to explore alternative methods with the State Merit Employment and Employment Relations offices in order to develop a joint recommendation on this subject.
2. A report on activities of legislative interim study committees.
  1. Reestablishment of Merit Step Increases. The Board Office reported that in October the Board of Regents authorized the Merit System staff to study the reestablishment of merit step increases in fiscal year 1982-83 and make recommendations to the board at its November or December meeting.

Prior to July 1, 1981, Regents Merit System Rules provided that non-organized employees would be eligible for merit step increases in salary on an anniversary date basis. Effective July 1, 1981, step increases within ranges were specifically prohibited by H.F. 875, the appropriations bill for the 1981-83 biennium. The appropriations law provides that salary increases for merit system employees not covered under collective bargaining contracts be granted by increasing each step in the pay plan by 8 percent on July 1, 1981, and July 1, 1982.

The Board Office stated that the freeze of step increases is creating at least two serious problems. The first concerns the matter of equity in pay. Under the merit system, positions are assigned to classes on the basis of like duties and responsibilities. Classes with a similar level of responsibility are allocated to the same pay grade. Within each pay grade there currently are 14 steps. Prior to the freeze, employees in the same class and range were eligible to move through their assigned pay range based on performance and length of service. However, with the advent of the freeze none of those below the top has the opportunity to move toward those currently paid at higher steps in the range regardless of the quality of their performance. Someone hired in 1982 or 1983 at the entry step in a range would make the same salary as someone hired on July 1, 1981, and neither would have opportunity to move toward those who are paid at steps higher in their range. In effect, for all those hired after June 30, 1981, there would be a single job rate, pegged at the entry step in their salary range.

The non-organized merit system employees are office workers and secretaries and those who are exempt from coverage under the various collective bargaining contracts because of their supervisory responsibilities. Other employers, with whom the Regent institutions compete for those employees, commonly have established salary ranges. The Board Office reports that current ranges are competitive with the ranges of salaries paid by other organizations. Merit system salary ranges were in fact established by relating the mid-points of ranges to average salaries paid by competitors. It is obvious, then, that Regent entry steps are not competitive with the ranges of salaries paid by others, and Regent salaries will not remain competitive for long if employees are not able to progress beyond entry rates.

Yet another concern, as reported by the Board Office, is the elimination of salary incentives caused by the freezing of merit step increases.

When state officials began discussions a year ago of possibly freezing merit increases, reaction was solicited from the administrators and staff at each of the Regent institutions to such a freeze. Board Office staff met with staff councils at each of the Regent institutions last March and found an overwhelming sentiment against freezing merit increases.

Prior to the enactment into law of H.F. 875 on July 1, 1981, non-organized employees of Regent institutions, administrators, and the board opposed the freeze of step increases. That opposition was unsuccessful because of concerns about the cost of step increases, especially the liability carried over to the following fiscal year (annualization cost) that is inherent in the anniversary date method of granting step increases.

In November the Regents Merit System Director met with representatives of non-organized employees on each campus to discuss merit pay plan administration for the fiscal year beginning July 1, 1982. An alternative method of providing for merit step increases on July at the same time that across-the-board adjustments in pay plans are made, rather than on an anniversary

GENERAL  
December 16-17, 1981

of employment date, had been reviewed previously with the staff councils by university administrators. The July 1 method for granting merit increases would eliminate the annualization costs, i.e., the carryover liability, but would involve a one-time inequity in order to get employees hired at different times during the year on a July 1 review basis.

The Board Office noted that in discussions about reestablishing step increases it was not proposed to ask for an increase in appropriations for fiscal year 1983. Employees were clearly aware that, if reestablished, the cost of merit step increases would be deducted from the amount of increase that otherwise would be given across the board on July 1.

The Iowa Department of Merit Employment and the State Employment Relations Office have indicated an interest in the issue of reestablishing step increases. The Board Office recommended that the board direct its staff to explore alternative methods with the the State Merit Employment and Employment Relations Office in order to develop a joint recommendation to solve these problems.

Mr. Volm began the discussion by reporting that in the meetings with the staff councils representing non-organized merit employees there was strong support for the reestablishment of step increases. He had discussed with them the establishment of a uniform July 1 date for each step increase, but employees strongly prefer the anniversary date method. President Brownlee asked if he had received widespread sentiment from the institutions to reinstate merit steps, and Mr. Volm said that this was the case. President Brownlee said this is important and the board is cognizant of this. Mr. Richey said efforts in this matter have been going on for almost a year, since the establishment of the pay plan. He said it would not cost any more than what is funded in the appropriations bill for salary increases next year. He felt that the next step would be to talk to the Directors of Merit Employment and Employment Relations to develop a program to meet the needs of Regent employees.

Regent Jorgensen said that she had attended the pay plan hearing in May, and she felt there was a great deal of consternation with employees being caught in a situation they felt was unfair. Mr. Richey pointed out that the affected employees are locked into pay ranges that vary 40 percent from bottom to top and there is no way an employee at the bottom can make progress toward the top. This means an employee with good production cannot be given recognition. From a management standpoint this is a major concern that coincides with employee concerns.

Regent Jorgensen said this needed to be addressed and felt the Board Office recommendation would be a good way of addressing it. Regent Wenstrand said the present situation went against long-term board policy.

MOTION:

Mr. Wenstrand moved that the board receive the report from Regents Merit System staff on reestablishment of merit step increases in fiscal year 1982-83 and direct staff to explore alternative methods with the State Merit Employment and Employment Relations offices in order to develop a joint recommendation on this matter. Mrs. Jorgensen seconded the motion.

President Kamerick introduced Ms. Alice K. Fennell, spokesperson for the Committee on the Administration of Clerical Personnel at the University of Northern Iowa. Ms. Fennell distributed a memorandum to the board expressing the feelings of non-organized merit personnel on the University of Northern Iowa campus in regard to the elimination of the step increases.

In the memorandum distributed by Ms. Fennel, the Committee on the Administration of Clerical Personnel petitioned the board to support their recommendation to ask the Legislature and Governor Ray to reinstate the two-step merit increases on an anniversary date basis with the remainder of the 8 percent allocation to increase the pay matrix for the 1982-83 fiscal year. The Committee feels that the two-step merit increase is a vital ingredient to the morale and motivation of the non-organized merit personnel.

VOTE ON MOTION:

The motion passed unanimously.

2. Report on activities of legislative interim study committees. The Board Office reported that the Legislative Council authorized the formation of 14 interim study committees. Activities of three of these committees were followed in detail by the Board Office and the institutions.

Merit Employment. This committee, composed of ten members headed by Co-chairpersons Senator Schwengels and Representative Lagaschulte, held two meetings. The purpose of the committee was to examine the functions, operations, and needs of the Merit Employment Department including the feasibility of combining the responsibilities of the department with an existing state agency such as the Employment Relations Division of the State Comptroller's Office or the Department of Job Service.

The Board Office noted that final recommendations of the committee included a proposal to reduce the amount of the budgetary reduction currently planned for the Merit Department for the fiscal year beginning July 1, 1982, and recommendation for a reorganization that would make the State Employment Relations Office, which is currently under the Comptroller, part of the Merit Employment Department.

Retirement Systems. This committee, composed of ten members and headed by Senator Nystrom and Representative Swearingen, held four meetings. The committee voted to recommend legislation which would raise the current maximum covered salary for IPERS contributions from \$20,000 to \$22,000 effective July 1, 1982, and at the same time to raise from 47 percent to 49 percent the amount of a retiree's salary as computed in the formula for determining monthly income.

GENERAL

December 16-17, 1981

The committee also recommended legislation which would prohibit a vested member of IPERS from receiving IPERS benefits before reaching age 70 if the member is still actively employed by a public employer and makes contributions to another retirement system, such as TIAA-CREF. The committee recommended that the state general fund support IPERS in the amount of \$2.5 million per year for each of the next 20 years so that pre-1976 retirees could receive the same benefit package mandated above for current employees. This contribution from the state general fund would be necessary to keep the IPERS fund actuarially sound.

Contract and Bidding Procedures. The Board Office stated that this committee, composed of six members headed by Senator Nystrom and Representative Trucano, held three meetings. The reason for this interim committee came from House Resolution 15 passed by the House in the 1981 Session, which called upon the Legislative Council to create a study committee for the purpose of studying contract letting and bid procedures as they relate to public contracts.

At the first two meetings of the committee, testimony was heard from various vendors and business groups such as computer software and hardware vendors, automobile dealers, school bus manufacturers, etc. The committee at its third meeting considered draft legislation to combine into Chapter 23 of the Code all construction bidding procedures for improvements that have an estimated cost exceeding \$25,000. Presently, Chapter 23 includes a set of bidding procedures which are followed in part by some state agencies such as the Board of Regents, and then each bidding group (cities, towns, Board of Regents, Department of General Services, DOT) has specific Code sections dealing with bidding procedures, such as the Board of Regents Section 262.34.

The Board Office and Iowa State University were given a brief opportunity to review the proposed bill prior to the last meeting of the committee. The Board Office expressed its concerns to the committee on the draft language and will have further opportunity for expression of those concerns during the legislative session. These concerns will be summarized for the board.

The Board Office said that the committee also heard testimony at two meetings from Dennis Hogan, representing the Sheet Metal Contractors of Iowa, on a proposal which would require separate bids to be taken on all public improvements estimated to cost over \$25,000. Currently, state agencies have the alternative of taking a joint bid, i.e., one contract for all crafts, or breaking down the bidding into packages most applicable to a particular bidding situation. Normally, bids are broken down by general, mechanical, and electrical contracts. The Sheet Metal Contractors' proposal would require separate bids to be taken for at least four separate contracts, such as general construction; plumbing and heating; warm air heating, ventilating, and airconditioning; and electrical. The proposal would also allow simultaneous combination bids to be taken with contracts to be awarded to the lowest qualified responsible bidder or bidders, which results in the lowest total construction cost for the project. Evidently, this proposal will receive further attention during the next legislative session.

The recommendations of this committee were two. First, the bill on uniform bidding procedures was reported out without recommendation. This action means that the bill will be subject to further consideration by the standing state government committees during the session before any further action is taken. Second, the committee voted to recommend to the Legislative Council and the chairpersons of the House and Senate State Government Committees that procurement problems of the state be under continuous review by a standing state government subcommittee.

President Brownlee asked if there were comments. Mr. Richey said he had a few general remarks. He said the Legislative Visitation Committee had reported to the Legislative Fiscal Committee that it was extremely pleased with the visits to the campuses. Having board members present showed interest, and the universities were well prepared. Mr. Richey said this was the first time the Regents had been complimented to this extent. Mr. Richey mentioned that one or two additional legislative issues would come to the board in February.

Regent McDonald said that at some later time he would like to discuss the Department of Personnel but not at this meeting. It would probably come up with legislative matters at future meetings. Mr. Richey said that the administration was still reviewing this issue and had not developed specific recommendations as yet nor did they know how the Regents would be affected. Regent Anderson said they would want to discuss them and President Brownlee added that this was an extremely important and critical issue for the future.

The report on activities of legislative interim study committees was received by general consent of the board.

ANNUAL REPORT OF REGENTS MERIT SYSTEM. It was recommended that the board receive the Merit System report - FY 81.

The Board Office submitted a report detailing the distribution, compensation, and classification of employees. Exhibits to the report include information on minority employees; application, examination, and certification procedures; and grievance arbitrations. The complete report is on file in the Board Office.

Mr. Volm commented briefly on each exhibit to the report and explained what was included in each of the various tables and charts.

Regent Harris had a concern with inequities in the pay for new employees. Mr. Volm said these inequities would to some degree be eliminated by reestablishment of step increases. Another way would be for employees to become qualified and apply for higher level, higher paying positions. Mr. Richey said that many of the craft classes start at mid scale because of market demand. He said that there is more of an inequity between salaries in blue collar and custodial positions and in the lower level clerical positions which are dominated by women. At the higher secretarial categories, salaries are equated under a point system with comparable level crafts classes. This has eliminated a lot of inequity or difference between the pay of males and females although it has not eliminated it completely.

GENERAL  
December 16-17, 1981

In concluding his remarks, Mr. Volm commented on the larger than usual number of layoffs at Iowa State University. The majority of these employees were in clerical staff work in county extension offices around the state and layoffs were caused by cutbacks in federal funds. In those small offices there were no opportunities to offer employees other employment such as there would be at the main institution.

President Brownlee asked if there were any comments and Mr. Richey said he would like to comment generally on how the Merit System works. It is an example of decentralized administration of personnel function. With respect to the Merit System, the Board of Regents is given the authority to administer its own system as long as the rules and regulations are consistent with the objectives of the State Merit Commission. Depending on just what the procedure is, various actions of the board may go to the State Merit Commission, the Executive Council, the Administrative Rules Coordinator, or the Administrative Rules Review Committee for review and approval. Mr. Richey said there is some talk of moving to this type of decentralized administration in other states.

Regent Wenstrand said he had enjoyed the report and commented that there appeared to be a fairly even distribution of employees between the upper and lower steps of the pay grades for Regent employees. Mr. Volm said it was fairly even and had been since the system had been established in 1973.

Regent Jorgensen thought the fact that the number of grievance appeals had gone down indicated that the system was working well. Mr. Volm said he didn't want the small number to be misleading, as those employees covered by collective bargaining had a grievance procedure with their contracts. Mr. Richey noted that even so there were over 3,000 employees not covered by contracts.

Regent Anderson asked to what extent it could be assumed that job classifications dominated by women are at a lower pay level than those classifications that are predominately male. She wondered if the attempt to compare with comparable jobs had been done all through the system at all levels. Mr. Volm explained that in 1974 the Hays Firm had been hired by the Regents to evaluate all classes and determine the pay grade on the basis of a point system which was free of bias and based on the duties performed. Assistant Vice President Small added that when pay scales are set by comparing market rates, jobs dominated by males would have a higher pay rate, but when jobs are evaluated by a point system for such things as supervisory duties, responsibilities, etc., the pay rates are more fair. Regent Anderson said she would be glad when it turns out that way and asked how this compared to general state merit classifications. Mr. Richey said they are undergoing a new study to bring it up to date. Mr. Volm said that in some cases the Regents would be higher and in some cases the state but that they would generally be similar. He said that the Regents' pay plan after approval by the board would go to the State Merit Commission and then to the Executive Council. They also are concerned with comparability.

The Merit System Report was received  
by general consent of the board.

GENERAL  
December 16-17, 1981

EXECUTIVE SESSION. President Brownlee reported that the board needed to enter into executive session for the purpose of legal consultation under Chapter 28A.5 of the Code of Iowa. On a roll call vote as to whether to enter into executive session, the following voted:

AYE: Anderson, Harris, Jorgensen, McDonald, Murphy, Nolting, Neu,  
Wenstrand, and Brownlee

NAY: None

ABSENT: None

The board, having voted by at least a two-thirds majority, resolved to meet in executive session beginning at 4:19 p.m. and arose therefrom at 4:39 p.m.

GENERAL  
December 16-17, 1981

The following business pertaining to general or miscellaneous items was transacted on Thursday, December 17, 1981.

**VEHICLE PURCHASE AND DISPOSAL POLICY.** It was recommended that the board approve the policy statement to govern purchasing and disposal of Regent institution vehicles.

The Board Office stated that the Regents' vehicle procurement and disposal policy statement for 1980-81 initiated some changes compared to prior years. It removed the Regents Ad Hoc Purchasing Committee as a reviewer of bids taken on vehicles purchased under emergency conditions. It established a basic policy prior to vehicle procurement so that purchases may be made with a previously approved guideline. It expanded the methods of vehicle disposal from two to four options. It established a reporting requirement on all purchases and disposals of vehicles to assist the Board Office in responding to external inquiry. Finally, it broadened the statement so that at the discretion of the board it could be used on a continuing basis with minor adjustments. The policy statement with a few adjustments is proposed, therefore, for use on a continuing basis.

The only substantive change in the proposed policy statement, other than making it a continuing statement subject to revision as needed, is to broaden the cooperative or "lead agency" concept in vehicle procurement and disposal. Over the years, Regent institutions have purchased vehicles in cooperation with both the State Department of General Services and the Department of Transportation. These two agencies have taken the lead in developing specifications for use by their own agencies as well as others who wish to use their services. They have also taken the lead in these joint purchasing arrangements in selecting those vendors to be awarded contracts. The proposed policy statement has been reviewed by the campuses, and their recommended modifications have been incorporated. Preliminary estimates indicate that 148 vehicles would be purchased during the 1981-82 model year, following the guidelines.

The Board Office reported that as previously noted in the annual purchasing report for FY 1980-81, there is a joint vehicle purchasing and disposal agreement among the Department of General Services, the Department of Transportation, and the Board of Regents in draft form. That draft agreement is consistent with both the 1980-81 Regent guidelines on purchasing and disposal of motor vehicles and the proposed guidelines.

Mr. Richey commented that this continues a past policy of the board for purchase and disposal of vehicles and cooperation with other agencies in so doing. Other than a slightly greater emphasis on the lead agency concept there is no significant difference from previous policies. Mr. Richey said the Board Office is proposing that, rather than annual adoption, the policy will not come to the board again until it needs changing. He said through this policy the Board of Regents has the advantages of cooperative purchasing without the disadvantages of centralization and the extra layer of bureaucracy it entails.

GENERAL  
December 16-17, 1981

MOTION:

Mr. McDonald moved that the board approve the policy statement to govern purchasing and disposal of Regent institution vehicles. Mrs. Jorgensen seconded the motion and it passed unanimously.

A copy of the approved policy follows.

IOWA STATE BOARD OF REGENTS

Policy Statement Governing Purchase and Disposal of Motor Vehicles

I. Vehicle Purchases

Board of Regents institutions will purchase only those vehicles necessary to meet program needs and a cost effective fleet. In addition to the best prices available, Regent institutions intend to purchase vehicles that will improve the energy efficiency of their motor vehicle fleets.

Board of Regents institutions will continue cooperative purchasing ventures with the Iowa Department of General Services and/or the Iowa Department of Transportation, providing such cooperative ventures continue to produce the lowest competitive prices possible. It is not intended that such cooperative purchasing ventures materially disadvantage Regent institutions in terms of vehicle servicing during warranty periods or in other ways.

All purchases of motor vehicles shall be carried out in accordance with Board of Regents general procurement policy as established in the Procedural Guide.

The Board of Regents institutions shall purchase from two categories of vehicles, standard and special purpose. The categories of vehicles and guidelines for procurement and disposal follow.

A. Standard Vehicles

Standard vehicles include two- and four-door sedans; security vehicles; two- and three-seat station wagons; pickup trucks, including one-quarter ton, one-half ton, and three-quarter ton models and vans.

1. Sedans

The type of sedan to be purchased shall not exceed the size of vehicle approved for purchase by the Department of General Services or the Department of Transportation for other state agencies or political subdivisions. Full-sized sedans may be purchased only on an exception basis so as not to materially impair existing program or to require continued use of two smaller vehicles for the same purpose.

2. Station Wagons

Purchase of two- or three-seat wagons shall be limited to the size and type of vehicles to be purchased by the Department of General Services or the Department of Transportation for other state agencies. Full-sized wagons may be purchased only on an exception basis so as not to materially impair existing program or to require continued use of two smaller vehicles for the same purpose.

3. Pickup Trucks

The type of standard pickup truck to be purchased shall not exceed the size range of vehicles purchased by the State Department of General Services or the Department of Transportation for other state agencies or political subdivisions.

4. Vans

Purchases will be limited to sizes established by the Department of General Services or the Department of Transportation. The 10-15 passenger models and three-quarter ton and smaller delivery models are considered standard vehicles.

B. Alternate Purchasing Considerations

If the the Department of General Services or Department of Transportation are not purchasing the standard vehicle needed, then Regent institutions will cooperatively establish specifications for all Regent institutions, providing price efficiencies can be obtained without materially compromising service requirements. Otherwise, institutions may purchase standard vehicles independently.

C. Special Purpose Vehicles

All vehicles not previously described are considered special purpose vehicles. Typically they will have special requirements relating to usage and institutional procurement can best handle these requirements. Consideration should be given joint purchasing ventures with other Regent institutions, state agencies or political subdivisions prior to independent purchase.

II. Vehicle Disposal

Vehicle disposal shall be accomplished by one of the following: Through public auction conducted by the State Vehicle Dispatcher or by the Department of Transportation, providing the condition of the vehicle is acceptable to either agency at the time of the public auction; through trade-in, when the motor vehicle is of a special design and is being traded for another vehicle of similar design; through interagency or interinstitutional sale; and through disposal to the highest bidder, locally, when the vehicle condition does not justify public auction.

III. Report on Vehicle Purchase and Disposal

A summary will be prepared annually for inclusion in an annual purchasing report to show total vehicle purchases and disposals by category. A summary form is to be determined by the Regents Ad Hoc Purchasing Committee.

Board Office  
12/8/81  
C/12/13

GENERAL  
December 16-17, 1981

APPEAL OF FORMER EMPLOYEE. It was recommended that the board not grant a hearing to former employee Carol Scharff.

The Board Office reports that Ms. Scharff was employed by the University of Northern Iowa on three separate occasions. Her most recent employment was a two-year, non-tenured appointment as an instructor in the Art Department from August 22, 1979, to May 23, 1981. The Art Department has two two-year, non-tenured positions which it fills every other year for two years.

On March 2, 1981, Ms. Scharff applied for either one of the two two-year, non-tenured positions in the Art Department that were to be filled beginning August 19, 1981. She was not selected by the Faculty Selection Committee to be one of the eight finalists for the two positions. She filed a grievance with the university on April 17, 1981, alleging that she had been discriminated against on the basis of sex and other non-merit reasons. The university's formal affirmative action grievance procedure generally is not available to persons who are not hired, but as she was employed presently by the university the university decided to permit her to use the procedure. A three-member hearing committee, one member of which she selected, was convened and Ms. Scharff's grievance was heard. The committee reported, ". . . it is the unanimous conclusion of the Hearing Committee that the grievance is invalid. Therefore, it is the committee's recommendation that no relief be granted the grievant."

The last step of the university's grievance procedure is for the university president to take final action on the committee's report. Dr. Kamerick notified Ms. Scharff, by letter, on October 28, 1981, that "The recommendation of the Hearing Committee is accepted at the presidential level."

Ms. Scharff's request to the board is ". . . to appeal my Affirmative Action Grievance to the Iowa State Board of Regents." Ms. Scharff stated that her reasons for requesting the hearing with the board were, briefly, that the hearing panel was prejudiced against her case, that the university tampered with the hearing panel by providing documents outside the hearing, that there were inaccuracies and misleading statements in the hearing panel's conclusions, and that the university refused to supply necessary documents to her for her defense.

It is the belief of the university and the Board Office that the Hearing Committee's procedures did comport to the appropriate standards for due process and that Ms. Scharff was given a fair and impartial hearing, and it is the recommendation of the Board Office that no hearing be granted.

President Kamerick said he believed the matter had been well covered by the Board Office and he had nothing to add.

Regent Harris asked if President Kamerick could respond to Carol Cooper's criticism. Ms. Cooper had been a member of the Hearing Committee and had written a separate opinion. She felt that the Art Department procedures may have led to discrimination and that only by reviewing all the vitae could the allegation of non-merit-based discrimination be resolved, and the vitae were not available.

GENERAL  
December 16-17, 1981

Vice President Martin responded by saying that the complainant did request copies of the vitae of the eight finalists selected by the search committee. These were not provided to her because they had already been returned to the applicants, and, even if they had not, there is some legal dispute about providing credentials, particularly letters of reference. In the future applicants might be informed in advance that certain materials would be made public, but there are legal problems in retaining certain materials and making them available to others.

Regent Harris asked if it could be assumed that when the applicant had been employed in 1976 and in 1978 she was the best qualified applicant for the position at that time. Vice President Martin said that could be assumed because she was appointed to the position; however, the university did not conduct a full-fledged, national search at that time as had been done in 1981 when Ms. Scharff was not selected for the position.

MOTION: Mr. Nolting moved that the board not grant a hearing to former employee Carol Scharff. Dr. Harris seconded the motion and it passed unanimously.

BOARD OFFICE PERSONNEL REGISTER. The following actions reported in the Board Office Personnel Register were ratified by the board:

Resignation: Barbara Orend Baker, Secretary IV effective December 31, 1981. Barbara and her husband are moving to the Chicago area.

Change of Status: Patricia M. Peters, from Secretary II to Secretary IV at \$14,385 annually (Grade 111, Step 3), effective January 1, 1982.

President Brownlee thanked Ms. Baker for her work during the past two years and welcomed Ms. Peters to her new job.

NEXT MEETINGS. President Brownlee proposed that the January meeting be cancelled. He suggested that the Board Office could take care of any capital register items subject to ratification by the board. He said it would probably be necessary to have a two-day meeting in February. There were no objections to this proposal.

The next meetings are scheduled as follows:

February 10 (and possibly 11)		Des Moines
March 24	Iowa State University	Ames
April 21-22	University of Northern Iowa (Academic Seminar)	Cedar Falls
May 19	University of Iowa	Iowa City
May 20	Iowa Braille and Sight Saving School (Seminar)	Vinton
June 16-17	Iowa School for the Deaf (Academic Seminar)	Council Bluffs
July 21-22	Iowa State University (Academic Seminar)	Ames
August	N O M E E T I N G	
September 15-16	University of Iowa (Academic Seminar)	Iowa City

GENERAL  
December 16-17, 1981

ROSE BOWL RESOLUTION. President Brownlee said he wanted to tell the team and the university staff how proud he was of the Hawkeyes, and he wanted to convey to them the board's pleasure and thrill at what had happened.

MOTION:

Mr. McDonald moved that a resolution be adopted by the Board of Regents congratulating the University of Iowa for their championship Big 10 team and for their selection as Rose Bowl contender and participant. This has brought great honor and distinction and state pride to us in a manner that rallies all Iowans, thus making it appropriate to express the board's good will and support. Mrs. Jorgensen seconded the motion and it passed unanimously.

President Spriestersbach thanked the board for its good will and confidence. He hoped that the Hawkeyes could well represent the University of Iowa and its sister institutions in the state in a way that would bring honor and dignity to all of them.

President Brownlee then asked board members and institutional executives if there were additional matters to be raised for discussion pertaining to the general docket.

Regent Anderson commented that the tour of the Iowa State University campus had been very worthwhile. She suggested that in connection with future board meetings optional time be arranged so those who would like could see something of the campus. Regent Murphy said that if this were done on a regular basis board members would get to know the institutions. Regent Nolting said he had had an opportunity to tour the Iowa State campus with the Legislative Visitation Committee and found it very helpful. President Brownlee said this sounded like a good idea and it was something for the institutions to note.

There were no additional matters to be discussed.

## STATE UNIVERSITY OF IOWA

The following business pertaining to the State University of Iowa was transacted on Wednesday, December 16, 1981.

**PHASED RETIREMENT POLICY.** It was recommended by the Board Office that the Board of Regents approve the proposed phased retirement incentive policy for the University of Iowa tenured faculty, effective July 1, 1982, with the understanding that: a) a report will be made to the Board of Regents annually on the operation of the policy; b) the policy is approved on an experimental basis for a five-year period, through June 30, 1987, with the continuation of the policy beyond that date requiring express action by the Board of Regents; and c) the board will review the program within two years to ascertain if it should be extended to professional and scientific employees.

In November the board had asked that efforts be made to narrow differences between the university and Board Office proposals on phased retirement. The Board Office stated that the policy and recommended action currently proposed incorporated the salary and fringe benefit incentives previously recommended to the board. The program would be approved on an experimental basis for five years. Participation would be restricted to those age 60 and over with at least 20 years of service and would require approval of the university and the Board of Regents. No numerical limitation on the number of participants was included in the policy, but an annual report on the operation of the program would be made to the board. The Board Office assumed that annual reports would include an evaluation of the effects of the program on the university's mission and faculty vitality and the overall fiscal effect of the program in addition to such information as age, length of service, workload reduction, and the costs of salary and benefit incentives for participants.

The current proposal resolves the differences between the university and the Board Office with one exception. The university had requested approval of the policy for faculty and professional and scientific personnel. The Board Office recommended that the policy be restricted initially to tenured faculty.

In November the Board Office had reported the following:

The tenured faculty is a unique body of employees having no counterpart in other state agencies and institutions. The vitality of the faculty is critical to the success of the mission of the university. While professional and scientific personnel have many of the characteristics of the faculty and are of major importance to the mission of the university, they do have in many instances counterparts in other areas of state government. Moreover, the median age of this group of University of Iowa employees is substantially lower than that of the faculty; therefore, the problem is not as immediate.

STATE UNIVERSITY OF IOWA  
December 16-17, 1981

Restricting eligibility to tenured faculty (assuming mutual consent of the faculty member and the university and approval of the Board of Regents) will eliminate some potential controversy in other segments of state government. It still will provide a sufficient base for judging the success of the program.

Action can be taken regarding professional and scientific employees at a later date, after the experience of the phased retirement program for tenured faculty can be judged and the need is more imminent for professional and scientific employees.

The Board Office noted that the difference between ages at which faculty and professional and scientific employees normally retire is another factor that would support a difference in coverage under the early retirement incentive program. In 1981, nine of 10 retiring faculty were over age 65-66, while 19 of 26 professional and scientific employees were age 65-66 or younger at retirement.

The Board Office stated that although it understood the university's reasoning in its proposal to include professional and scientific staff, it continued to believe strongly that the policy should be restricted initially to tenured faculty. When the policy has been in operation for one or two years and is deemed successful, the Board Office proposes that consideration be given to extending eligibility for participation to professional and scientific staff. It noted that in November the proposed policy for non-organized merit staff was referred for interinstitutional study.

In November the Board Office had provided the board with information regarding early retirement incentive programs in effect at several other universities including California, Pennsylvania, Purdue, Stanford, Virginia, Washington, and Yale. It had been asked to inquire about programs in neighboring states and subsequently contacted 14 universities in the 11-state area which has been used for other comparison purposes. Eleven of those contacted have no programs at present.

The Board Office commended the University of Iowa and its Faculty Retirement and Insurance Committee for work in developing the phased retirement proposal. It again cautioned that any change in the existing permissible mandatory retirement age that would cause a change in board policy on mandatory retirement also should be cause for immediate review of the phased retirement plan.

The Board Office recommended approval of the proposed policy for tenured faculty on a trial basis.

President Spriestersbach began the discussion by stating that the proposed phased retirement program was a major cornerstone in the university's program to maintain institutional vitality during a period of change and adjustment. He expressed his gratitude to the board for its support. He noted that extensive discussions had been carried on with the Board Office in order to bring into review all issues on this topic, and that

all differences had been resolved except the issue of inclusion or exclusion of professional and scientific staff. He said the university feels strongly that they should be included and that to exclude them would create a dichotomy that would be internally divisive. He urged the board to consider approval of phased retirement for both faculty and professional and scientific staff.

President Brownlee urged the board to ask questions about the program and not just consider the differences with the Board Office.

Regent Anderson said she wished to reiterate that she did not feel comfortable with the way the program is titled. She said that it was in fact a retirement program that was not going to treat everyone the same way. She mentioned that a similar program at John Deere was not called a "retirement program" but a "part-time employment program," or a "special work program." She felt that a person planning retirement would expect that all people would be treated the same way. She would like the program to be modified so this would be the case, but would not oppose it on this basis, and she also said that if the faculty were not concerned it was not a problem.

President Priestersbach said the aegis of this program was a faculty committee, and this issue had not been raised.

Vice President Christensen said this proposal had ramifications for other institutions, and Iowa State University was watching it closely. The ISU professional and scientific staff had looked at this program and wished him to convey to the board their wish that if they approve this program, professional and scientific staff be included. President Parks added that this was the opinion of the Professional and Scientific Council and not necessarily the position of the university. The university still wants to study it.

Regent Jorgensen said that she appreciated the concept the program is based on but that she had some concerns, the chief one of which was the total financial cost. She thought the board should take a conservative approach to a new proposal such as this one and monitor it closely with reviews and continuing feedback on how it is working and being implemented.

President Priestersbach said the board would be fully informed of each individual action on a case-by-case basis. He said the university was confident that, as their research and analysis showed, they would not have to augment resources to implement this program, but because of this concern they would cooperate fully in keeping the board informed and asking approval.

Regent Harris commented that he thought it was an improvement that the number limit on entrants into the program that was mentioned in the original proposal had been eliminated. Mr. Richey said the Board Office agreed to elimination of the number because of the other controls the board would have in the revised recommendation.

President Brownlee asked if the board wished to discuss inclusion of professional and scientific staff at this time. He said he understood that the issue was whether they should be included at the outset of the program or whether the program should be first put in place for tenured faculty with professional and scientific staff to be included later.

Regent Harris said that he agreed with the university that professional and scientific people should be included. He felt that if it would be advantageous to include them in one or two years, why not include them now. He did not understand why there was a disadvantage relating to other state employees and how that could change in two years.

Mr. Richey said the critical factor is to ascertain the success of the program during an evaluation period. This program will be watched by others in state government, who will be looking at the success of the program with regard to tenured faculty as the Regents will be. It is important that other employees, such as professional and scientific, be moved into a program after it is determined successful rather than take a chance.

Regent Neu said it was his understanding that Regents Merit and the State Merit System, while separate, try to maintain close coordination. He wondered if there would be any adverse effect if the Regents approved a program like this without consulting or coordinating with the central system.

President Priestersbach said historically there are some differences. He felt that as far as professional and scientific staff were concerned they occupied a very important position in the structure of the university, and this group is just as important to the vitality and continuity of the institution as the faculty. He said the university found it hard to make a functional separation between the two groups.

Regent Neu said he agreed with that but asked that President Priestersbach look at it from the point of view of outside the university. President Priestersbach said they recognized that the Board of Regents and the university were moving into a leadership position with this proposal. He said the university is confident that it is a viable program and finds it hard to understand what the risk would be to any other agency of government.

Assistant Vice President Small said this was not the first time the Board of Regents had been asked to balance the university's desires for policies suitable to its function. She said the board's position had always been that there was a need for a close relationship between faculty and professional and scientific staff and that institutions should be permitted to develop policies that would best serve their needs. She said these employees were different from others in state government and therefore the programs serving them need not be identical to other state programs.

President Brownlee said it was necessary to focus on just what the concerns were. In general, he said, there are three broad categories of employees: faculty, professional and scientific, and merit. No one disputes that tenured faculty is unique. No one disputes that the Merit System must be compatible with the state. In the professional and scientific category there is a group that is as important as faculty and entitled to many things and programs that faculty have; however, they have their counterparts in other branches of state government to a degree that faculty does not. This is a real dilemma for the board. President Brownlee said he had trepidation about starting a new program that included a group with counterparts in other areas of state government.

Assistant Vice President Small said she disagreed to the extent to which professional and scientific staff could be said to have counterparts in state government. Regent Anderson asked if it was correct that the university felt that it should take the risk of reinforcing those forces that want to centralize state personnel functions rather than take a two-year delay. Ms. Small said in any action or failure to act there is a risk, the question is in what direction the risk lies. The university sees risk in not acting; the Board Office sees risk in acting.

Regent McDonald said he thought that this program should be approached quite cautiously. He said two years goes by very quickly and it would not be long before it was known whether the program was successful and should be extended to include professional and scientific staff.

Regent Neu said he was concerned with the impact of centralization but once that hurdle was past he would be willing to include professional and scientific employees before the two-year period was up. He was not worried about the mechanics of including them but on the possible effect it might have on proposed legislation.

Regent Wenstrand said he supported the recommended action to include only faculty for the reasons that had been expressed. He said this did not mean the board did not recognize the special relationship between professional and scientific staff and faculty. He said the board did not want to impair the vitality of any staff, and he realized that not including professional and scientific staff at this time would be a disappointment to that group. However, he said he personally would prefer to be cautious and would be glad to look at this again in the future.

Mr. Richey said he wished to reiterate the deep concerns expressed about the inclusion of professional and scientific employees at this time that had been expressed by board members and others. He said the state is making an honest good faith review of its personnel policies to see how it could do better. In that review, actions taken by the Regents now could have an effect on any proposed new state policy.

Regent Anderson suggested an amendment to the recommended action to say that the board would review the program in June 1982 instead of within two years to ascertain the inclusion of professional and scientific staff. This would reflect the board's concern that excluding them is with proposed legislation rather than wishing to exclude them for other reasons.

STATE UNIVERSITY OF IOWA  
December 16-17, 1981

Regent Jorgensen said she was still very much concerned with the cost of the program. If professional and scientific employees were admitted to the program in a short time, there would have been no opportunity to assess costs. She thought this was dangerous in a time of declining enrollments.

Vice President Bezanson said that by June 1982 the university would have some specific cases to bring to the board which would give it a chance to see how the program is structured. He felt that it was important to give the professional and scientific staff a positive signal.

Regent Nolting said that the procedure laid out in the Board Office's recommended action would allow the board to act quickly without sending signals to anyone. President Brownlee agreed that it was flexible enough for that. Regent Wenstrand concurred saying although he did not want to undermine the relationship of professional and scientific staff and faculty, he felt that the board should act in a more subtle way than to signal the legislature that we were going to take action as soon as the session is over.

Mr. Howard Mayer, President of the Staff Council, asked to speak. He said excluding professional and scientific staff would send a very clear message from the board. He said faculty and professional and scientific staff have worked together for more than 20 years and are a cohesive unit. If professional and scientific employees are excluded from this program, a wedge will be driven between faculty and staff. He said it was unnecessary and inappropriate to wait two years. If they are not included in the plan they are adamantly opposed to the program.

Regent Neu said the reason for the suggested amendment was to send a positive signal to professional and scientific employees. He felt that it would be wise to postpone action on their inclusion until the legislature does or does not act. Regent Anderson added that staff understanding of board action would depend on what got back to them. The board had no desire to drive a wedge between faculty and professional and scientific staff.

Regent McDonald said there was nothing in the intended action that said the Regents must wait two years; it says "within two years."

MOTION:

Mrs. Anderson moved that the recommended action be amended to substitute the words "June 1982" for "within two years."

Mr. Neu seconded the motion. The motion passed with Mrs. Jorgensen, Mr. Nolting, and Mr. Wenstrand opposed.

**MOTION:**

Mrs. Anderson moved that the Board of Regents approve the proposed phased retirement incentive policy for University of Iowa tenured faculty, effective July 1, 1982, with the understanding that: a) a report will be made to the Board of Regents annually on the operation of the policy; b) the policy is approved on an experimental basis for a five-year period, through June 30, 1987, with the continuation of the policy beyond that date requiring express action by the Board of Regents; and c) the board will review the program in June 1982 to ascertain if it should be extended to professional and scientific employees. Mr. Neu seconded the motion and it passed unanimously.

The complete proposal is on file in the Board Office.

President Spriestersbach said that he was disappointed in a sense but he recognized the difficulties. He said he knew what the board had been saying and that was what he would carry back to the staff. Regent Wenstrand commended President Spriestersbach and the appropriate committee for developing an excellent policy.

The following business pertaining to the State University of Iowa was transacted on Thursday, December 17, 1981.

REGISTER OF PERSONNEL CHANGES. The board ratified the actions in the Register of Personnel Changes by general consent.

APPOINTMENTS. The board was asked to approve the following appointments:

Appointments:

Peter Jebson, M.D., Ch.B., as Acting Head of the Department of Anesthesia, College of Medicine, effective January 1, 1982.

Dennis J. Nagel, as Acting Director of State Relations, effective January 1, 1982, at an annual salary rate of \$36,200.

President Priestersbach said the university was looking forward to having Dennis Nagel on the staff.

MOTION: Mr. Wenstrand moved that the board approve the appointments listed above. Dr. Harris seconded the motion and it passed unanimously.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office reported that the final register for December 1981 has been received, was in order, and was recommended for approval.

The following construction contracts awarded by the executive secretary were recommended for ratification:

Hydraulics Laboratory--Wind Tunnel Annex

Award to: B. A. Westbrook Construction Inc., Marion, Iowa \$471,913.00

University Hospitals--Emotionally Disturbed Children's Unit Air Conditioning

Award to: Universal Climate Control Inc., Iowa City, Iowa \$58,830.00

West Campus Drainage Improvements

Award to: Gordon Russell, Inc., Iowa City, Iowa \$203,837.38

University Hospitals--General Dentistry Clinic--Phase II

Award to: R-K's Home Improvement, Iowa City, Iowa \$85,780.00

University Hospitals--Computer Chilled Water System--Installation

Award to: Jones Plumbing and Heating, Inc., Iowa City, Iowa \$29,990.00

This project is also included under "New Projects." The preliminary budget amount is \$77,675. Source of funds is University Hospitals RR&A. The University Architect's Office is selected as inspection supervisor. The board had previously in October selected Kimmel-Jensen-Wegerer-Wray for engineering services on this project on an hourly rate basis to a maximum fee of \$8,400. A portion of this fee, \$5,900, is assigned to this project with the remaining \$2,500 assigned to the following project:

University Hospitals--Computer Motor Generator--Installation Only

Award to: AAA Mechanical Contractors, Inc., Iowa City, Iowa \$3,931.00

This project is also listed under "New Projects." The preliminary budget is \$32,375. Source of funds is University Hospitals RR&A. The University Architect's Office is selected as inspection supervisor.

Medical Laboratories--Pulmonary Research Laboratory Remodeling

Award to: McComas/Lacina Construction Co., Inc., Iowa City, Iowa  
\$133,734.00

University Hospitals--Carver Pavilion, Phase C., Shell-In--Accelerated Plumbing Package

Award to: R. M. Boggs Co., Inc., Iowa City, Iowa \$49,850.00

Handicapped Accessibility Program--Phase IV--Museum of Art

Award to: Selzer Construction Co., Inc., Iowa City, Iowa \$123,500.00

Total awards made on this register are \$1,075,585.38. The number of bids received range from a low of five all the way up to 13 bids per contract.

The Board was requested to approve the following contract change:

Campus Electrical Supply Renovations--Contract #3--General Construction for Substation "U"

The Board Office reported that the board had granted approval for the university to negotiate with the contractor on this project to overcome some problems which required installation of a new duct bank. These negotiations have been completed. The board was requested to ratify institutional action in issuance of Contract Change Order #6 to O'Brien Electrical Contractors, Inc., in the amount of \$132,494. The work involves labor and material to enlarge an existing manhole by the Pharmacy Building, the installation of a new ten-cell duct bank, the installation and splicing of high voltage feeders, as necessary, and the enlargement of an existing manhole, as required.

The university submitted Final Reports on seven projects. the Board Office said the reports were all in order and recommended them for approval. Five of the seven are on 1977 Academic Revenue Bond utility related projects on which total expenditures were made of \$2,901,825.

The board was asked to approve the following new project:

University Hospitals--EDCU Mechanical Penthouse

Source of funds: Psychiatric Hospital Building Usage Funds \$59,800.00

The project installs an insulated all-weather mechanical penthouse on the roof of the existing Childrens Psychiatric Hospital. The University Architect's Office was selected as architect and inspection supervisor.

The board was asked to take action on the following consultant contracts:

University Hospitals--Pathology Frozen Section Facility

Ratify selection of Gene Gessner, Inc., Iowa City, Iowa, to provide full range mechanical, electrical engineering services on an hourly rate basis to a maximum of \$4,940. The board has not approved a project budget to date.

University Hospitals--Cardiovascular Faculty Offices, Third Floor East

Ratify selection of R. Neumann Associates, Iowa City, Iowa, to provide architectural services through final design on an hourly rate basis to a maximum of \$14,500. The board has not approved a project budget to date.

Psychiatric Hospital Exterior Structural Repairs--Phase II

Ratify selection of McConnell-Steveley-Anderson, P.C., Cedar Rapids, Iowa, to provide final design services on an hourly rate basis to a maximum of \$3,275.

University Hospitals--First Floor East Renovation

Ratify selection of Engineering Associates, Cedar Rapids, Iowa, to provide mechanical and electrical engineering services on an hourly basis to a maximum of \$1,800. No project budget to date.

University Hospitals--Cerebral Bloodflow Tomograph

Ratify selection of Engineering Associates, Cedar Rapids, Iowa, to provide mechanical and electrical engineering services on an hourly rate basis to a maximum of \$3,650. No project budget to date.

University Hospitals--1981 Roof Replacements, Phases I, II, III, and IV

Ratify selection of Shive-Hattery & Associates, Iowa City, Iowa to provide contract administration and project quality control during the construction of this project on an hourly rate basis to a maximum of \$7,750. Contracts were awarded at the October board meeting totaling \$257,217.

Psychiatric Hospital--Fire Safety Improvements

Ratify selection of Wehner, Nowysz, Pattschull & Pfiffner, Iowa City, Iowa, to provide final design services for a lump sum fee of \$4,200. The board has not approved a project to date on this or the related next project.

Psychiatric Hospital--Fire Exit Development

Ratify selection of Wehner, Nowysz, Pattschull & Pfiffner, Iowa City, Iowa, to provide final design services for a lump sum fee of \$4,300.

The architectural proposal on the first of the above two Psychiatric Hospital Fire Safety Improvement projects lists nine projects totaling \$47,450, while the second project on Fire Exit Development involves installation of two fire doors, construction of an acceptable second exit, and correction of a dead-end corridor deficiency--all of which are estimated to total \$44,300. These projects were included in the Hospitals' accreditation report.

Dental Science Building--Alumni/Faculty Lounge

Ratify selection of Hansen Lind Meyer, Iowa City, Iowa, to provide architectural services on this project on an hourly rate basis to a maximum of \$13,500. The board has not approved a project budget to date.

Dental Science Building--Alumni/Faculty Lounge--Interior Design

Ratify selection of Hansen Lind Meyer, Iowa City, Iowa, to provide interior design services on an hourly rate basis to a maximum of \$3,750.

Zoology Building Auditorium Remodeling

Ratify selection of Harvey W. Henry, Architect, Iowa City, Iowa, to provide full range architectural services including contract administration on an hourly rate basis to a maximum of \$9,600. The board has not approved a project budget to date.

Chilled Water Plant Expansion--Phase V (Statewide Health Services)

An expansion of the chilled water plant on the west campus will be required to serve the needs of the hospitals and clinics for additions beyond the South Pavillion--Phase A project. It is proposed to install additional chillers with a capacity of approximately 2,000 tons. A new cooling tower would be added and a small expansion in the machine room space would be required.

The Board Office reported that the university had indicated that because of impending new construction, although the board has not seen any firm plans from University Hospitals, that this chiller would need to be funded in the 1983 capital program of the board. The university indicated that in order to be prepared to take bids on the project with a minimum delay after funding is available, it requested permission to negotiate a contract for engineering services at this time.

The university requested permission to negotiate a contract with Stanley Consultants, Inc., Muscatine, Iowa, for engineering services. The estimated cost, according to the Ten-Year Building Program, of this chilled water plant expansion is \$3,100,000. This cost is expressed in July 1982 dollars.

#### Alumni Center Addition

The board granted approval at its October meeting for the university to negotiate with Abramovitz, Harris and Kingsland, Architects/Planners, New York, New York, to provide architectural services for an addition to the University of Iowa Alumni Center. The addition will be approximately 4,500 square feet to meet the expansion needs of the Foundation and the Alumni Association.

The Board Office said that a contract had now been negotiated with this firm, who has performed architectural services for the entire modern development of the fine arts campus including the Alumni Center. Terms are a fixed fee of \$60,000 plus reimbursables not to exceed \$8,000. The project budget is tentatively set at \$750,000 of which \$600,000 is budgeted for construction. The official project budget will be submitted to the board at the time approval is requested on preliminary project budget and plans.

#### MOTION:

Dr. Harris moved that the board approve the Register of Capital Improvement Business Transactions for December 1981; ratify award of construction contracts made by the executive secretary; approve the contract change order; approve the final reports; approve the new projects; ratify consultant contracts; approve negotiation for engineering services; approve architectural contract; and authorize the executive secretary to sign all necessary documents. Mr. Wenstrand seconded the motion and it passed unanimously.

FARM LEASES. It was recommended that the board approve leases for the benefit of the State University of Iowa between the board's farm managers, Banks of Iowa, Inc., and tenants, as follows:

- a) Approximately 228 acres of net farm land of the Hawkeye Area Farm, and the machine shed to Ivan L. Walker and Michael D. Walker, Lessees, for the period March 1, 1982, to March 1, 1983, for a cash rent of \$28,657, payable in equal installments on September 1, 1982, and December 1, 1982; all costs including operations, seed, fertilizer, lime and chemicals to be paid by lessee and lessee to provide a copy of soil test recommendations, to furnish receipts indicating actual fertilizer, lime and trace minerals applied, and to comply with the cropping plan set forth by the farm managers, Banks of Iowa, Inc.

- b) The hog buying facility of Hawkeye Area Farm, including scales and sheds, to Joe L. Miller, Lessee, for the period March 1, 1982, to March 1, 1983, for a rent of \$600, payable November 1, 1982.
- c) Approximately 275 acres of net farm land of the Oakdale Area Farm, to Leslie Cole, Lessee, for the period March 1, 1982, to March 1, 1983, for a cash rent of \$33,513, payable in equal installments on September 1, 1982, and December 1, 1982; all costs including operations, seed, fertilizer, lime, and chemicals to be paid by lessee and lessee to provide a copy of soil test recommendations, to fertilize in accordance with soil test recommendations, and to furnish receipts indicating actual fertilizer, lime, and trace minerals applied, and to comply with the cropping plan set forth by the farm managers, Banks of Iowa, Inc.

The Board Office reported that each of the above leases was recommended by the university and the farm managers, Bank of Iowa, Inc. It was reported by the university that under the terms of the agreement between the board and its farm managers, Banks of Iowa, Inc., the leases are between the tenants and the farm managers, not the board. Each of the above properties was put out for bid by the farm managers before the above-named tenants were selected.

MOTION:

Mr. McDonald moved that the board approve the leases for the benefit of the State University of Iowa between the board's farm managers, Banks of Iowa, Inc., and tenants, as listed above. Mrs. Anderson seconded the motion.

AYE: Anderson, Harris, Jorgensen,  
McDonald, Murphy, Neu, Nolting,  
Wenstrand, Brownlee

NAY: None

ABSENT: None

TUITION AND FEES SCHEDULE 1982-83. It was recommended that the University of Iowa detailed Summer 1982, Fall 1982, and Spring 1983 tuition and fees schedules be approved as shown on pages 386 and 387; and that an interinstitutional committee review the Regent policy on tuition for part-time students for possible further clarification of intent.

The Board Office reported that the detailed fee schedules confirm the tuition rates approved at the October meeting on a semester basis. In accordance with Regent tuition policy for part-time students, the tuition per credit hour for the first four credit hours is the same for both resident and nonresident students. The distribution of tuition for part time students carrying five hours or more is consistent with Regent policy and past institutional practice.

Summer session tuition for undergraduate and graduate students is consistent with Board of Regents tuition policy for part-time students and is consistent with past university practice.

The Board office noted that the professional disciplines of dentistry, medicine, and law have the same tuition rates established for both resident and nonresident students for the first four hours of credit for both the regular semesters and the summer session. A full-time credit hour load for these disciplines is established at the graduate level of nine hours and over. For the summer session, however, law students taking nine hours and over would be assessed according to precedent at two-thirds the full-time rate assessed for regular semesters. It is reported that this rate is believed equitable in that summer law students' credit hour workload does not exceed two-thirds the workload during a regular semester. The regular semester schedule for the law students, it should be noted, confirms that law students will be assessed tuition at the full-time rate for all workloads of nine hours and over. The university may wish to consider whether the law student full-time rate differential between regular semesters and summer is equitable when compared to graduate student tuition charges.

Further, there appears to be an interpretation of Regent policy on tuition for part-time students that includes the professional disciplines of dentistry, medicine, and law at the University of Iowa (and veterinary medicine at Iowa State University). A reading of the board policy suggests that the policy was intended for undergraduate and graduate students only, although academic vice presidents are authorized to recognize "unusual situations" that may have an influence on the "level of excellence" in academic programs. Additionally, a review of Regent minutes (Feb. 13-14, 1975) on the matter of a single tuition level for all students taking four or fewer credit hours may be read to cover regular semesters only and to cover graduate and undergraduate students only. Therefore, it seems appropriate that an interinstitutional committee should review this matter for future action.

In accordance with board policy, regular extension course fees and correspondence course fees will be the same at all three universities. Fees have been increased approximately 10 percent for these categories. The MBA Extension Program has increased fees per semester hour by 25 percent.

There were no miscellaneous student fees reported by the university and the Board Office will request such a summary so that it may be reviewed in a manner comparable to the other universities.

Vice President Moll commented on the situation concerning possible inequities in tuition rates for part-time students and in the professional schools. He believed this should be referred to the Interinstitutional Committee on Educational Coordination or possibly the registrars for review and recommendation. Mr. Richey noted that the recommended action did not just cover approval of rates but also recommended taking time to look not only at interpretation of the policy but the policy itself. Mr. Richey added that this could be looked into but there would be no prediction of what the outcome would be. President Spriestersbach said this would be acceptable to the university.

STATE UNIVERSITY OF IOWA  
December 16-17, 1981

MOTION:

Mrs. Anderson moved that the University of Iowa detailed Summer 1982, Fall 1982, and Spring 1983 tuition and fee schedules be approved; and that an Interinstitutional Committee review the Regent policy on tuition for part-time students for possible further clarification of intent. Mr. McDonald seconded the motion and it passed unanimously.

STATE UNIVERSITY OF IOWA  
December 16-17, 1981

THE UNIVERSITY OF IOWA

Semester Tuition and Fees Schedule, 1982-83  
8-23-82 through 12-17-82 and 1-13-83 through 5-13-83

Undergraduate  
\*(Codes - See Below)

Graduate  
(Code 64)

Hrs. Regis.	Res.	Non-Res.	Hrs. Regis.	Res.	Non-Res.
0 - 2	\$ 88	\$ 88	0 - 2	\$134	\$134
3	132	132	3	201	201
4	176	176	4	268	268
5	220	550	5	335	780
6	264	660	6	402	936
7	308	770	7	469	1092
8	352	880	8	536	1248
9	396	990	9 & Over	600	1400
10	440	1100			
11	484	1210			
12 & Over	520	1290			

Dentistry  
(Code 55)

Medicine  
(Code 50)

Law  
(Code 46)

Hrs. Regis.	Res.	Non-Res.	Hrs. Regis.	Res.	Non-Res.	Hrs. Regis.	Res.	Non-Res.
0 - 4	\$413	\$413	0 - 4	\$563	\$563	0 - 4	\$247	\$247
5 - 8	708	1518	5 - 8	978	1938	5 - 8	408	978
9 & Over	1150	2500	9 & Over	1600	3200	9 & Over	650	1600

**PhD - Post-Comp Registration	(Library privileges only)	(Code 64)	\$60
**Master's Final Registration	(Library privileges only)	(Code 64)	\$60
Correspondence Courses			\$30 per semester hr
Extension Courses: MBA			\$100 per semester hr
Other			\$50 per semester hr
Workshops	(Code 26)		\$50 per semester hr (or week)
Nuclear Medicine Technology	(Code 52)		\$85 per semester
Orthoptics	(Code 52)		\$85 per semester
Radiation Therapy Technology	(Code 52)		\$85 per semester
Radiologic Technology (X-Ray)	(Code 52)		\$85 per semester
Ultra Sound Technology	(Code 52)		\$85 per semester
Music - Private Lesson	(Code 10)		
1 course (1 lesson per week)		(for non-majors)	\$35 per semester
1 course (2 lessons per week)			\$50 per semester
2 courses (2 lessons each)			\$90 per semester

\*Undergraduate includes -

Business Administration	(Code 42)	Nursing	(Code 70)
Engineering	(Code 35)	Pharmacy	(Code 60)
Liberal Arts	(Code 28)	Physician's Asst.	(Code 54)
Medical Technology	(Code 54)		

\*\*Graduate students enrolling in one of these categories and students in Coop Education may elect to receive full student privileges for an additional charge. 386



STATE UNIVERSITY OF IOWA  
December 16-17, 1981

BUDGET CEILING INCREASE, SUI HOSPITALS AND CLINICS, 1981-82. It was recommended that a budget ceiling increase from \$107,499,030 to \$112,830,800 for the University of Iowa Hospitals and Clinics be approved.

The Board Office reported that the institution was requesting an increase in budget ceiling to \$112,830,800 from \$107,499,030 which is based on the experience during the first four months of the fiscal year and an estimate of the services required for the remainder of the fiscal year.

During the first four months of the current fiscal year, the University of Iowa Hospitals and Clinics has experienced a significant increase in the number of private paying patients which require more complex services. The resulting greater expense is covered by additional paying patient revenue from the increased services.

The institution noted that the hospital expense per admission during the first eight months of 1981 amounted to an increase of 11.4 percent as compared with 17.0 percent nationwide according to the American Hospital Association. The institution informed the Board Office that the comparative success in containing costs is related primarily to growth in number of admissions which spreads fixed hospital costs among a greater number of patients.

The board was reminded of its approval of an 11.9 percent rate increase when the budget for 1981-82 was approved. The institution emphasized that the request for a budget ceiling increase did not involve any further change in hospital rates. Moreover, the institution emphasized that the budget adjustments would have no impact on the request for state appropriations for 1982-83 which support services to indigent patients.

In view of the University Hospitals and Clinics' success in meeting the growing need of critically ill patients and in containing costs, the Board Office recommended that the budget ceiling increase be approved.

MOTION:

Mr. Nolting recommended that a budget ceiling increase from \$107,499,030 to \$112,830,800 for the University of Iowa Hospitals and Clinics in 1981-82 be approved. Dr. Harris seconded the motion and it passed unanimously.

DUBOIS CHARITABLE REMAINDER TRUST. It was recommended that the board accept the report of the action of the State University of Iowa in agreeing to amend the DuBois Charitable Remainder Trust so that the amount intended for the College of Medicine qualifies as a charitable deduction under the requirements of the Internal Revenue Code.

The Board Office reported that the College of Medicine of the University of Iowa was named to receive a share of the charitable remainder trust

established under the last will and testament of the late Georgia L. Carle DuBois. The trust does not conform to Internal Revenue Code requirements for estate tax charitable deduction. It is in the best interest of the university that the trust be amended so that it does conform. To that end the attorneys for the executor have prepared an agreement to amend the trust to make it conform to the code requirements. The university, as an interested party, has executed the agreement to amend the trust.

MOTION:

Mr. Neu moved that the board accept the report of the action of the State University of Iowa in agreeing to amend the DuBois Charitable Remainder Trust so that the amount intended for the College of Medicine qualifies as a charitable deduction under the requirements of the Internal Revenue Code. Mrs. Jorgensen seconded the motion and it passed unanimously.

SUPPLEMENTAL ITEM. It was requested that the board authorize the State University of Iowa to enter into a settlement agreement pertaining to federal grant and contract work over the period from 1960 through 1980.

The university reported that it has negotiated a settlement agreement pertaining to the long-standing dispute with a branch of the United States Department of Health and Human Services (HHS) over the meaning of federal regulations governing grant management systems for federal grant funds. The settlement was negotiated by university officials and officials of the National Institutes of Health, an arm of HHS. The matter in dispute involves 1976 audit findings pertaining to the period from 1960 to 1974, and concerns the university's payroll distribution system, student stipend payments, and cost transfers during that audit period.

As a result of disagreements concerning the meaning of applicable regulations in these areas, in 1976 a federal auditor in Kansas City recommended that the university pay back \$2,148,363 to the government for the 1974 year. The university appealed the auditor's recommendation, and higher officials in NIH first reduced the disputed amount to \$1,270,380, and after a subsequent appeal by the university, the amount was reduced to \$937,948. No claim was ever made by the government that research funds were misused or that any researcher was overpaid, nor was there any question that the research contracted for was done and done well.

Upon appointment of counsel to represent the university in later appeal stages, the university sought to appeal the matter further in the fall of 1980. Upon the filing of the university's briefs, settlement negotiations were sought. As a result of those negotiations, the terms of a settlement have been agreed upon by both parties.

The university reported that the terms of the settlement reflect an agreement that the matters resolved arise from differing good faith

STATE UNIVERSITY OF IOWA  
December 16-17, 1981

judgments concerning the systems employed by the university for distribution of effort and the interpretation of information generated by those systems. The settlement reflects no determination of wrongful use of misappropriation of funds, or failure of the university to perform the sponsored research, service, or instruction. Under the settlement agreement, all federal government claims will be dropped for the disputed 1971-74 period. In addition, the settlement calls for acceptance of direct expenditures on all federal projects from 1974 through 1980. During the relevant years of 1960-1980, the university's faculty generated over \$350 million in federal support.

The settlement agreement does not call for the payment of any funds by the university to the federal government. However, the university has agreed in conjunction with the negotiation discussions to a reduction of indirect cost reimbursements on federal grants awarded during the next three years. This reduction is not to exceed \$332,000 in the amounts of \$112,000 for 1981-82 and 110,000 for 1982-83 and 1983-84. Additionally, the university has agreed to future modifications of indirect cost calculations during the years 1982-84. Such modifications, which are based on a complicated federally directed cost accounting calculation, are not to exceed \$300,000. These adjustments will not foreclose recovery by the university of previously unrecovered indirect cost reimbursements, and therefore the terms of the settlement are unlikely to have any significant fiscal impact on the university.

The university stated that in their judgment the settlement should be agreed to and that it reflected a joint conviction on the part of the university and the government concerning the basic integrity of the monitoring and financial systems in place throughout the years 1960-80. Iowa is only one of at least 49 major research universities which have settled disputes in recent years over the meaning of federal regulations in effect in the 1960-74 period.

Vice President Bezanson emphasized that this settlement covers not only the years 1971-74 but through 1980. President Brownlee asked if this agreement was with more than one federal department and Mr. Bezanson replied that it was with all federal departments. Mr. Richey said the Board Office had met with the State Auditor and the State Comptroller to get their comments and that they had no objections to this agreement.

MOTION:

Mr. McDonald moved that the State University of Iowa be authorized to enter into a settlement agreement pertaining to federal grant and contract work over the period from 1970 through 1980. Dr. Harris seconded the motion and it passed unanimously.

President Brownlee then asked board members and institutional executives if there were additional matters to be raised for discussion pertaining to the State University of Iowa. There were none.

## IOWA STATE UNIVERSITY

The following business pertaining to Iowa State University was transacted on Wednesday, December 16, 1981.

**ACADEMIC REVENUE BONDS.** It was recommended that the board "adopt a "Resolution rejecting all bids for \$9,000,000 Academic Building Revenue Bonds, Series I.S.U. 1981A, and directing the readvertisement of said bonds for sale."

According to the Board Office, the State Board of Regents had advertised sale of \$9,000,000 in Academic Revenue Bonds for Iowa State University at 1:00 p.m., Central Standard Time, December 16, 1981. Following consultation with bond consultants and Iowa State University, the determination was made that due to current conditions in the bond market, sale at this time would not be in the best interests of the board.

The board was requested to adopt a resolution to reject all bids and, in the same resolution, authorize and direct the executive secretary of the board, after consultation with the municipal finance consultants to the board, to fix a new date for the sale of these bonds in January, February, March, or April 1982 and to publish notice of the sale of the bonds in the form and manner required by law.

### MOTION:

This being the time and place fixed by published notice, the board took up for consideration the matter of bids for the purchase of \$9,000,000 Academic Building Revenue Bonds, Series I.S.U. 1981A, of said board. Whereupon Member McDonald introduced and caused to be read a resolution entitled, "Resolution rejecting all bids for \$9,000,000 Academic Building Revenue Bonds, Series I.S.U. 1981A, and directing the readvertisement of said bonds for sale," and moved that said resolution be adopted, seconded by Member Harris. After due consideration the president put the question on the motion and, the roll being called, the following voted:

AYE: Anderson, Harris, Jorgensen,  
McDonald, Murphy, Neu, Nolting,  
Wenstrand, Brownlee

NAY: None

ABSENT: None

Whereupon the president declared said resolution duly adopted and signed his approval thereto.

IOWA STATE UNIVERSITY  
December 16-17, 1981

The following business pertaining to Iowa State University was transacted on Thursday, December 17, 1981.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for November 1981 were ratified by general consent of the board.

OTHER PERSONNEL TRANSACTIONS. The board was requested to approve the following actions:

Appointment:

Mary E. Heltsley as acting head of the Department of Institutional Management effective January 1, 1982, until such time as the position is filled on a permanent basis. Salary as currently budgeted - \$42,200.

Change in Title:

Change in title of the Head of the Department of Veterinary Clinical Sciences to Head of the Department of Veterinary Clinical Sciences and Director of Clinical Programs.

MOTION:

Mr. Nolting moved that the board approve the appointment of Mary E. Heltsley and change in title as noted above.

Mr. Wenstrand seconded the motion and it passed unanimously.

CHANGE OF GRADUATE PROGRAM TITLE. It was recommended that the change of graduate program title from Industrial Administrative Sciences to Business Administrative Sciences be referred to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

The Board Office noted that the purpose of this change is to make the title of the program consistent with the title of the administrative unit in which the program is housed. The university has indicated that there would be no change in the program itself as a result of the change in program title. The university did not indicate whether or not there would be any budgetary implications of this change, but it would appear that there would not be any budgetary change involved.

The request to change the graduate program title from Industrial Administrative Sciences to Business Administrative Sciences was referred to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation by general consent of the board.

IOWA STATE UNIVERSITY  
December 16-17, 1981

TUITION SCHEDULE 1982-83. It was recommended that the Iowa State University semester tuition schedule and miscellaneous fees as proposed for 1982-83 be approved effective Summer Term 1982.

The Board Office reported that the Board of Regents established, effective in the summer of 1982, tuition rates for the academic year. The full-time tuition rates (12 credits or more for undergraduate and veterinary medicine students and 9 credits or more for graduate students) are established on the basis of a semester.

The institution proposes increases in some of its miscellaneous student fees for 1982-83 in order to reflect increases in costs and in an attempt to be more consistent with fees charged by the other universities. The changes in miscellaneous student fees should increase the annual income from such fees from about \$135,000 in 1981-82 to approximately \$190,000 in 1982-83.

The institution stated that the purposes of fees for late registration and noncompletion of registration are 1) to establish available space promptly for assignment to other students; 2) to provide an incentive for use of the short-term loan program and 3) to avoid loss of investment interest. A fee for noncompletion of registration in the amount of 10 percent of assessed fees would be charged if the registration is not canceled by the first day of classes. This fee has not been established heretofore.

Another new fee (\$10) is for orientation and matriculation of new undergraduate students at the time of the initial registration. The fee is to be paid by all students at the time of registration. Although the orientation session is not mandatory, approximately 99 percent of new students participate. The cost of the program is about \$40,000 per year or approximately \$10 per new undergraduate student.

The fee for "Extension Courses per Credit Hour" is proposed to be \$50 for undergraduate students, which is the same as the University of Iowa proposal for both undergraduate and graduate students. A fee of \$67 is proposed for graduate students at Iowa State University. These proposals are consistent with the policy of the Board of Regents adopted at its December 1980 meeting. The rates have been increased about 10 percent, which reflects the action taken on general tuitions in October of this year.

The Board Office noted that the proposed part-time tuition rates are consistent with the rates established for full-time students, the policy set forth in the Procedural Guide, and previous patterns of rates for part-time students. The proposed miscellaneous student fees reflect cost increases and are intended to accomplish a more consistent fee pattern among the universities. A complete copy of the proposed rates is shown on the next three pages.

Dr. Harris commented concerning the \$10 orientation fee. He had had many parents with students enrolled at Iowa State University and the University of Iowa tell him that was the best \$10 they had spent. President Parks said he appreciated Dr. Harris' passing that on.

Amounts in parentheses are for 1981-82.

FEE SCHEDULE FOR 1982-83  
Per Semester Fees

Credit Hours	Undergraduate				Veterinary Medicine				Hours	Graduate			
	Resident		Non-Resident		Resident		Non-Resident			Resident		Non-Resident	
1	(80)*	88*	(80)*	88*	(168)*	192*	(168)*	192*	1	(120)*	134*	(120)*	134*
2	(80)*	88*	(80)*	88*	(168)*	192*	(168)*	192*	2	(120)*	134*	(120)*	134*
3	(120)	132	(120)	132	(252)	288	(252)	288	3	(180)	201	(180)	201
4	(160)	176	(160)	176	(336)	384	(336)	384	4	(240)	268	(240)	268
5	(200)	220	(500)	550	(420)	480	(860)	1000	5	(300)	335	(700)	780
6	(240)	264	(600)	660	(504)	576	(1032)	1200	6	(360)	402	(840)	936
7	(280)	308	(700)	770	(588)	672	(1204)	1400	7	(420)	469	(980)	1092
8	(320)	352	(800)	880	(672)	768	(1376)	1600	8	(480)	536	(1120)	1248
9	(360)	396	(900)	990	(756)	864	(1548)	1800	9-15	(540)	600	(1243)	1400
10	(400)	440	(1000)	1100	(840)	960	(1740)	2000					
11	(440)	484	(1100)	1210	(924)	1056	(1892)	2200					
12 or more	(475)	520	(1175)	1290	(1000)	1150	(2050)	2400					

Above fees to be effective Summer 1982.

O - Assessed on contact hours with a maximum assessment of 3 credit hours.

R - Assessed at 1 credit hour or minimum fee if that is all that is being given.

\*Minimum on campus registration 2 credit hours.

Resident rate charged for 4 credits or less for Fall and Spring Semesters and Summer Session.

Continuing Registration for graduate students - \$60.00.

1 credit workshops for both undergraduate and graduate students - \$88.

394 Private Music Instruction - University Students; Non-University Students

15 lessons per semester:	(50)	50	(90)	90
30 lessons per semester:	(80)	80	(160)	160

Iowa State University  
 Miscellaneous Student Fees

	<u>1981-82</u>	<u>1982-83</u>
Application Fee	\$ 10.00	\$ 10.00
Transcript Fee		
First copy	2.00	3.00
Additional copies	1.00	1.00
Student Identification Card Replace.	4.00	6.00
Late Registration	5.00	10.00
Each Additional Day	1.00	2.00
Maximum	10.00	20.00
Noncompletion of Registration	--	10% of assessed fees if not canceled by first day of classes
Change in Registration or Drops/Adds		
First 5 days of classes	0	0
Each Change Slip	5.00	5.00
Diploma Replacement	5.00	10.00
Thesis Fee		
Masters	30.00	30.00
Doctorate	60.00	60.00
Departmental Credit by Exam	15.00	20.00
Extension Courses per Credit Hour		
Undergraduate	45.00	50.00
Graduate	60.00	67.00
Semester Health Fee (Voluntary)		
Single	15.00	15.00
Family	40.00	40.00
Orientation/Matriculation (all new undergraduates at time of initial registration)	--	10.00
Photocopying, per page	0.05	0.10
Reinstatement	10.00	10.00
Regents Abroad Programs		Special Program Fees
Senior Fee	2.00	2.00
Student Activity Privileges		
On campus	0	0
Off campus	25.00	25.00

(Miscellaneous Student Fees - cont.)

	<u>1981-82</u>	<u>1982-83</u>
Refund Schedule		
1st week	100%	100%
2nd week	75%	75%
3rd week	50%	50%
4th week	25%	25%
5th week	0	0

(after 1st week a minimum of \$80.00 is retained to cover fixed fee allocations;  
then refund is calculated)

Returned check charge	\$ 5.00	\$ 5.00
Placement Services	0-10.00	0-15.00
Fee assessed by college based on optional nature of service costs and number of resumes, credentials, etc.		

IOWA STATE UNIVERSITY  
December 16-17, 1981

MOTION:

Mr. Nolting moved that the Iowa State University semester tuition schedule and miscellaneous fees as proposed for 1982-83 be approved effective Summer Term 1982.

PROPERTY PURCHASE. It was recommended that the board approve a resolution to purchase 1.9 acres consisting of a house, farm buildings, and land near Nashua, Iowa, from the Committee for Agricultural Development for the price of \$62,146.

The Board Office stated that the Northeast Iowa Agriculture Research Center consists of 260 acres in Floyd County near Nashua, Iowa, owned by the Northeast Iowa Agricultural Experimental Association. Operation of the center is by the Agriculture and Home Economics Experiment Station, Iowa State University. Because the Agriculture Experiment Station had inadequate funds to commence the operation of the center in the spring of 1977, the Committee for Agricultural Development assisted in constructing and paying for a residence and a machine storage building. A total of 1.9 acres of land was acquired from the Northeast Iowa Agricultural Experimental Association in February 1976 in consideration of the sum of \$1.00 and other good and valuable considerations.

The Committee for Agricultural Development total out-of-pocket expenditures to erect the buildings were \$62,146.

Funds have now been accumulated in the operating account for this farm in an adequate amount to repay the CAD. The university now proposes to purchase the 1.9 acres of land for the use and benefit of Iowa State University Agriculture and Home Economics Experiment Station. The property has been appraised first by Carl D. Rusk, who in an appraisal dated September 10, 1981, estimated the fair market value to be \$70,000 and the value by cost to be \$86,907. A second appraisal conducted by Curt D. Weih, Roach Farms, Inc., Plainfield, Iowa, dated September 11, 1981, appraised the market value at \$77,500 and the value by cost to be \$77,590.

The university proposes to purchase the property for the amount of the total out-of-pocket expenditures paid by CAD of \$62,146. This transaction is subject to the approval of the State Executive Council, following a review by the State Attorney General.

MOTION:

Dr. Harris moved that the board approve the following resolution to purchase 1.9 acres consisting of a house, farm buildings, and land near Nashua, Iowa, from the Committee for Agricultural Development for the price of \$62,146.

AYE: Anderson, Harris, Jorgensen,  
McDonald, Murphy, Neu, Nolting,  
Wenstrand, Brownlee

NAY: None

ABSENT: None

**RESOLUTION**  
1981-12-1

WHEREAS, Iowa State University through its Agriculture and Home Economics Experiment Station, operates the Northeast Iowa Agriculture Research Center in Floyd County, for the continued research in improved agricultural practices in Northeast Iowa, and

WHEREAS, a 1.9 acre portion of land more particularly described as follows:

Commencing at a point 835 feet east of SW Corner of Section 24, Twp. 94N, R 15W of 5th P.M.; thence 192 feet north; thence 429 feet east; thence 192 feet south; thence 429 feet west to the point of beginning.

will be of great use and benefit to Iowa State University and the State of Iowa as an addition to this research complex, and

WHEREAS, Iowa State University, through its Agriculture and Home Economics Experiment Station, intends to continue this research project because of the great potential economic benefits to the Northeast part of the State of Iowa, and

WHEREAS, the previously-described 1.9 acres was purchased at the request of the Agriculture and Home Economics Experiment Station and is presently owned by the Committee for Agricultural Development, and

WHEREAS, the Committee for Agricultural Development has offered to sell said 1.9 acres to the State of Iowa for the use and benefit of Iowa State University, for the price of \$62,146 based upon the expenditures made by the Committee for Agricultural Development, and,

WHEREAS, two independent, recent appraisals made by qualified land appraisors, support a current market value well in excess of the above proposed sale price, therefore, be it

RESOLVED, that the best interests of Iowa State University and the State of Iowa will be served to purchase the property described herein, and be it further

RESOLVED, that the State Board of Regents hereby approves the purchase of the 1.9 acres, the legal description of which is contained in this resolution, for the cash price of \$62,146 to be paid upon the delivery to the Secretary of the State of Iowa, in a form satisfactory to him, a merchantable title to the property in fee simple, free and clear of all tax obligations, property liens, or any other form of financial obligation, and be it further

RESOLVED, that no State-appropriated funds will be used for this purchase of property, and be it further

RESOLVED, that the State Board of Regents hereby requests of the Executive Council of the State of Iowa that the herein described purchase of property be approved for the State of Iowa.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office reported that the Register of Capital Improvement Business Transactions for the period of November 19 through December 17, 1981, had been received, was in order, and was recommended for approval.

The board was requested to ratify executive secretary award of the following construction contracts:

Friley Hall Renovation--Phase III

Bid Package #1--Hollow Metal and Finish Hardware (material only):

Award to: Kurtz-Walsh Builders Hardware Co., Des Moines, IA \$42,289.74

Bid Package #8--Elevators

Award to: O'Keefe Elevator Company, Inc., Omaha, Nebraska \$82,600.00

On this latter award, a form B was utilized because of the irregularity that the apparent low bid contained reference to verbal receipt of Addenda #3. The irregularity was waived since the bidder by telephone confirmed receipt of that addenda in the mail and prior to Notice of Award by the university being sent out forwarded written confirmation of said receipt.

The university also submitted an amended project budget showing these two awards within the original approved budget amount of \$950,000. Bid packages #4, #5, #6, #7, #9, and #10 were scheduled to be bid on December 9.

Mr. McMurray said that bids had been received on the Friley Hall renovation project. He said they were good bids, and awards well within the budget had been made. The board would be asked to ratify those awards at the February meeting.

Pearson Hall--Ground Floor Extension

Interior Finish Contract:

Award to: Harold Pike Construction Co., Ames, Iowa \$104,750.00

The university also submitted an amended project budget showing this latest award within the total amount originally approved for the project of \$655,000.

The board was requested to approve Final Reports on 18 projects. All were in order and recommended for approval by the Board Office.

The board was requested to approve the following new projects:

Carver Hall--Second Floor East--Office Remodeling

Source of Funds: Building Repairs \$150,000.00

Physics Hall--First Floor Partial Renovation

Source of Funds: National Science Foundation	\$ 45,000	
Building Repairs	<u>130,000</u>	
TOTAL		<u>\$175,000.00</u>

The board was also requested to approve a contract for complete design services with Frevert-Ramsey-Drey-Kobes, Des Moines, Iowa, with compensation on an hourly rate to a fixed maximum of \$22,500. The agreement utilizes the standard form. Compensation is 12.9% of the overall budget of \$175,000 and 15.5% of the estimated construction contract of \$145,000.

C. Y. Stephens Auditorium--Carpet and Stage Floor

Source of Funds: Iowa State Center Support Fund	<u>\$180,000.00</u>
---	---------------------

This project replaces the carpeting and the wooden stage floor, as both items after 12 years of usage have reached the end of their useful life. Installation would occur next summer.

Fire Safety Improvements

Source of Funds: 69th G.A. Academic Revenue Bonds	<u>\$2,000,000.00</u>
---	-----------------------

The State Fire Marshal inspected all academic buildings at Iowa State University in March 1980. Based on the status of planning, the board allocated the expenditure of bonding funds for Iowa State University on a cash flow need basis to sell \$1,185,000 for this purpose in fiscal year 1981-82 and \$815,000 in fiscal year 1982-83. The expenditure of this first \$2 million will take approximately two years. Estimated future capital needs for ISU based on this initial inspection total approximately \$3.6 million.

The first phase will undertake improvements in 54 buildings in order of priority established by Environmental Health and Safety staff. The Board Office is currently reviewing the detailed list of buildings, items, and work in priorities furnished by Iowa State University.

Pesticide Handling Facility

Source of Funds: Overhead Reimbursement for Use	\$120,000	
of Facilities		
69th G.A. Academic Revenue Bonds	120,000	
for Fire Safety Improvements		
Agriculture and Home Economics	120,000	
Experiment Station		
TOTAL		<u>\$360,000.00</u>

This project will construct a Pesticide Handling Facility at the Curtiss Farm to provide a safe storage area for pesticides used in university research activities and to provide facilities for the mixing and handling of pesticides used outside of the central campus area. Fire safety funds are used, in part, to eliminate the deficiency cited by the State Fire Marshal in inspection of on-campus storage of pesticides.

The Curtiss Farm site has been selected because it is removed from central campus and is relatively remote to residential areas. The site is close to the majority of the areas where pesticides are applied and is convenient for supervision from the College of Agriculture farming operation at Curtiss Farm.

The board was requested to approve the following consultant contract:

Music Building

The university requested approval of payment of \$2,354.67 to R. Lawrence Kirkegaard & Associates, Inc., Lombard, Illinois, acoustical consultant on the project, for additional services performed at the request of the owner. These additional services increase the maximum total compensation on the contract from \$9,000 to \$11,354.67.

MOTION:

Dr. Harris moved that the board approve the Register of Capital Improvement Business Transactions for the period of November 19 through December 17, 1981; ratify award of construction contracts made by the executive secretary; approve the amended project budgets; approve the final reports; approve the new projects; approve consultant contracts; and authorize the executive secretary to sign all necessary documents. Mr. Wenstrand seconded the motion and it passed unanimously.

President Brownlee then asked board members and institutional executives if there were other matters to be raised for discussion pertaining to Iowa State University.

Vice President Moore mentioned a forthcoming docket item. He said an Ames industry had asked for an easement on some university-owned land at the Ames Airport so they could build a hangar. The university thought this would be valuable in terms of good will and possible use of the building. President Brownlee noted that the Board Office should review this and Vice President Moore said that as soon as the agreement was worked out it would be submitted to the Board Office.

There were no other matters for discussion.

## UNIVERSITY OF NORTHERN IOWA

The following business pertaining to the University of Northern Iowa was transacted on Thursday, December 17, 1981.

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

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office reported that the Register of Capital Improvement Business Transactions for the period of November 7 through December 4, 1981, had been received, was in order, and was recommended for approval.

There were no construction contracts approved or recommended nor any new projects.

The board was requested to approve final reports on five projects. The Board Office said the final reports were in order.

The board was requested to approve the following consultant contracts:

### Turbine Generator--Plant #2--7500 KW

The board was requested to approve payment of \$4,884.86 to Brown Engineering Company, West Des Moines, Iowa, for additional services requested by the university which are outside the scope of the original design agreement.

### Steam Distribution System Improvements--1981

The board has approved a \$915,000 project budget funded from 1981 academic revenue bond proceeds. Within that budget, it was anticipated that funds were sufficient to complete three subprojects on the list and to order materials for the Steam Loop #3 from the Physical Education Center to Tower Dormitory. The actual installation of the loop is estimated to cost upwards of \$400,000. Those funds were originally provided as part of the bonding for this project, but had to be diverted to the turbine generator project through action taken at the July meeting.

The university requested approval of a contract with Stanley Consultants, Inc., Muscatine, Iowa, for full engineering design services on subprojects C and D. Those projects are Replace Steam Condensate Line/Price Laboratory School, Towers Dormitories, and UNI-Dome/Physical Education Center Line and Steam Loop #3--from Physical Education Center to Towers Dormitory. Compensation is on an hourly rate basis up to a fixed maximum of \$110,000 including \$16,500 for reimbursable expenditures. The basic fee of \$93,500 is 10.7 percent of the estimated construction cost of \$875,000.

UNIVERSITY OF NORTHERN IOWA  
December 16-17, 1981

The contract also includes investigative work by Stanley Consultants on use of fiberglass pipe which, if utilized, would save an estimated \$200,000 in initial construction costs and supposedly gain a longer operating life.

Funds available are sufficient to pay for full design services on Steam Loop #3. The university anticipates a \$400,000 future need on this project. Initially, funding would be any bond project balances in other projects funded in the sale of bonds in July 1981. If a shortfall still remains, a request will be brought forth for consideration in the 1983-85 capital program.

The Board Office reported that the project schedule has the bids being received in May 1982 with project completion by December 1982. This presents some funding problems, all of which are under advisement by the Board Office, which involve whether bidding on Steam Loop #3 should be withheld until funds are assured in 1983 or whether the project should be bid in advance of funding because of competitive conditions and because the university would gain an additional year's usage out of the line. Under those circumstances, the request to the 1983 Session would be in the form of a deficiency appropriation. The university would use internal resources to fund the project, as needed, until such funds were obtained,

The Board Office had said that recommendations on this issue would be brought to the board no later than the February meeting. Vice President Stansbury stated that it would be helpful to the university to have a little more time, and he requested that this be deferred until March which was agreeable to all concerned.

MOTION:

Mrs. Jorgensen moved that the board approve the Register of Capital Improvement Business Transactions for the period of November 7 through December 4, 1981; approve the final reports; approve the consultant contracts; and authorize the executive secretary to sign all necessary documents. Mr. Nolting seconded the motion and it passed unanimously.

TUITION RATES 1982-83. It was recommended that the University of Northern Iowa tuition rates as proposed for 1982-83 be approved effective Summer Term 1982.

The Board Office stated that the Board of Regents had established tuition rates for the academic year for undergraduate students in the amounts of \$990 and \$2,040 for residents and nonresident students, respectively, and for graduate students \$1,070 and \$2,330 for resident and nonresident students, respectively.

On the basis of these established tuition rates, the institution proposes tuition schedules for part-time students for each of these four student groups.

UNIVERSITY OF NORTHERN IOWA  
December 16-17, 1981

The university has informed the Board Office that special fees for correspondence courses, off-campus and extension courses, application for admission to the university, reinstatement after cancellation, and so forth will be submitted for approval by the Board of Regents later in the fiscal year when studies of the fee structure have been completed. The institution expects to adopt rates for off-campus extension and correspondence courses which are uniform with those of the other universities in accordance with Board of Regents policy adopted in December 1980.

The Board Office stated that the proposed tuition rates were consistent with the rates established for full-time students, the policy set forth in the Procedural Guide, and previous patterns of rates for part-time students. The complete tuition schedule is shown below:

Tuition Schedule  
Beginning the Summer Term of 1982

Undergraduate

<u>Credit Hours</u>	<u>Iowa Resident</u>	<u>Iowa Nonresident</u>
1	\$ 84	\$ 84
2	84	84
3	126	126
4	168	168
5	210	425
6	252	510
7	294	595
8	336	680
9	378	765
10	420	850
11	462	935
12 or more	495	1,020

Graduate

<u>Credit Hours</u>	<u>Iowa Resident</u>	<u>Iowa Nonresident</u>
1	\$120	\$ 120
2	120	120
3	180	180
4	240	240
5	300	650
6	360	780
7	420	910
8	480	1,040
9 or more	535	1,165

RSD:d  
12-4-81

UNIVERSITY OF NORTHERN IOWA  
December 16-17, 1981

MOTION:

Dr. Harris moved that the University of Northern Iowa tuition rates as proposed for 1982-83 be approved effective Summer Term 1982. Mr. Wenstrand seconded the motion and it passed unanimously.

President Parks said that he wanted to recognize his colleague, John Kamerick, who had recently been installed as president of the Association of State Colleges and Universities, one of the most important national associations. President Brownlee added his congratulations.

President Brownlee then asked board members and institutional executives if there were additional matters to be raised for discussion pertaining to the University of Northern Iowa. There were none.

## IOWA SCHOOL FOR THE DEAF

The following business pertaining to the Iowa School for the Deaf was transacted on Thursday, December 17, 1981.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for November 1981 were ratified by general consent of the board.

ADOPTION OF PARENT-STUDENT HANDBOOK. It was recommended that the board approve the proposed Iowa School for the Deaf Parent/Student Handbook and authorize its distribution to parents and ISD students.

The Board Office stated that the Iowa School for the Deaf was requesting approval of the adoption of a Parent/Student Handbook which includes information on the school's programs and the rules and regulations pertaining to these programs. The handbook had been prepared by ISD staff and had been reviewed by the ISD Advisory Committee, staff members of the Department of Public Instruction, and the Board Office.

The Iowa School for the Deaf had previously indicated to its Advisory Committees that a summary of the Student Handbook would be developed for students, with students in the lower elementary grades receiving an illustrated version. The Board Office supports this plan, and also recommends that the handbook's effective date be shown and that revisions be prepared on an annual basis or as needed to maintain current information and to accommodate recommended changes.

The Board Office said the institution was to be commended for its preparation of a thorough and useful document and encouraged the school to continue its development and improvement.

Superintendent Giangreco commented that this had been a three-year project. Mr. Richey said he understood that the handbook for the lower grades would be coming to the board soon, and Dr. Giangreco said that was correct.

### MOTION:

Mrs. Murphy moved that the board approve the proposed Iowa School for the Deaf Parent/Student Handbook and authorized its distribution to parents and ISD students. Mr. Wenstrand seconded the motion and it passed unanimously.

A copy of the handbook is on file in the Board Office.

IOWA SCHOOL FOR THE DEAF  
December 16-17, 1981

SCHOOL CALENDAR FOR 1982-83 and 1983-84. It was recommended:

- 1) That the board approve the school calendar for the 1982-83 and 1983-84 school years; and
- 2) That the board approve the removal of January 3, 1983, from the list of approved holidays for Iowa School for the Deaf.

The Board Office explained that state approved schools must meet for at least 179 student-teacher contact days plus one teacher training day per school year. The proposed 1982-83 and 1983-84 calendars each have 179 student-teacher contact days and at least one teacher training day.

The calendar is constructed with strong consideration for two additional factors, namely, having inter-school athletic competitions on weekends students are at ISD and maximizing shutdown periods at the campus for energy conservation purposes.

In order for the school calendar for 1982-83 to be accommodated, ISD requested that January 3, 1983, presently an ISD designated holiday, be removed from the holiday schedule approved by the board in October 1981. This change would allow ISD to work staff covered by the state collective bargaining agreements at regular wages on January 3. As the holiday schedule has been approved by the board only through May 30, 1983, January 3 could be dropped now as a designated holiday and another designated holiday selected later in 1983 when the holiday schedule is extended.

In the 1983-84 school year, the proposed calendar has the students returning to school on January 2, 1984. January 2 is the date, under the state collective bargaining agreements, that is given as the New Year's Day holiday. Therefore, for a few houseparents the school will be required to pay holiday premium pay for the time worked on January 2, 1984. ISD believes this is a good use of its funds in order to begin classes on January 3, 1984.

Mr. Richey commented that, while the proposed calendars were all right with respect to number of student-teacher contact days, the institution is short two days this year. The school administration will work this out to get an adequate number of days and will then bring a report to the board.

MOTION:

Mr. Wenstrand moved that the board approve the school calendar for the 1982-83 and 1983-84 school years; and that the board approve the removal of January 3, 1983, from the list of approved holidays for Iowa School for the Deaf. Dr. Harris seconded the motion and it passed unanimously.

The detailed calendars for ISD are on file in the Board Office.

ARTS FOR THE HANDICAPPED GRANT. It was recommended that the board receive the information report on arts for the handicapped grant.

The Board Office said the Iowa School for the Deaf had applied for and received a grant through the National Committee on Arts for the Handicapped, and congratulated the institution for having received this grant.

Superintendent Giangreco said the school was very pleased to have received this grant.

The information report on arts for the handicapped grant was received by general consent of the board.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. There were no transactions on the Register of Capital Improvement Business Transactions for November 1981.

#### REPORT ON STATE FIRE MARSHAL INSPECTION.

The Board Office said that the State Fire Marshal at least biennially inspects facilities of Iowa School for the Deaf and Iowa Braille and Sight Saving School. The most recent inspection at Iowa School for the Deaf occurred on November 11, 1981.

The State Fire Marshal inspected the main Building, Elementary School, Primary Hall, Vocational Building, Laundry, Power Plant, Infirmary, High School, and the Girls' Dormitory. The Board Office was pleased to report that no major discrepancies were noted during the inspection. Only housekeeping items, all of which have been corrected, were noted by the State Fire Marshal.

The board has spent almost \$233,000 over the past five years in capital appropriations to correct prior State Fire Marshal inspection deficiencies. The most recent appropriation for that purpose was a line-item appropriation of \$95,000 made in the 1977 Legislative Session. There is an unexpended balance of about \$6,900 which will revert to the state, as the time for expenditure of those funds (four years) expired on June 30, 1981.

The school has noted the need to install door closures in the Vocational Building central corridor and some magnetic hold-open devices on doors in the Main Building. Estimated cost of this project is \$1,500. The school will need to utilize either building repair or equipment funds for the project.

The report on the State Fire Marshal Inspection was received by general consent of the board.

President Brownlee asked board members and institutional executives if there were additional matters to be raised for discussion pertaining to the Iowa School for the Deaf. There were none.

## IOWA BRAILLE AND SIGHT SAVING SCHOOL

The following business pertaining to the Iowa Braille and Sight Saving School was transacted on Thursday, December 17, 1981.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for November 1 to November 28, 1981, were ratified by general consent of the board.

PROPOSED ADMISSION REQUIREMENTS. It was recommended that the board approve the proposed admission requirements at the Iowa Braille and Sight Saving School.

The Board Office said that Chapter 269 of the Iowa Code provides the statutory responsibility for the Iowa Braille and Sight Saving School. Section 269.1, "Admission," is quoted below:

All blind persons whose vision is so defective that they cannot be properly instructed in the common schools, who are residents of the state and of suitable age and capacity shall be entitled to an education in the Iowa Braille and Sight Saving School at the expense of the state. Nonresidents also may be admitted to the Iowa Braille and Sight Saving School if their presence would not be prejudicial to the interests of the residents upon such terms as may be fixed by the State Board of Regents.

Over the years, questions have been raised regarding the types of students to be admitted to the Iowa Braille and Sight Saving School. Recently, the Advisory Committee to the Iowa Braille and Sight Saving School suggested that the school might want to develop some more specific criteria for admissions. The policy proposed by the school is shown on the next page. This policy, while consistent with the school's statutory responsibility, does additionally require that the student be intellectually and physically capable of benefiting from an educational program. This requirement is needed in order for the school to more effectively carry out its missions and goals. There have from time to time been students admitted to the school who were not intellectually and physically capable of benefiting from an educational program at the school.

According to the Board Office, the admissions procedure for the school involves a joint staffing with the parents or guardians of the child, the appropriate staff from the local Area Education Agency, and appropriate staff from the Iowa Braille and Sight Saving School. There may also be other outsiders brought in for the staffing on occasion. Based on the

IOWA BRAILLE AND SIGHT SAVING SCHOOL  
December 16-17, 1981

decisions arrived at at this staffing, students are placed in the appropriate institution. This policy would assure that students placed at the Iowa Braille and Sight Saving School are intellectually and physically capable of benefiting from the program.

The Board Office noted that the proposed policy had been reviewed by the Advisory Committee to the school and was recommended for approval.

A discussion of this matter took place as part of the discussion of the general docket item concerning the Annual Reports of the Advisory Committees of the Iowa Braille and Sight Saving School and the Iowa School for the Deaf and can be found on page 354 of these minutes.

MOTION:

Mr. Nolting moved that the board approve the proposed admission requirements of the Iowa Braille and Sight Saving School. Mrs. Jorgensen seconded the motion and it passed unanimously.

IOWA BRAILLE AND SIGHT SAVING SCHOOL  
Proposed  
Admission Requirements

To be enrolled at the Iowa Braille and Sight Saving School an individual must meet the following criteria:

1. Be visually impaired;
2. Be intellectually and physically capable of benefiting from an educational program;
3. Be under twenty-one (21) years of age;
4. Be immunized as evidenced by a valid Iowa State Department of Health certificate of immunization;  
and
5. Be a resident of the State of Iowa.  
(The residency requirement will be considered on an individual basis consistent with the laws of the State of Iowa and the rules and regulations of the State Board of Regents.)

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office reported that the Register of Capital Improvement Business Transactions for November 1981 had been received, was in order, and was recommended for approval.

The Board Office reported that there was a single item on the Register. On December 15, the Iowa Department of Transportation (IDOT) was scheduled to take bids on the institutional road project, Reconstruction of the Service Building Access Road. The estimated cost of construction paid for from institutional road funds is \$70,000. A related parking lot paving project was to be bid at the same time paid for from institutional funds at an estimated cost of \$7,483.

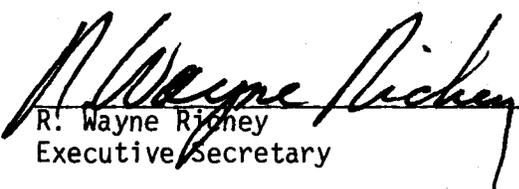
Mr. McMurray reported that ten bids had been received on this project. Low bidder was James Fox Construction, Marion, Iowa, in the amount of \$70,211.76. This was 10 to 12 percent below the projected budget for the project. Mr. McMurray said it would be in order for the board to approve the Register and concur in the award of this contract.

MOTION:

Mr. Wenstrand moved that the board approve the Register of Capital Improvement Business Transactions for November 1981; concur in award of construction contract made by IDOT; and authorize the executive secretary to sign all necessary documents. Mr. Nolting seconded the motion and it passed unanimously.

President Brownlee then asked board members and institutional executives if there were additional matters to be raised for discussion pertaining to the Iowa Braille and Sight Saving School. There were none.

The meeting of the State Board of Regents adjourned at 10:54 a.m. on Thursday, December 17, 1981.

  
R. Wayne Richey  
Executive Secretary