

The State Board of Regents met on Wednesday, December 16, 1992, at Iowa State University, Ames, Iowa. The following were in attendance:

December 16

Members of State Board of Regents

Mr. Pomerantz, President	All sessions
Mr. Berenstein	All sessions
Mr. Dorr	All sessions via telephone
Mr. Fitzgibbon	All sessions
Ms. Furgerson	All sessions
Mrs. Hendricks	All sessions
Ms. Johnson	Excused
Dr. Tyrrell	All sessions
Mrs. Williams	All sessions

Office of the State Board of Regents

Executive Director Richey	All sessions
Deputy Executive Director Barak	All sessions
Director Kominski	All sessions
Director Specter	All sessions
Director Volm	All sessions
Compliance Officer Maxwell	All sessions
Minutes Secretary Briggie	All sessions

State University of Iowa

President Rawlings	All sessions
Vice President Nathan	All sessions
Interim Vice President True	All sessions
Associate Vice President Davis	All sessions
Director Gibson	All sessions
Director Yanecek	All sessions

Iowa State University

President Jischke	All sessions
Provost Kozak	All sessions
Vice President Madden	All sessions
Associate to the President Adams	All sessions
Executive Assistant to the President Mack	All sessions
Assistant to the President Bradley	All sessions
Director Jensen	All sessions

University of Northern Iowa

President Curris	Excused
Provost Marlin	All sessions
Vice President Conner	All sessions
Vice President Follon	All sessions
Executive Ass't. to President Stinchfield	All sessions
Assistant to President Geadelmann	All sessions
Director Chilcott	All sessions

Iowa School for the Deaf

Superintendent Johnson	All sessions
Business Manager Nelson	All sessions
Interpreter Parkin	All sessions
Interpreter Peek	All sessions

Iowa Braille and Sight Saving School

Superintendent Thurman	All sessions
Director Hauser	All sessions

GENERAL

The following business pertaining to general or miscellaneous business was transacted on Wednesday, December 16, 1992.

President Pomerantz stated, for the record, that Regent Dorr was in attendance telephonically from Chicago.

APPROVAL OF MINUTES OF BOARD MEETING, NOVEMBER 18-19, 1992. President Pomerantz asked for corrections, if any, to the Minutes.

ACTION: President Pomerantz stated the Board approved the Minutes of the November 18-19, 1992, meeting, as presented, by general consent.

INTERINSTITUTIONAL COMMITTEE ON EDUCATIONAL COORDINATION. (a) Change Name of Graduate Major in Physics at Iowa State University. The Board Office recommended the Board approve the request to change the name of the graduate major in Solid-State Physics to Condensed Matter Physics effective immediately.

Iowa State University officials requested a change in the name of the graduate major in "Solid-State Physics" to "Condensed Matter Physics." This change reflects national changes in nomenclature.

The proposed change does not involve increased costs or changes in degree requirements.

This item was reviewed by the Interinstitutional Committee on Educational Coordination and the Board Office, and both recommended approval.

ACTION: This matter was approved by consent.

(b) Major in Interdisciplinary Studies at Iowa State University. The Board Office recommended the Board approve the proposal to establish a major with a degree of B.A. or B.S. in Interdisciplinary Studies at Iowa State University.

In October, Iowa State University officials requested approval to establish a major with a degree of B.A. or B.S. in Interdisciplinary Studies. This request was referred to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation and both now recommended approval.

The proposed new major will replace the "Distributed Studies" major and the "Individual Studies" major.

The proposed major will offer a program of study for students who have interdisciplinary educational goals that cannot be met by an existing major or curriculum in a single department of the university.

University officials do not anticipate any additional costs as a result of the implementation of this program since it is replacing two existing programs.

The program appears to meet the minimum criteria established by the Board for new program approvals.

MOTION: Regent Tyrrell moved to approve the proposal to establish a major with a degree of B.A. or B.S. in Interdisciplinary Studies at Iowa State University. Regent Williams seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

FACULTY EFFECTIVENESS IN INSTRUCTION AND RESEARCH. The Board Office recommended the Board (1) approve the plans for Faculty Effectiveness in Instruction and Research at the three Regent universities and (2) request the institutions to provide a progress report to the Board on progress made in enhancing faculty effectiveness in November 1993.

In July, the Board of Regents received a preliminary report on efforts toward faculty effectiveness plans in instruction and research at the three Regent universities. The Board requested that in December each of the three Regent universities submit plans that outline the immediate course of action, delineate the measures to be used, and establish targets and timelines for completion.

Each of the three plans reflects the unique traditions of the institutions. Below is a brief outline of each plan.

University of Northern Iowa

1. Faculty will contribute their talents toward the university's mission.
2. Reaffirm university-wide commitment to faculty accessibility to students.

3. Reduce aggregate faculty time spent on committee work.
4. Reduce frequency of offering classes with low enrollments.
5. Continue reviewing the scholarly and creative activity resulting from faculty research, fellowships, and faculty development leaves.
6. Proportional responsibilities of summer appointments for research and service.
7. Improve the effective use of graduate students.

(The timetable for the plan was Fall 1992 and it has been implemented for all faculty. The measures to be used in evaluating progress on this effort will be to examine individual workload efforts of the faculty at the end of the year.)

University of Iowa

Each college within the university has outlined its current activities and describes the process of implementing the three objectives outlined in a document presented to the Board of Regents last July, entitled Framework for Selected Improvements. The three objectives are:

1. Increasing undergraduate teaching.
2. Increasing incentives for excellence in teaching.
3. Ensuring that faculty development leaves are utilized for faculty improvement.

(Collegiate units are to adopt the plan in academic year 1992-93 for implementation during second semester of 1992-93. Progress reports are due every 6 months for 3 years and "benchmark" measures are being developed.)

Iowa State University

The Iowa State University plan has three components to be addressed in the three-year period covered by its plan:

1. Measures and targets - specific measures and goals pertaining to faculty effectiveness and relating to Iowa State University's Strategic Plan.
2. Support staff, enabling technology and professional development - includes existing support infrastructure and targets.
3. Motivation and organizational effectiveness.

Provost Marlin introduced John Longnecker, Chair, University of Northern Iowa Faculty Senate.

Professor Longnecker stated that the faculty of the University of Northern Iowa have always been concerned with productivity although not necessarily with that name attached to it. The University of Northern Iowa has experienced unexpected growth in students without an accompanying increase in faculty. There is a gap between student need and faculty supply which has created an unbalance in planned professorial work loads. Faculty has experienced an overall increase in work load outside the classroom. Faculty has had to be productive. The Faculty Senate is attempting to fine tune productivity efforts. A Faculty Senate committee recommended the dismantling of two committees. He then discussed the impact of computers on faculty productivity. Faculty use computer technology to correspond with students to ask and answer questions through the use of electronic bulletin boards. They have extended the classroom beyond the boundaries of a room which has improved accessibility of students to faculty. While faculty have had to be productive due to the increase in the student body, they continue to look for heightened ways to do more.

Provost Marlin stated that today's presentation was the third time University of Northern Iowa officials had spoken with the Regents about faculty productivity. The primary mission of the University of Northern Iowa is teaching and the education of students. The average teaching load during the fall 1991 semester was 11.3 course credit hours per semester. All professorial ranks of faculty spend a vast majority of time on instruction. For the current semester the average course load again is 11.3 course credit hours per semester. She feels the current productivity level reflects the teaching mission of University of Northern Iowa.

In July, University of Northern Iowa officials presented a 7-point plan to the Regents for enhancing faculty productivity. They have begun to implement the plan presented in July. Provost Marlin outlined the 7-point plan, as follows: 1) All faculty will fully contribute their talents to the university's mission. During the current semester university officials evaluated every tenured faculty member. She said 61 of those faculty were asked how they would increase productivity. Most indicated they would assume additional courses. Some indicated they would increase service activities. 2) The plan reaffirms faculty accessibility to students. All faculty have made exclusive provisions on their syllabus for accessibility of students to faculty mainly by increasing electronic access. 3) There will be a reduction in aggregate faculty time spent on committee work. 4) They will reduce the frequency of offered classes with low enrollments. Unless there are compelling reasons to continue the class, a low enrollment course will be eliminated. 5) They will review scholarly and creative activities from professional development leaves. 6) Faculty will be responsible for summer activities in areas of research and service. 7) They will improve the effective use of graduate assistants. There will be department evaluations of the graduate student assistantships.

Provost Marlin concluded by stating that University of Northern Iowa officials have implemented a plan to enhance faculty productivity which was submitted to the Regents in July. She said faculty are excellent stewards of the resources allotted to the university. University of Northern Iowa officials ensure that faculty are accountable.

Regent Tyrrell asked about the electronic access to faculty provided by technology. Provost Marlin responded that they utilize electronic bulletin boards. Late at night if a student has a question for a faculty member, the student can log on the system and leave messages for the faculty member. This system allows students 24 hour access to faculty. She noted that it was more than an electronic mail system. Faculty members will actually put notes of their last classes on the system for students who may have missed a class.

President Pomerantz referred to Provost Marlin's statement that the average teaching load is calculated to be 11.3 hours. He noted that when Peat Marwick reviewed teaching loads the University of Northern Iowa faculty teaching load was something in the order of 9 hours. He asked her to explain the variance.

Provost Marlin responded that university officials, as much as they could, replicated the Peat Marwick methodology for determining faculty teaching load. She said University of Northern Iowa faculty have increased the number of hours they are teaching. There are additional credit-bearing activities such as supervising research and supervising student teaching, as well, that faculty perform.

Regent Dorr referred to Provost Marlin's comment about the 61 faculty who were deemed as needing to enhance productivity, and asked if it was because they did not have a high enough teaching load. Provost Marlin responded that most often the need for enhancement was in the area of scholarship.

Regent Dorr said he had heard that an accreditation review indicated a need for more scholarly activity. He asked how university officials take into consideration the desire to be accredited and the need to turn out a fine product in the current framework.

Provost Marlin said the challenge has been to retain quality of teaching while improving scholarly activity. The intent is not in any way to lower the expectation of teaching quality but to increase the productivity of faculty overall.

Provost Kozak stated that at the April 1992 Board meeting, the Regents requested that faculty develop 3-year plans to enhance faculty productivity. He said Iowa State University faculty and officials connect productivity to effective implementation of the strategic plan. The university's final three-year plan was now submitted. University officials are working with

the President of the Iowa State University Faculty Senate to implement the plan. He then introduced David Martin, President of the Iowa State University Faculty Senate, and David Holger, Chairman of the Faculty Senate Committee on University Planning.

Professor Martin stated that the faculty effectiveness improvement process has been a very productive experience for faculty. He said they will continue to work on planning even if they did not have to report to the Board. At the April Board meeting, faculty were asked to develop 3-year plans to enhance faculty effectiveness, consistent with the strategic plan. A small committee of faculty leadership led this effort. The committee first came to grips with a definition of productivity. It became clear to the committee members that the plan should be developed consistent with the strategic plan. He said this approach was approved by the Board in July. The Faculty Senate Committee on University Planning was charged with the responsibility to work out a detailed plan. The committee includes representatives from the Provost's and President's Offices. The first task of the committee was to closely review the strategic plan and identify goals and strategies. They then reviewed existing data and established measurement techniques. They looked at the data to establish benchmarks. He emphasized that faculty view this as the beginning of a continuing effort. The planning committee has worked long and hard.

Professor Holger stated that after intense effort, the committee members felt this plan worth doing for its own sake. He said the committee began considering this in August. Early on, committee members decided it was important that as they develop measures those be linked to quality and improvement of the institution. They also discovered that their efforts would impact other aspects of institutional effectiveness overall. Where possible, they would use existing data that had been collected. They would also identify new measures and targets that have not been systematically collected in the past. As a result of those discussions, the committee members settled on a 3 component approach to the plan: 1) They would select a small number of measures and targets. 2) They tried to focus on effective utilization of all resources. He said support infrastructure has a lot to do with organizational effectiveness. 3) They felt there are things that effective organizations do automatically to stimulate motivation.

Professor Holger said the Faculty Senate Committee is representative of all departments of the university. What was before the Regents demonstrated the primary emphasis of the committee.

Provost Kozak discussed the 10 measures on which the committee focused its attention. He said the overall strategy of the committee on outcomes was the basis for looking at a time scale of 3 years. Retention rates is an outcome. He said the outcome of 95 percent of tenured probationary faculty teaching undergraduate courses (by 1995-96) is a very adventurous target. He noted that each of the targets is a consequence of deliberate debate. He

believes the goals are achievable. He is particularly interested in retention and graduation rates.

Regent Fitzgibbon asked Provost Kozak to expand on how university officials expect to achieve the graduation rate figures outlined in the docket memorandum.

Provost Kozak stated that retention rates for Iowa State University are roughly 80 percent for a student's first year. The retention rate after the first year at Iowa State University is approximately 82 percent. The initiative now for the Vice President for Student Affairs and the Office of the Provost is to target improvement of the retention rate to approximately 90 percent. They are working to provide a support structure in which a freshman can succeed. As a consequence of that effort, other estimates are being made as a necessary consequence of that initial effort. Typically, retention rates in a student's third and fourth year are not as much a problem as in the first 2 years.

With regard to the 70 percent figure for Iowa State University as a graduation rate at the end of 6 years, Provost Kozak stated that a comparison with the university's peer group would put Iowa State University second of 11. University officials hope in 3 years to bring the freshman retention rate up and to move the graduation rate up close to that of the University of Illinois which is 78 percent.

Regent Williams questioned whether Iowa State University officials should also review their entrance requirements because the University of Illinois has somewhat higher entrance requirements.

Provost Kozak stated that some of the colleges at Iowa State University have very high admission standards in certain programs. With regard to whether or not the university will have to shift admission standards, he said that Iowa, Wisconsin and Minnesota are regarded as having wonderful secondary school systems. It was his belief that Iowa State University officials could achieve their targets with the admission requirements remaining as they are.

Regent Berenstein questioned the university's target number for percentage of student credit hours taught by tenured/probationary faculty. What is that number now?

Professor Martin responded that 61.4 percent of the classes are now being taught by tenured and probationary faculty.

Regent Berenstein asked if university officials were saying that by 1995 65 percent of the classes would be taught by tenured and probationary faculty. Provost Kozak said that was correct.

Regent Hendricks asked if Iowa State University officials had calculated average credit hours taught per instructor since this was last done by Peat Marwick. Provost Kozak responded that it was misleading to look at those figures with a university as complex as Iowa State University. In the Departments of Humanities and Social Sciences, for example, some faculty will be teaching somewhere between 2 to 3 courses per semester. He stressed that he did not like to look at average numbers for complex universities because it gives pieces of information that may be misleading.

Regent Hendricks referred to the data provided the Regents by the Peat Marwick reports, and said it would be an interesting benchmark to see where they have come in terms of majors taught by individual faculty members. The Regents receive criticism from citizens and it would be nice for them to be able to respond.

Provost Kozak stated that the number of line faculty at Iowa State University has decreased over the last few years but teaching has increased by 8.8 percent. For that reason, he said the amount of sponsored funding is pretty remarkable.

President Pomerantz stated that university administrations and faculty had done an extraordinary job of providing the requested reports. He asked that they carry back to the entire faculty the compliments of the Regents. They had set down a road map. He said some of the comments from the Regents were their concerns about where the universities were a couple of years ago and where they are now. They are interested in showing progress and knowing they are going forward.

Regent Williams stated that quantitative information was provided in the docket book.

President Pomerantz said they needed to make the information more inclusive. It seemed that the institutions were on a very good path. He hopes they can use this information as part of the strategic planning process as they go forward. With regard to the percentage of faculty teaching undergraduates, he asked for a realistic expectation of the longer term goal.

Provost Kozak said it depends on the faculty line that is established. If resources are consistent, they can start asking if it should be a higher number. As faculty begin to approach 65 percent, he said it will not be much of a stretch to go beyond that. An entire enabling technology is becoming available to faculty. New ways of delivering courses in the future are on the horizon. He could easily see how the percentages could go beyond 65 percent.

Regent Dorr said the reports were a step in the right direction. He asked where they go from here in terms of follow up. He also questioned whether

there was some mechanism to differentiate between those disciplines that are extensively research intensive.

Provost Kozak responded that issues like that are the ones that come to the "table" first, particularly for faculty who are given the trademark of being service restricted. In terms of hiring faculty, he said any new faculty member should be expected to contribute equally to all three aspects of the university: teaching, research and scholarship. He said that he did not want to answer Regent Dorr's question directly because it was the first of many questions that have great subtlety.

President Pomerantz stated that if the Regent institutions are going to be among the best, they need the component of graduate assistants. No one was suggesting that graduate assistants are not very fine quality. It was not their intent to eliminate that; however, they do not want the pendulum to swing too far in the other direction. They need to bring the pendulum back to a better balance.

Regent Dorr stated that they need to focus on their strengths as they look at effectiveness. They have to figure out some form of measurement and a method to identify those areas in which they are very strong and competitive.

President Pomerantz said the answer is strategic planning and they are working on it.

Vice President Nathan presented the University of Iowa report which he said university officials take great pride in. The report was largely a product of faculty effort. The detailed plan was prepared by the six undergraduate colleges at the University of Iowa. He said the graduate and professional colleges also prepared responses, making this a campuswide effort. He discussed the degree of active collaboration in the preparation of the plans. In several instances the faculty themselves began to take steps to respond to undergraduate education concerns which, he said, was especially notable in the College of Business Administration.

Vice President Nathan discussed the implementation plan proposed by the College of Business Administration. He stated that college officials have a genuine interest in improving the quality of instruction. Nationwide, the University of Iowa College of Business Administration is generally regarded as one of the premier programs in the nation. In the context of the new Business Administration Building, the administration pledged to improve teaching programs. They are devoted to increased faculty time to high quality undergraduate instruction even before the building is completed. Gains have been made in instruction at the undergraduate and graduate levels. The college held the average class size to 39 students during the past 3 years making the class size comparable to peer institutions. However, the average class size will increase when the faculty of the

college enter the new building next year, and the number of upper division sections will decline. The percentage of upper division classes taught by tenure-track faculty increased from 39 percent in 1990 to 67 percent in 1992. When the college moves into its new building the percentage of upper division classes taught by Teaching Assistants should decline toward zero. In terms of summer session undergraduate enrollments, he said there will be a decrease in the number of classes, an increase in the average class size, and an increase in the number of faculty-taught sections.

With regard to the future for the College of Business, Vice President Nathan said that in terms of lower division undergraduate courses, they plan to introduce the college's most senior faculty directly into the teaching of large lower division undergraduate classes with the facilities to be made available in the new building. All lower division courses, with the exception of Computer Methods and Introduction to Accounting, will move to a faculty lecture format next year. These planned revisions will convert more than 2,000 course registrations from Teaching Assistant instruction to faculty instruction by 1994-95. Faculty members now lecture in every economics course. Graduate Teaching Assistants are now used only in recitation sections and other supporting areas. As a result, the percent of undergraduate contact hours taught by faculty in economics has increased from 49 percent in 1988-89 to 79 percent in 1991-92.

In the past 2 years, the College of Business Administration has introduced an orientation session for Teaching Assistants and developed a procedural manual to accompany the university manual. Vice President Nathan stated that Teaching Assistants in economics, for example, are required to undergo a video taping of their classroom performance which is evaluated and critiqued. The new building will permit the development of an orientation program that undergraduate students will be required to complete during their first semester.

Vice President Nathan stated that liberal arts faculty plan equally dramatic and even more complicated gains in the quality of instruction provided. He said collegiate faculties, by and large, are responsible for the development of most of the aspects of these plans. Every faculty member at the University of Iowa enthusiastically subscribes to this process. Significant numbers of faculty believe they are already working very hard and very successfully at their teaching and research, especially in the College of Liberal Arts and in the College of Business Administration. Those colleges have been the recipients of very strong student interest in the absence of additional faculty over the last 2 to 3 years.

Vice President Nathan noted that some faculty feel they have not been fully involved in the decision making. He said there was some truth to that in terms of the tight time constraints that had to be followed. University officials will continue to refine and develop the plan in conjunction with the faculty. They will devote the bulk of the upcoming year to developing

benchmark statements. He noted that they are a year away from the complete benchmark statement that he feels the Board deserves and the university needs. Nonetheless, he was convinced that the implementation plans are extraordinarily responsive to the framework.

Vice President Nathan then asked George Daly of the College of Business Administration to share his views on the significance of the gains made in administration and the plans for the next step. Ed Lawler, President of the University of Iowa Faculty Senate, would then make a presentation.

Dean Daly referred to some of the problems being experienced in higher education in the United States, and said it was as though, in a sense, the world had changed without our permission. He stated that he was encouraged by the leadership of the university administration and the Regents. He was committed to adapt constructively to change. The university's plan was specific and concrete. They are changing the way in which they educate students which involves new technology, reward systems, redesigning courses and altering class sizes. The changes can be done and at the University of Iowa, they will be done. He believes they are making substantial progress.

Dean Daly then referred to an Iowa newspaper article that appeared on Monday which said the University of Iowa College of Business Administration was an example of things that are not right at the University of Iowa. He felt it was unfortunate that certain things were omitted from that article. With regard to comments about the lower division undergraduate classes, he said the college only admits students in their junior year. All lower division classes will move to faculty lecture series next year. He stated that they were making progress and would live up to the commitments made to the Regents and others.

President Pomerantz asked if it was true that at the Business College at the University of Iowa four academic courses per academic year will be taught by senior faculty. Dean Daly responded by describing their current situation. He said that number would be on the high side of what Big 10 business schools are doing. He cautioned that they not confuse time spent in the classroom as time spent on the instructional mission. What is true is that, except in 2 lower level courses, all courses taught in the University of Iowa College of Business Administration will be taught by full-time tenure-track faculty.

President Pomerantz asked for clarification between Dean Daly's comments that most classes will be in lecture format and that there would be small classes. Dean Daly said the small classes taught by teaching assistants would be in the area of computer methods and introduction to accounting courses where a lot of close instruction is needed. Those are the only classes that will be taught by teaching assistants.

GENERAL
December 16, 1992

Professor Lawler commended the Board and Board Office for encouraging each university to develop plans in accordance with its unique mission. He said undergraduate education is receiving increased attention. As university officials discussed these matters with faculty, they were gratified by the degree with which instructional improvement was a strongly-held goal among faculty. They have expanded efforts to determine how best to implement the goals developed last summer. In only 3 months each college has provided a detailed, high-quality plan. He alerted the Regents to a few issues as they now move forward. He asked what impact this effort will have on the requirement that faculty be both good teachers and good scholars. He said it was important to continually reiterate the commitment to the teacher scholar model of a faculty member. He said faculty are reading closely the signals sent from Regents' meetings. He then questioned whether the public appreciates the nature of faculty work. Classroom instruction is a type of large supporting "iceberg". Time for preparation for classroom activities is essential in order for faculty to provide students with up-to-date information. He said faculty need the Regents' help in explaining this to constituencies.

With regard to the reactions to bench marking on the University of Iowa campus, Professor Lawler stated that faculty are concerned that benchmarks be interpreted carefully. There is a quantitative part of this effort. Within the time constraints the university administration has been working with, he said they have done as much faculty consulting as possible. However, time constraints have made it impossible to subject benchmarks to scrutiny. They are just starting the process of developing benchmarks at the college level; however, with the schedule the Board Office recommended, he was confident they could get the bench marking done right.

President Pomerantz reiterated that the faculty had done a very credible job in terms of the beginning of this process. In many ways they laid out a program that by next November will be more definitive. The underlying attitude here is cooperation. He hoped they would work together in a way that would help them achieve their strategic goals. The Regents want to cooperate and participate, where that is appropriate, with university administrations. He suggested this was in their own self interest to do this. It is not a new issue. What they need to do in order to reach their strategic goals is to be in the forefront of being more effective with their resources. He said these issues have to be dealt with in every organization. He has not been all that concerned about the amount of flack these things generate. This is a very important issue. The Regents are committed to a result that will put Iowa's Regent institutions in contention to be the very best public universities.

Regent Hendricks stated that qualitative and quantitative benchmarks are very important.

Professor Lawler said he agreed that benchmarks are important and useful but quantitative data divorced from the context can be misleading.

Vice President Nathan said university officials consider quantitative data to be important enough to do it the right way which involves bench marking.

MOTION: Regent Fitzgibbon moved to (1) approve the plans for Faculty Effectiveness in Instruction and Research at the three Regent universities and (2) request the institutions to provide a progress report to the Board on progress made in enhancing faculty effectiveness in November 1993. Regent Furgerson seconded the motion.

Regent Berenstein referred to the reference in the docket memorandum concerning the College of Law developmental leaves. He said he has had several inquiries from lawyer friends around the state concerning the program. He asked Vice President Nathan to provide him with information on the college's policy including the basis upon which leaves are granted particularly in these times of short budgets.

Vice President Nathan said he would be happy to provide that information to Regent Berenstein.

Regent Dorr referred to the recommended progress report to be presented to the Regents in November 1993, and asked if the progress report will provide criteria or subjective discussion. President Pomerantz said they have been talking about getting quantitative measurements. It was his understanding that the Regents would see numbers.

Regent Dorr asked about the possibility of the Regents being provided with a preliminary progress report in 6 months on what form the quantitative bench marks will be taking. President Pomerantz asked the Board Office to work with the institutions to provide a mid-point "mini" report that would give directional signals. He noted that there will be a summer recess at the universities.

VOTE ON THE MOTION: The motion carried unanimously.

REVIEW OF PROGRAMS AND SERVICES. The Board Office recommended the Board (1) receive the report on programs and services, (2) encourage the institutions to continue their efforts to provide for greater effectiveness and efficiencies in programs and services and explore new avenues for improvement, and (3) schedule the institutions to bring recommendations and actions taken for greater effectiveness and efficiencies in programs and services for June 1993.

Status reports were submitted by each Regent university regarding ongoing activities with respect to increasing effectiveness and efficiencies.

In December 1991, the Board received the first of a series of reports designed to reflect the institutional actions with respect to efforts to achieve greater efficiencies and effectiveness in operations, programs, and services. This earlier report and subsequent reports form the basis for the current reports before the Board.

This effort is one of a number undertaken in the last five years to respond to a continuing desire on the part of the Board of Regents to ensure effectiveness and efficiency of the Regent institutions and reflects only the efforts of the three Regent universities. The special schools will report at a later date.

University of Northern Iowa

University of Northern Iowa officials reported that administrative staff supported by the General Fund have decreased between 3 and 4 percent, including management position eliminations in the Physical Plant and savings of \$150,000.

A number of low enrollment summer session courses were not offered this past year for a savings of \$500,000.

Other actions to improve services include changes in accounts receivables, the consolidation of engineering services and campus planning, reorganization of Educational and Student Services, the use of computerized services in the Physical Plant and use of students by the Department of Public Safety.

University officials noted that at some point the quest for efficiency in and of itself inevitably impacts quality of an organization and it indicates that the university may have reached that point.

Iowa State University

Several committees have been established to address specific issues. A committee charged to examine administrative costs and structure focused on selected aspects of administrative costs and structures for which data were available.

A Committee on Streamlining Procedures has recommended a number of changes and actually resulted in simplification of several processes.

A committee on the Use and Productivity of Space recommended closing of a number of buildings or portions of buildings of approximately 400,000 gross square feet with a savings of about \$500,000.

University of Iowa

The criteria for the basis of decisions about program enhancement and reductions are delineated as is the role of the Steering Committee.

The Criteria are divided into 2 groups, primary and secondary.

Primary Criteria

Quality
Centrality

Secondary Criteria

Student Demand
Potential for Excellence
External Impact
Cost

Two principles are important in program reductions - minimize impact on students and respect for academic freedom.

President Rawlings stated that University of Iowa officials have a plan in place that is being implemented. Round one of these reviews resulted in a number of decisions being made last year. The approximate dollar savings as a result of the review is \$18.5 million. A university steering group is considering recommendations from the collegiate deans. University officials will report to the Board at the end of the spring semester.

President Jischke stated that in the Iowa State University report presented to the Board last December, 90 action items were approved by the Board for implementation. An additional 70 items were studied through the spring and have been acted upon. A number of degree programs were eliminated. He said four major studies have resulted from this effort. The first study was of administrative costs and structures. University officials generally concluded that administrative costs at Iowa State University are low compared with peer institutions. They found no research university that had fewer than 4 vice presidents including a provost.

President Jischke said the second study was undertaken to streamline bureaucratic procedures. They made a small improvement in the number of signatures required on documents. Two more studies of this nature are in progress. The third study was of use and productivity of space. University officials are concerned about the ability to maintain facilities on campus due to the annual maintenance costs of those facilities. It has been a major challenge for university officials to determine what can be decommissioned so they no longer have to pay the operating costs for those facilities. The fourth study is of the functions and operations of the Memorial Union. He said that report is due at the end of this month.

Executive Assistant to the President Stinchfield said the culture at the University of Northern Iowa has been very conducive to searching for efficiencies. Due to the enrollment growth university officials are even more eager and aggressive in this effort. They followed the university's strategic plan which indicated that efficiencies must be on the administrative side. With regard to the number of Professional and Scientific and merit positions, Peat Marwick concluded that perhaps there were too few full-time staff. Mr. Stinchfield said there are 2 percent to 3 percent fewer positions now. Therefore, they searched for the kind of efficiencies that make sense for the university. One such illustration was in the office of the controller where they automated accounts receivables and cashiering systems. Another example was the consolidation of engineering services and campus planning into one unit. The divisions of educational student services, club sports and intramurals were consolidated into one office. Counseling, wellness and health services were also consolidated into one unit. Admissions and academic advising developed an interactive computer system. He said those are the kinds of efficiencies they like to see happen because they make the university more effective.

MOTION:

Regent Berenstein moved to (1) receive the report on programs and services, (2) encourage the institutions to continue their efforts to provide for greater effectiveness and efficiencies in programs and services and explore new avenues for improvement, and (3) schedule the institutions to bring recommendations and actions taken for greater effectiveness and efficiencies in programs and services for June 1993. Regent Furgerson seconded the motion.

President Pomerantz noted that the motion calls for a schedule for the institutions to bring recommendations and actions taken for greater effectiveness and efficiencies in programs and services for June 1993. He urged all the institutions to be very much aware that effectiveness and efficiencies remains a top Regent priority. The only way to achieve their goals is to focus activities. They should not do things that are not central to their missions. He expects to see strong movement toward more focus and responses to this critical tenet. They must keep moving in that direction. He said it should come as no surprise that appropriations dollars will be hard to come by. They will be forced to tighten and direct the focus more and should eliminate programs that are marginal.

Regent Dorr asked if it would be possible to provide the Regents with recommendations in June for consideration of privatization of the physical plants and physical structures.

Mr. Richey responded that the Board Office would provide the report on the review of that issue that was done by Peat Marwick 4 to 5 years ago, as well as any follow-up efforts that are needed.

Regent Dorr asked if there was any way to determine the status of the portions of the infrastructure that are dangerous. President Pomerantz asked to defer further discussion of this matter until they take up the docket item on deferred maintenance.

VOTE ON THE MOTION: The motion carried unanimously.

LEGISLATIVE PROGRAM. The Board Office recommended the Board approve the recommendations for the Regents' 1993 legislative program.

Four legislative issues are under consideration including: changes in the Postsecondary Options Enrollment Act, provisions for an independent audit, provisional self-certification of vendors in the Targeted Small Business program, and the Midwest Compact on Higher Education.

The Governor's hearing on the Board's budget request was held on December 9, 1992.

President Pomerantz asked if any Regent had changed his or her view on the Midwest Higher Education Compact. Hearing none, he said he believed this would be an issue in the upcoming legislative session.

MOTION: Regent Williams moved to approve the recommendations for the Regents' 1993 legislative program. Regent Furgerson seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

REPORT ON AND AMENDMENT TO BUDGET REQUEST FOR FISCAL YEAR 1994. The Board Office recommended the Board (1) approve amendment of the Iowa Braille and Sight Saving School FY 1994 capital budget request downward by \$62,000 and its FY 1994 operating budget request, specifically building renewal, upward by \$80,500 to fund replacement of the multipurpose activity center floor, and adjacent hallway and locker room floors, and (2) (a) receive the reports on the three study centers, (b) await the May 1993 evaluation of the Southwest Iowa Regents Resource Center to determine the future direction of that Center, and (c) request that in conjunction with (2) (above) the universities review the Strategic Plan for Off-Campus Credit Programming submitted to the Board of Regents in June 1990 and revise as appropriate.

IOWA BRAILLE AND SIGHT SAVING SCHOOL

The multipurpose activity center floor at Iowa Braille and Sight Saving School is in a state of very poor repair. Many asbestos tiles are chipped and cracked, and significant hazards exist to students and staff.

Similar tile comprises the floor of an adjacent hallway and locker room.

The Board has already approved (September 1992) a capital budget request for FY 1994 for \$62,000 to replace the multipurpose activity floor. Replacement of the hallway and locker room floors was neither requested by Iowa Braille and Sight Saving School nor approved by the Board.

At the November 1992 meeting of the Board at Iowa Braille and Sight Saving School, Board members toured the facility. President Pomerantz directed that Board staff move the funding request from the FY 1994 capital budget request to the FY 1994 operating budget request (building renewal), due to the low likelihood of receiving capital appropriations for the project.

Mr. Pomerantz further directed that the project scope be expanded to include the hallway and locker room floors. The cost of the combined project is estimated at \$80,500.

President Pomerantz said it was his recollection that when they discussed the floor at Iowa Braille and Sight Saving School last month, they had agreed to request approximately \$100,000.

Director Hauser responded that they had thought the cost would be approximately \$100,000 because of the asbestos content. However, school and Board Office officials believe that \$80,500 will encompass the entire area they discussed last month.

Regent Berenstein said he spoke with Director Specter who spoke with former Regent Tyler about the study centers. Regent Berenstein was satisfied with the explanation he received.

Regent Fitzgibbon asked if there was a fund-raising commitment of any kind in southwest Iowa. What are they trying to do to help with the funding?

Regent Berenstein stated that once a determination is made that they want to go forward, they are going to have to implement their own private fund raising.

Regent Fitzgibbon asked if the individuals interested in a Southwest Iowa Study Center are going to implement fund raising. Director Barak responded that the Southwest Center has some possibilities for private funding but they have not proceeded on that, yet.

MOTION:

Regent Hendricks moved to (1) approve amendment of the Iowa Braille and Sight Saving School FY 1994 capital budget request downward by \$62,000 and its FY 1994 operating budget request, specifically building renewal, upward by \$80,500 to fund replacement of the multipurpose activity center floor, and adjacent hallway and locker room floors, and (2) (a) receive the reports on the three study centers, (b) await the May 1993 evaluation of the Southwest Iowa Regents Resource Center to determine the future direction of that Center, and (c) request that in conjunction with (2) (above) the universities review the Strategic Plan for Off-Campus Credit Programming submitted to the Board of Regents in June 1990 and revise as appropriate. Regent Tyrrell seconded the motion. MOTION CARRIED UNANIMOUSLY.

Regent Fitzgibbon said it was his recollection that there was discussion that if funds are allocated for a Southwest Iowa Study Center, the citizens of that area need to find some way to implement a program to raise funds and to encourage funding from that area, like is done in Sioux City. If they are not going to do that, he questions whether there should be an appropriation for the center. They have to get the community effort started.

Director Barak said the commitment is there on the part of the community. The center is located in a temporary location right now. The understanding is that when the evaluation comes in in May to see whether or not this experiment is working, at that time the community will be involved in terms of fund raising and to establish a permanent site for the center.

Regent Fitzgibbon asked if the leadership has been identified to do that. Director Barak said there is a board for the Southwest Iowa Study Center.

Regent Fitzgibbon noted that the board members are not the ones that do the fund raising.

Regent Berenstein said he agreed with Regent Fitzgibbon. The Tri-State Graduate Study Center board is committed, too, but they are not the ones that come up with the \$40,000 each year.

ANNUAL REPORT ON FACULTY RESIGNATIONS. The Board Office recommended the Board (1) accept the Annual Report of Resignations for the period from July 1, 1991, through June 30, 1992, and (2) request that the universities report

to the Board on actions taken as a result of dissatisfaction expressed by resigning faculty members.

This governance report provided an analysis of faculty resignations at the five Regent institutions for 1991-92.

The number of faculty resignations declined by 21 percent at Regent universities in 1991-92. The number is the lowest in the last 10 years at University of Iowa and Iowa State University, and the lowest in the last 7 years at University of Northern Iowa.

Women represented between 24 and 61 percent of the resignations at the 3 universities. At the University of Iowa, 69 percent of the women who resigned moved to another university, at Iowa State University, 44 percent, and at University of Northern Iowa, 36 percent.

University of Iowa

During 1991-92, 53 faculty members resigned their positions at the University of Iowa; 63 faculty resigned the previous year. This is the lowest number of resignations reported by the University of Iowa in the decade.

The largest number and percentage of resignations occurred in the College of Medicine and the College of Liberal Arts.

The 27 faculty members who returned a resignation questionnaire were less satisfied with their work environment than were faculty members responding in 1990-91.

Iowa State University

The number of resignations at Iowa State University decreased from 34 in 1990-91 to 23 in 1991-92. This is the lowest number of resignations reported by Iowa State University in the decade.

Two colleges reported the largest numbers of resignations--the College of Liberal Arts and Sciences recorded six and the College of Engineering, five.

Most responses of resigning faculty to questions about the university and its future were positive, although concerns were expressed about budget reductions and administrative turnover.

University of Northern Iowa

Eighteen University of Northern Iowa faculty members resigned in 1991-92. This is the lowest number of resignations since 1985-86.

The University of Northern Iowa College of Education recorded 9 resignations and the College of Humanities and Fine Arts recorded 5.

The majority of resigning faculty indicated their relationship with the university was positive.

Special Schools

The Iowa School for the Deaf reported that one faculty member took early retirement in 1990-91.

The Iowa Braille and Sight Saving School reported two resignations. Both persons are seeking other employment.

Regent Williams asked how soon the Regents would be provided with the report on actions taken as a result of dissatisfaction expressed by resigning faculty members. Mr. Richey said it would be presented a year from now.

Regent Williams said she would like to hear what the universities plan to do prior to a year from now in order to prevent the same thing from happening next year. Mr. Richey suggested the report be presented to the Board in April.

Regent Dorr said they were talking about a very small percentage of the total resigning employees. Will the plans to be implemented be costly and time consuming? Mr. Richey said the Board Office proposed that when the institutions make this report and find out from exit interviews that problems exist, they should indicate to the Board what has been done about the problems, if the concerns are valid.

Regent Dorr said it appeared to him that the Board was getting into micromanagement. President Pomerantz responded that the purpose of the report is to encourage the institutions to do what they need to do. The leverage of the report causes certain actions to take place. By the time the Regents receive the report he believes it will have already done its job.

Regent Williams said she was disturbed about the significant difference between male or female faculty leaving in terms of satisfaction with the university. They need to be very responsive to this in order to prevent it from occurring in another year. She asked what strategies the universities are putting into place to respond to concerns resulting from exit interviews. She stated that a couple of months ago she expressed concern about salary inequities between male and female faculty. Different responses from male and female faculty exit interview indicates they should deal with that.

ACTION: President Pomerantz stated the Board, by general consent, (1) accepted the Annual Report of Resignations for the period from July 1, 1991, through June 30, 1992, and (2) requested that the universities report to the Board on actions taken as a result of dissatisfaction expressed by resigning faculty members.

ANNUAL REPORT ON FACULTY TENURE. The Board Office recommended that the Board receive the annual report on faculty tenure.

This annual governance report on faculty tenure provides the Board with critical information on the status of tenure at the Regent universities and indicates that with a few exceptions the tenure policies are working well, according to nationally recommended guidelines.

Tenure is an arrangement under which faculty appointments are continued after successful completion of a probationary status until retirement, subject to dismissal for adequate cause or financial exigency.

Some areas of concern include:

- * The number of departments with 90 percent or more tenured faculty at Iowa State University. Tenure percentages of this magnitude may limit opportunities for new ideas and younger faculty.
- * The relatively stagnant percent of women tenured at all three institutions.

The following lists total faculty, the number of faculty with tenure plus those on tenure track, the number of faculty with tenure, and the proportion of tenured faculty to those on tenure track and tenured:

	Total Faculty	Tenured Faculty Plus Faculty on Tenure Track	Tenured Faculty	% Tenured to Total Tenured & on Tenure Track	% of Total Faculty Tenured
SUI	3,403*	1,729	1,266	73%	37%*
ISU	1,759	1,448	1,177	81%	67%
UNI	810	592	394	66%	49%

* This number includes 593 instructors who are fellows or residents in the College of Medicine. The percentage of total faculty tenured is 45 percent when these fellows and residents are excluded.

At least 70 percent of the total faculty have tenure in 13 percent of the departments at the University of Iowa, 52 percent of the departments at Iowa State University, and 11 percent of the departments at the University of Northern Iowa.

Faculty not on tenure track at Regent universities includes 1,674 at the University of Iowa, 311 at Iowa State University, and 218 at the University of Northern Iowa.

The percentage of all faculty women holding tenure is 16 percent at the University of Iowa; 45 percent at Iowa State University, and 30 percent at the University of Northern Iowa. The percentage of all faculty men holding tenure is 48 percent at the University of Iowa, 74 percent at Iowa State University, and 60 percent at the University of Northern Iowa.

The percentage of total faculty who are tenured minority faculty remained between 3 and 4 percent at the universities. The number of minority faculty increased from 308 to 319 at the University of Iowa; from 158 to 159 at Iowa State University, and from 57 to 70 at the University of Northern Iowa.

The emphasis on teaching in the tenure decisions and the focus on faculty development reflect efforts toward achievement of the Board of Regents' goals for quality instruction at the universities.

President Jischke addressed the Iowa State University data regarding women tenured faculty. The data college to college shows a pattern except in Family and Consumer Sciences where as the college downsizes it disturbs the figures. He said progress is being made across the entire university in all the other colleges concerning women faculty.

Provost Marlin said University of Northern Iowa officials are making progress with respect to women faculty. Where they have an opportunity to make changes they do so but they cannot change people already tenured. She noted that of the faculty tenured most recently, 40 percent were women. It will be some time before the aggregate number changes significantly.

Vice President Nathan stated that the University of Iowa continues to make gains concerning women faculty, although the gains are incremental. The reason the gains were not more substantial is that they did relatively little hiring this year, especially in liberal arts.

Regent Williams stated that if the universities continue to increase female faculty by 1 percent per year, maybe by the year 2050 they will have made some significant progress. She was concerned that the vast majority of female faculty are not on tenure track. The message being sent is that they are dispensable.

Vice President Nathan said he did not believe the faculties at the University of Iowa look at it that way. With regard to retention of junior faculty women, he has instructed the deans to develop effective mentoring programs for junior faculty with an emphasis on women and minorities. They need to help their spouses and partners find jobs. An additional step that must be taken is to redouble their efforts to identify senior faculty who qualify for deanships on the campus. He assured the Regents that university officials are working very hard in all 3 areas.

ACTION: President Pomerantz stated that the Board received the annual report on faculty tenure, by general consent.

ANNUAL REPORT ON AFFIRMATIVE ACTION AND CONTRACT COMPLIANCE. The Board Office recommended that the Board:

- (1) receive the affirmative action reports;
- (2) encourage Regent universities to continue developing effective mentoring programs for women and minority faculty members for retention purposes;
- (3) encourage the institutions to continue their efforts to recruit minority tenure/tenure track faculty, particularly African-Americans, Latinos and American Indians;
- (4) instruct the Board Office to continue its efforts to improve the number of minorities and women employed by the building industry; and
- (5) approve the appointment of Marcia Peters to the Interinstitutional Committee on Affirmative Action and Equal Opportunity as a Board Office representative.

Women appointed to Executive/Administrative/Managerial positions increased by 7 at Iowa State University and by 1 at the University of Northern Iowa. There was a net loss of 4 at the University of Iowa.

Minorities appointed to Executive/Administrative/Managerial positions increased by 2 at the University of Iowa and by 2 at the University of Northern Iowa. There was a loss of 2 at Iowa State University.

Women appointed to faculty tenure/tenure track positions increased by 15 at the University of Northern Iowa and by 4 at the University of Iowa. There was a loss of 4 at Iowa State University.

Minorities appointed to faculty tenure/tenure track positions increased by 8 at Iowa State University and by 2 at the University of Northern Iowa. Their number remained unchanged at the University of Iowa.

The following tables indicate the number of minority tenure/tenure track faculty at Regent universities for fiscal years 1991 and 1992.

University of Iowa

<u>Race/Ethnicity</u>	<u>FY91</u>	<u>%</u>	<u>FY92</u>	<u>%</u>	<u>Net Change</u>
African-American	30	1.8	32	2.0	+ 2
Latino	27	1.7	27	1.7	0
Asian	120	7.4	118	7.3	- 2
American Indian	5	.3	5	.3	0
TOTAL	182	11.2	118	11.4	0

Iowa State University

<u>Race/Ethnicity</u>	<u>FY91</u>	<u>%</u>	<u>FY92</u>	<u>%</u>	<u>Net Change</u>
African-American	18	1.4	18	1.4	0
Latino	13	1.0	13	1.0	0
Asian	79	6.2	86	6.9	+ 7
American India	1	.07	2	.15	+ 1
TOTAL	111	8.7	119	9.4	+ 8

University of Northern Iowa

<u>Race/Ethnicity</u>	<u>FY91</u>	<u>%</u>	<u>FY92</u>	<u>%</u>	<u>Net Change</u>
African-American	13	2.5	14	2.6	+ 1
Latino	9	1.7	11	2.0	+ 2
Asian	19	3.6	19	3.5	0
American Indian	3	.6	2	.4	- 1
TOTAL	44	8.4	46	8.6	+ 2

Regent institutions had an overall increase of 59 women and 72 minority permanent full-time and part-time employees during the program year.

REGENT INSTITUTIONS - NET CHANGES FOR FISCAL YEAR 1992

<u>CATEGORY/SCHOOL</u>	<u>MEN</u>	<u>WOMEN</u>	<u>TOTAL</u>	<u># OF MINORITIES</u>
<u>Executive/Administrative/Managerial</u>				
University of Iowa	5	(4)	1	2
Iowa State University	(3)	7	4	(2)
University of Northern Iowa	4	4	5	2
	6	4	10	2

REGENT INSTITUTIONS - NET CHANGES FOR FISCAL YEAR 1992

<u>CATEGORY/SCHOOL</u>	<u>MEN</u>	<u>WOMEN</u>	<u>TOTAL</u>	<u># OF MINORITIES</u>
<u>Faculty-Tenured/Tenure Track</u>				
University of Iowa	(27)	4	(23)	0
Iowa State University	(10)	(4)	(14)	8
University of Northern Iowa	(2)	15	13	2
	<u>(39)</u>	<u>15</u>	<u>(24)</u>	<u>10</u>
<u>Faculty-Non-Tenure Track</u>				
University of Iowa	(11)	3	(8)	(4)
Iowa State University	(8)	(7)	(15)	(10)
University of Northern Iowa	(4)	(9)	(13)	0
Iowa School for the Deaf	0	0	0	0
Iowa Braille & Sight Saving School	(1)	3	2	(1)
	<u>(24)</u>	<u>(10)</u>	<u>(34)</u>	<u>(15)</u>
<u>Professional and Scientific</u>				
University of Iowa	(4)	32	28	8
Iowa State University	12	20	32	24
University of Northern Iowa	2	14	16	3
Iowa School for the Deaf	0	1	1	0
Iowa Braille & Sight Saving School	0	0	0	0
	<u>10</u>	<u>67</u>	<u>77</u>	<u>35</u>
<u>Secretarial/Clerical</u>				
University of Iowa	11	10	21	4
Iowa State University	(4)	3	(1)	2
University of Northern Iowa	2	(2)	0	3
Iowa School for the Deaf	0	0	0	0
Iowa Braille & Sight Saving School	0	0	0	0
	<u>(19)</u>	<u>(187)</u>	<u>(206)</u>	<u>(11)</u>
<u>Technical/Paraprofessional</u>				
University of Iowa	6	(15)	(9)	(1)
Iowa State University	(10)	(2)	(12)	0
University of Northern Iowa	2	0	2	0
Iowa School for the Deaf	0	0	0	0
Iowa Braille & Sight Saving School	(5)	(12)	(17)	0
	<u>(7)</u>	<u>(29)</u>	<u>(36)</u>	<u>0</u>
<u>Skilled Crafts</u>				
University of Iowa	(5)	1	(4)	0
Iowa State University	3	(3)	0	0
University of Northern Iowa	4	0	4	2
Iowa School for the Deaf	(1)	0	(1)	0
Iowa Braille and Sight Saving School	(1)	0	(1)	0
	<u>0</u>	<u>(2)</u>	<u>(2)</u>	<u>2</u>

REGENT INSTITUTIONS - NET CHANGES FOR FISCAL YEAR 1992

<u>CATEGORY/SCHOOL</u>	<u>MEN</u>	<u>WOMEN</u>	<u>TOTAL</u>	<u># OF MINORITIES</u>
<u>Service/Maintenance</u>				
University of Iowa	13	6	19	21
Iowa State University	1	(1)	0	7
University of Northern Iowa	(5)	(2)	(7)	(1)
Iowa School for the Deaf	1	0	1	0
Iowa Braille & Sight Saving School	<u>1</u>	<u>0</u>	<u>1</u>	<u>0</u>
	11	3	14	27
<u>Total Net Change</u>				
University of Iowa	(12)	37	25	30
Iowa State University	(19)	13	(6)	29
University of Northern Iowa	3	17	20	14
Iowa School for the Deaf	0	1	1	(1)
Iowa Braille & Sight Saving School	<u>(6)</u>	<u>(9)</u>	<u>(15)</u>	<u>0</u>
	(34)	59	25	72

The Regent Affirmative Action Office reviewed 165 companies employing more than 50 people during the year to determine their compliance with Regent Equal Employment Opportunity Policies. Fifty-five (55) companies were found to be in compliance. The compliance status of 55 companies is unsatisfactory. Additional information has been requested from 25 companies for further analysis.

The Regent Affirmative Action Office is working with representatives from city government, local school districts, area community colleges, the construction industry, the minority community and women contractors in the Waterloo-Cedar Falls area, the Des Moines-Ames area and the Iowa City-Cedar Rapids area in order to increase the number of minorities and women in the construction industry.

Regent Furgerson stated that she had concerns in terms of the slowness in responding to hiring of underrepresented minorities. She said it is not just the climate on the campus but also community problems for African Americans. It is very difficult for people to stay in a community where their children are tolerated only in the school system. They are important people to have on the campuses because, for many students, this may be the only time they come into contact with one of those underrepresented minorities. Minority students also need the example that may help lead them into the possibility of teaching at the university level. She said she did recognize that there have been tremendous changes at the University of Northern Iowa, particularly in some of the non-professional categories. The

Waterloo-Cedar Falls area provides a pool of minorities from which to recruit, and university officials are doing that. They need to "keep on keeping on". If there is any way she can be helpful she would like to help.

Regent Furgerson then suggested that when Iowa State University officials are seeking a permanent Affirmative Action Officer, they get someone who relates well to the people that university officials are trying to recruit. She said she looked forward to the Regents Study Committee on Affirmative Action receiving reports on how the institutions plan to retain minority faculty and staff.

Regent Hendricks stated that the Regents have received 3 reports in a row about women's job dissatisfaction, low percentages of women faculty tenured and a net loss of women executive and managerial employees. She suggested that something may need looked into further.

Regent Furgerson referred to a report on diversity presented by President Jischke in which he commented that the general public in this state seems to believe that diversity means lower quality. There is a prejudice and a stereotype that a person of color does not bring the same quality to the campus. That may be the same attitude taken about women. They have to keep working on these issues.

Compliance Officer Maxwell stated that the universities have had opportunities to employ and hire women and minorities. He referred to the data provided in the docket memorandum and said there is not a shortage of men, there is a shortage of women in faculty tenure and tenure-track positions. The opportunity is there. In talking with women and minorities, he has found that they do not want to go through a perfunctory kind of process; to be invited to interview but not getting appointed.

President Pomerantz said they have to learn how to go about it. The Regents have gone through this time and time again. What can they do procedurally to change the numbers?

Regent Williams stated that following the October Regents meeting she had requested Vice President Nathan to report on any differential that might exist between male and female faculty salaries. He responded to her request. She suggested the other two universities might benefit from a similar review. There may be some problems that can be relatively easily corrected.

Regent Furgerson referred to the process on the campuses of exit interviews, and said she hoped that the person feels comfortable being honest and that there is confidentiality.

Regent Dorr said he was curious as they hash these things over and over, is there any indication that the institutions are not doing their utmost? He feels they are doing a commendable job.

Regent Furgerson stated that actions speak louder than words.

Regent Dorr said he understood that. He was not trying to denigrate the thrust of this whole effort. However, there are limitations of resources. Once social policy is institutionalized, it may become more difficult to obtain a satisfactory level of accomplishment. He cautioned that the Regents not send a signal to the administrators of these institutions that regardless of what they do it is never acceptable because that may tend to become part of the problem. He believes that institutional officials are doing a good job of trying to accomplish the goals although they might not be at satisfactory levels yet.

Regent Williams asked what Regent Dorr would consider another indicator besides the facts and figures of retention, affirmative action and salary levels. Regent Dorr responded that they should consider whether there is an environment that is not acceptable for people to stay in these positions or to come to Iowa.

Regent Williams asked how Regent Dorr would suggest they quantify that. President Pomerantz said Regent Dorr appeared to be asking if they know of any qualitative factors that would indicate there is a level of bias or bigotry that exists in the institutions.

Regent Hendricks asked Regent Dorr if he attended the meeting with women faculty at the University of Iowa last year. Regent Dorr responded that he had.

Regent Hendricks said he heard some examples then.

Regent Furgerson said she is often the only African American in certain settings and that is not a comfortable situation to be in. Coming to Iowa is a problem for African Americans who grew up in areas where there was a supportive African American society. None of that exists in Iowa. No one really understands their culture and what is important to them. She grew up in Iowa and still some of it is tough for her.

Regent Dorr said he understood that.

President Pomerantz said it was clear that there is strong interest at the Board level to substantially improve from where the institutions have historically been. He asked institutional officials to recognize this issue and put forward extraordinary effort to show significant increase over the course of the next several months.

Regent Dorr said he had some concern about that. He feared that as they put numbers on this issue they actually denigrate the quality or perhaps the enthusiasm for this effort. He said he would go on the record as saying they need to maintain a strong aggressive hiring program to diversify but was opposed to setting bench mark hiring goals.

President Pomerantz noted that he had not mentioned numbers.

Regent Furgerson said she resented Regent Dorr's remark about the quality being lowered. Regent Williams said she also very much resented that comment.

Regent Dorr told Regent Furgerson that he was not inferring that diversity lowered quality. He was concerned that by never saying that what the institutions are doing is adequate becomes self defeating.

Regent Berenstein said the problem at the universities is not unique. He has been involved through the Governor's office in an effort to acclimate people to the Sioux City area. He felt a cooperative effort could be established between the universities, the cities and the Governor's office to make people more comfortable in the cities within which they live.

MOTION:

Regent Hendricks moved to (1) receive the affirmative action reports; (2) encourage Regent universities to continue developing effective mentoring programs for women and minority faculty members for retention purposes; (3) encourage the institutions to continue their efforts to recruit minority tenure/tenure track faculty, particularly African-Americans, Latinos and American Indians; (4) instruct the Board Office to continue its efforts to improve the number of minorities and women employed by the building industry; and (5) approve the appointment of Marcia Peters to the Interinstitutional Committee on Affirmative Action and Equal Opportunity as a Board Office representative. Regent Williams seconded the motion.

Regent Williams referred to a University of Iowa listing of campus organizations that participate in the search processes. Nothing was mentioned about the Council on the Status of Women. She said that was a concrete example of something being overlooked.

President Pomerantz said there should not be any question about the importance of this issue to the Board and he asked that the institutions respond in an appropriate way.

VOTE ON THE MOTION: The motion carried unanimously.

ANNUAL REPORT ON DEFERRED MAINTENANCE. The Board Office recommended the Board defer this docket item to January.

Regent Dorr said he was concerned that continually deferring building maintenance may be responsible for unsafe situations such as the steam plant. If they have unsafe facilities or utilities he would like to know about them now so the Regents can request funds to repair them rather than deal with problems that arise.

President Pomerantz stated that fire safety is the #1 Regent priority for capital appropriations. If there is an unsafe situation that needs immediate attention, the Regents are so notified. He stressed that they must work hard with the Governor and legislature to get deferred maintenance funds. They must find resolution to this situation. He noted that the Regents would receive an update in January.

Regent Williams said this was an area the Regents have been talking about for 5-1/2 years. The universities never can do enough because they say they do not have the money. She said this was actually a matter of will.

President Pomerantz said the Regents would find a way to take care of the former and the latter.

ACTION: President Pomerantz stated the Board deferred action on this docket item.

REPORT ON INTERNATIONAL AGREEMENTS. The Board Office recommended the Board receive the Regent universities' annual reports on international agreements and programs.

International agreements and programs involve exchanges of faculty, staff, and students, as well as collaborative research, cooperative development of educational products and services, and exchanges of information.

The programs provide international educational opportunities for Regent students and broaden the cultural and ethnic diversity of the Regent universities by bringing international personnel to Regent campuses.

The international contacts and experiences that Regent faculty gain through the programs enrich and strengthen their teaching, research, and service activities at the Regent universities.

Some of the agreements involve modest university expenditures for faculty salaries, travel and living expenses, stipends, scholarships, and assistantships, though most are reported to involve no university expense.

A significant portion of funding for the programs is provided by outside organizations, and students and faculty frequently bear a large part of their own expenses. Though exact dollar amounts cannot be determined from the reports submitted, the provisions of the agreements appear to create roughly equal financial obligations between sending and receiving institutions.

In the last three years, the number of international agreements at the University of Iowa has declined, while the number at Iowa State University and the University of Northern Iowa has increased. The total number of agreements at the Regent universities has increased from 131 in 1989-90 to 146 in 1991-92.

The total number of Regent and foreign faculty, staff, and students participating in programs under the agreements has increased from 493 in 1989-90 to 551 in 1991-92.

Regent Fitzgibbon stated that a few years ago the Regents talked about the liability involved in international exchanges. He asked for a review of whether coverage for students that travel was ever obtained.

President Pomerantz asked for a report back in January.

ACTION: President Pomerantz stated the Board received the Regent universities' annual reports on international agreements and programs, by general consent.

REPORT ON IOWA COORDINATING COUNCIL FOR POST-HIGH SCHOOL EDUCATION. The Board Office recommended the Board receive the report.

The Iowa Coordinating Council for Post-High School Education met in Fort Dodge at the Iowa Central Community College on December 2. Below is a brief summary of the highlights of this meeting.

Articulation. Tom Westbrook from Drake University and Chair of the Council's Committee on Articulation reported on the committee's activities related to the Postsecondary Enrollment Options Act. This law provides an opportunity for qualified high school students to attend college courses. The committee developed a statement addressing the problems regarding the Postsecondary Enrollment Options Act that had been identified in an earlier report.



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

Refer the University of Iowa request to establish an interdisciplinary Master of Arts degree program in Third-World Development Support to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation;

Refer the Iowa State University request to discontinue the Bachelor of Business Administration degree in the College of Business Administration to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation;

Refer the Iowa State University request to discontinue the undergraduate curriculum in Agricultural Microbiology in the College of Agriculture to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation; and

Refer the Iowa State University request to change the name of the Department of Physical Education and Leisure Studies to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

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

Expenditures of the Board Office through November 30 were almost exactly even with the proportion of the fiscal year completed. The major potential problem with the budget is the income from miscellaneous receipts. Less than ten percent of the projected amount of \$25,000 has been received thus far. Continuing efforts are underway to reduce expenditures and to increase billings for miscellaneous receipts.

All positions authorized in the office will be filled by early January. Consequently, most of the savings in expenditures during the second half of the fiscal year will need to be made from non-salary categories.

ACTION: This report was received by consent.

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

January 20, 1993	Telephonic	
February 17-18	University of Iowa	Iowa City
March 17-18	Marriott Hotel	Des Moines
April 21-22	University of Northern Iowa	Cedar Falls
May 19-20	Iowa State University	Ames
June 16-17	University of Northern Iowa	Cedar Falls
July 21-22	University of Iowa	Iowa City
September 22-23	Iowa State University	Ames
October 20-21	University of Northern Iowa	Cedar Falls
November 17-18	Iowa School for the Deaf	Council Bluffs
December 15-16	University of Iowa	Iowa City
January 19, 1994	Telephonic	
February 16-17	To be determined	Des Moines
March 16-17	Iowa State University	Ames
April 20-21	University of Northern Iowa	Cedar Falls

ACTION: The Next Meetings Schedule was received by consent.

President Pomerantz then asked Board members and institutional executives if there were additional general or miscellaneous items for discussion.

The following item was submitted as a supplemental docket item for this meeting:

PUBLICATION OF REDEMPTION NOTICE - ATHLETIC FACILITIES STUDENT FEES AND REVENUE BONDS, SUI SERIES 1980. The Board Office recommended the Board ratify the action of the Executive Director relating to notice of redemption of the Athletic Facilities Student Fees and Revenue Bonds, University of Iowa, Series 1980.

The University of Iowa Series 1980 Athletic Facilities Student Fees and Revenue Bonds are callable as of January 1, 1993. In November, the issue was advance refunded to achieve interest cost savings. The issue carries a January 1, 1993, first call provision which requires 30 days notice to bondholders to be published in one regional and two national publications, except when it is impossible or impractical to do so, at which time the Board may choose other reasonable means of providing notice.

Notice was not published by December 1, 1992. Upon learning of the omission, the Executive Director took corrective action by executing documents which enabled the Board to meet its obligation under provisions of

the original resolution. Legal counsel maintains that the Board has met its obligation through publishing in the following publications and dates:

<u>Bond Buyer</u>	December 4, 1992
<u>Chicago Tribune</u>	December 7, 1992
<u>Des Moines Register</u>	December 8, 1992

Further, an estimated 90 percent of bondholders were notified directly by mail of the pending call date by the required deadline. Nine national information database distributors were also used to publicize the call for redemption.

Legal counsel recommended that the Board ratify the Executive Director's action by a vote on the following, which was provided by counsel.

MOTION:

Regent Fitzgibbon moved the following:
"The procedure for the publication and mailing of notice of call for redemption by the State University of Iowa of the Board's Athletic Facilities Student Fees and Revenue Bonds (State University of Iowa) Series 1980 (the "Bonds") as set forth in the Certificate of the Executive Director dated December 4, 1992, is hereby ratified and approved and constitutes a sufficient publication of notice pursuant to Section 2.4 of the Resolution adopted by the Board on February 21, 1980, authorizing the issuance of the Bonds." Regent Furgerson seconded the motion. MOTION CARRIED UNANIMOUSLY.

STATE UNIVERSITY OF IOWA

The following business pertaining to the State University of Iowa was transacted on Wednesday, December 16, 1992.

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

Register of Personnel Changes for October and November 1992, and

As requested by the Board at the November meeting, additional information was presented concerning the organization of the Office of Vice President for Research.

Regent Hendricks cautioned that the institutions have to be very careful about the number of vice presidents, associate vice presidents and assistant vice presidents that they have.

President Pomerantz said they needed to watch organizational "creep".

Regent Williams stated that she is on the University of Iowa Research Foundation. They had their first meeting with the university's new Vice President for Research, David Skorton. She said it was a very impressive meeting and she hoped the whole Board would have an opportunity to work with Vice President Skorton.

President Rawlings stated that he had asked Vice President Skorton to make a presentation at the February Board meeting in Iowa City.

MOTION: Regent Furgerson moved to ratify personnel transactions, as presented. Regent Williams seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

NEW PROGRAM - INTERDISCIPLINARY PH.D. IN IMMUNOLOGY. The Board Office recommended the Board refer the proposal to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

University of Iowa officials proposed to establish an Interdisciplinary Ph.D. degree program in Immunology. Immunology is the study of an organism's interaction with foreign substances and represents the "crossroads" of the basic Biomedical Sciences with Clinical Sciences.

Immunology has now expanded beyond its historical origins as a basic science.

Graduate training in Immunological Research is not new at the University of Iowa. A new interdisciplinary Immunology Ph.D. program would enable the quality of the Ph.D. education in Immunology to catch up with the recent major expansion and improvement of the Immunology faculty and their research programs.

The new program is expected to be highly advantageous for recruiting talented faculty.

The Interdisciplinary Immunology Ph.D. program is in keeping with the strategic planning of the College of Medicine and the University of Iowa, according to the university.

ACTION: This matter was referred, by consent.

NEW PROGRAM - M.A. IN THIRD-WORLD DEVELOPMENT SUPPORT. The Board Office recommended the Board refer the proposal to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

University of Iowa officials requested approval to establish an Interdisciplinary Master of Arts degree program in Third-World Development Support.

The university currently has a "sub-track" of its Master of Arts in Journalism and Mass Communication, which is in the area of Development Support Communication. The sub-track program has been doing exceptionally well and consequently the university sought to expand the program into a full interdisciplinary program.

The proposed degree program would offer a choice of two tracks: a research-oriented option to be called "Development Support Studies" and a professional option in such disciplines as Communication and Social Work.

The program would use existing resources-no new funds were requested for this program expansion.

ACTION: This matter was referred, by consent.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office recommended the Board approve the university's capital register, as presented.

PROJECT DESCRIPTIONS AND BUDGETS

a small classroom, and locker/shower rooms for coaches. A sports medicine and equipment/laundry room will remain in this space.

The construction cost for the addition is estimated at \$101 per gross square foot. The remodeling is estimated to average \$22.78 per square foot. These estimates do not include anticipated inflation adjustments or a 9 percent design contingency.

Utilities for the project will be provided by central campus systems. Chilled water will be extended to the project from the west side plant as part of the project.

The project is expected to be financed from gifts to the Athletic Department solicited for this purpose. No general university funds will be expended on the project. Construction of the project will not be initiated until there is assurance of adequate financing.

The design for the project has proceeded sufficiently that it is unlikely that any significant changes will result during design development. University officials requested that the Board waive further design review of the project unless significant design changes become necessary, in which case university officials will request another opportunity to present the plans.

Regent Berenstein asked if it was true that there would be no public funds used for this construction project. Interim Vice President True responded that no general university funds would be used.

Regent Berenstein said it was his recollection from previous discussions that if the money is not raised, the project will be scaled back. President Rawlings said that was correct.

Regent Berenstein asked that be so noted in the Minutes.

Regent Furgerson questioned whether the men's and women's coaches' locker rooms should be "flipped". Mr. Bowsby responded that there is a central corridor throughout the entire facility. Those locker rooms empty into the central corridor. He wants to facilitate interaction between the 2 programs.

Regent Williams asked if this project contributes to equity among the men's and women's programs. Mr. Bowsby responded that from the renovation standpoint, it greatly advances the interests of both sports programs. The new construction is mainly for football although a primary element is a sports medicine facility.

Regent Williams said she would like to know if the construction project advances opportunities for women in an equal way to men. Mr. Bowsby noted

he would consider this project equity neutral. There will be 6 women's sports programs and 5 men's sports programs in the area that is being constructed. All will benefit from this project. Right now both are sharing space and locker rooms. He stated that the project would improve the quality of life for men and women equally.

Regent Williams stated, knowing that Mr. Bowsby has a great relationship with Ms. Grant, that she expected they would work together in improving equity opportunities for women and men students.

Mr. Bowsby stated that the quality of the student-athlete experience is probably the best demonstration of equity. He feels the University of Iowa is a leader in the country in that area. This construction project further enhances that situation.

Regent Hendricks said she has heard several times that there are university facilities that compete with private fitness clubs or tennis clubs in Iowa City. Is that the case with this Recreation Building?

Mr. Bowsby responded that the Recreation Building has fees for use of the tennis courts, as well as for locker and towel service.

Regent Hendricks asked if this project is looked upon as competing with private industry in the community. Mr. Bowsby responded that it was possible that to some extent there is competition. It is primarily a facility to take care of the needs of the student, faculty and staff population on campus.

Regent Hendricks said it was her understanding that anyone living in Iowa City can use the facility. Mr. Bowsby said that was correct.

Regent Hendricks asked that someone look into how the university is complying with the law concerning competition with private enterprise.

President Pomerantz asked if it was true that anyone in Iowa can use the facility. Mr. Bowsby said that was correct.

Regent Williams stated that these are public universities and are available to all the citizens of the state of Iowa.

Regent Hendricks said there is a law about competing with private industry. She would like that looked into.

President Pomerantz asked what level of usage the community has in these facilities. Mr. Bowsby responded that the facilities they were talking about constructing and refurbishing are not available to the public.

Regent Hendricks reiterated that this is something that needs looked into.

President Rawlings stated that the fund raising for this project was going extremely well.

University Hospitals and Clinics--Pappajohn Pavilion Public Restrooms, Stairwells and Cartlift Finishing \$783,070
Source of Funds: University Hospitals Building Usage Funds

Preliminary Budget

Construction	\$ 644,500
Architectural/Engineering Support	41,895
Planning and Supervision	32,225
Contingency	<u>64,450</u>
TOTAL	\$ 783,070

This project involves finishing approximately 4,200 square feet of shell space on levels six, seven and eight of the Pappajohn Pavilion. The facilities to be developed include six public restrooms, four emergency egress and circulation stairwells and six cartlift equipment rooms. Also included in this project is the installation of equipment required to provide mechanical and electrical service to these areas of the pavilion. This project will facilitate public and staff utilization of these levels.

Work to be accomplished includes construction of walls and partitions, door frames and doors, installation of mechanical, electrical, HVAC and fire protection systems, and finish materials, including ceiling light fixtures, ceilings, wall and floor finishes.

Schaeffer Hall--Replace Windows \$741,400
Source of Funds: Building Renewal or Income from
Treasurer's Temporary Investments

Preliminary Budget

Construction	\$ 626,000
Design, Inspection and Administration	
Architectural/Engineering Services	26,953
Consultants	25,847
Contingencies	<u>62,600</u>
TOTAL	\$ 741,400

This project will replace the existing wooden-frame windows in Schaeffer Hall which have deteriorated to the point where repairs are no longer feasible. In their present condition the windows pose a safety hazard and are a source of wasted energy.

The university will install new wooden frame windows styled to preserve the character of the building. Window air conditioners will be reinstalled so that they can be easily removed when the building is equipped with central air conditioning as part of the Schaeffer Hall remodeling project. The selected replacement windows will become the design standard for future Pentacrest replacement windows, ensuring a consistent appearance for the buildings.

* * * * *

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

* * * * *

ARCHITECT/ENGINEER AGREEMENTS

University Hospitals and Clinics--Development of an Eye Institute \$353,652
Shive-Hattery Engineers and Architects, Inc., Iowa City, Iowa

University officials requested approval of an agreement with Shive-Hattery Engineers and Architects to provide materials testing for the Eye Institute construction project. The services will include required on-site observation and testing, laboratory testing services, documentation, and reporting on materials used. The agreement provides for a fee of \$353,652, including reimbursables.

Medical Laboratories--Construct Fire Stairs, West Wings \$84,000
Herbert Lewis Kruse Blunck Architects, Des Moines, Iowa

University officials requested approval of an agreement with Herbert Lewis Kruse Blunck for design services for the construction of exit ways and stairs for two wings of the Medical Laboratories Building. The agreement provides for a fee of \$84,000, including reimbursables.

University Hospitals and Clinics--Pappajohn Pavilion Public \$47,760
Restrooms, Stairwells and Cartlift Finishing
Hansen Lind Meyer, Inc., Iowa City, Iowa

University officials requested approval of an agreement with Hansen Lind Meyer for design services for the finishing of shelled-in space on levels six, seven and eight of the Pappajohn Pavilion. This will allow development of six restrooms, six cartlifts, and finishing of four stairwells. The agreement provides for a fee of \$47,760, including reimbursables.

North Campus Chilled Water Plant--Chilled Water Expansion \$12,000
Design Engineers, Cedar Rapids, Iowa

University officials requested approval of an agreement with Design Engineers for electrical design services for this project, which includes mechanical, instrumentation, and electrical work for the installation of centrifugal pumps, centrifugal chiller, transformers, switchgear and associated services. The agreement provides for a fee of \$12,000, including reimbursables.

Amendments:

Iowa Advanced Technology Laboratories Amendment #3 \$4,017
CPMI, Inc., Des Moines, Iowa

University officials requested approval of Amendment No. 3 in the amount of \$4,017 to the agreement with CPMI, Inc. The amendment will provide for additional construction management services associated with cleaning of the custom sheet metal skin.

Amendment No. 3 will not result in an increase in the project budget.

CONSTRUCTION CONTRACTS

University Hospitals and Clinics--Pappajohn Pavilion \$696,900
Exit Corridors, Public Elevators Circulation and
Office Development
Award to: Merit Construction Company, Cedar Rapids, Iowa
(5 bids received)

University Hospitals and Clinics--Diagnostic Radiology \$388,300
Faculty Office Consolidation
Award to: Merit Construction Company, Cedar Rapids, Iowa
(6 bids received)

Calvin Hall--Repair Plaster Ceiling \$123,290
Award to: Hinman Contractor and Building, Inc., Muscatine, Iowa
(4 bids received)

University Hospitals and Clinics--Pappajohn Pavilion
Electrical Head End Equipment Installation
Reject All Bids
(6 bids received)

ACCEPTANCE OF COMPLETED CONSTRUCTION PROJECTS

University Hospitals and Clinics--Southeast Addition Chiller Replacement
AAA Mechanical Contractors, Iowa City, Iowa

Daum Residence Hall--Window Replacement
Forman Ford Glass Company, Des Moines, Iowa

MacLean Hall--Remodeling and Renewal
AAA Mechanical Contractors, Inc., Iowa City, Iowa

MOTION: Regent Fitzgibbon moved to approve the university's capital register, as presented. Regent Williams seconded the motion. MOTION CARRIED UNANIMOUSLY.

LEASE OF PROPERTIES. The Board Office recommended the Board approve leases, as follows:

With IOTECH, INC., for its use of approximately 308 square feet of space in the Technology Innovation Center at the Oakdale Campus for a one-year period commencing January 1, 1993, through December 31, 1993, at the rate of \$154 per month;

With BARRIENTOS & ASSOCIATES, INC., for the university's use of 400 square feet of office space located at 118 South Clinton Street, Iowa City, Iowa, for a 21-month period commencing January 1, 1993, through September 30, 1994, at the rate of \$400 per month; and

With MERCY HEALTH CENTER, DUBUQUE, IOWA, for the university's use of 228 square feet of office space located at the Mercy Health Center, Dubuque, Iowa, for a one-year period commencing January 1, 1993, through December 31, 1993, at the rate of \$261.25 per month.

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

MOTION CARRIED.

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

IOWA STATE UNIVERSITY

The following business pertaining to Iowa State University was transacted on Wednesday, December 16, 1992.

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

Register of Personnel Changes for November 1992 which included five early retirements.

MOTION: Regent Furgerson moved to approve the university's personnel transactions, as presented. Regent Williams seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

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

Iowa State University officials requested approval to discontinue the Bachelor of Business Administration in the College of Business. It was proposed that in 1993, the primary undergraduate degree offered by the College of Business will be the Bachelor of Science.

All existing Business majors--Accounting, Finance, Management, Marketing, and Transportation and Logistics--will be continued under the B.S. degree.

ACTION: This request was referred by consent.

APPROVAL OF DISCONTINUANCE OF UNDERGRADUATE DEGREE. The Board Office recommended the Board refer the proposal to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

University officials proposed to discontinue the undergraduate curriculum in Agricultural Microbiology in the College of Agriculture. This transfer was being made due to the earlier administrative transfer of the Department of Microbiology from Liberal Arts and Sciences to Agriculture.

The result of this action will be that there will be only one program/curriculum in Microbiology in the College of Agriculture.

ACTION: This request was referred by consent.

APPROVAL OF 1993-95 UNIVERSITY CATALOG REVISIONS. The Board Office recommended the Board (1) refer this matter to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation and (2) request that the university submit those items resulting in changes in admission, general education, and graduation requirements to the Articulation Committee of the Iowa Coordinating Council for Post-High School Education for review.

Iowa State University officials submitted its proposed revisions for the 1993-95 General Catalog. The proposals included changes in curriculum, majors, minor or options, courses added and dropped, and credit changes.

The catalog change items include new programs added or deleted by prior action of the Board of Regents.

The format also includes changes that have been forwarded to the Board of Regents but which have not yet received final Board approval. These include:

New Major: B.A. or B.S. in Interdisciplinary Studies (see G.D. 2(c))

Curricula Dropped: Undergraduate Curriculum Agricultural Microbiology (see ISU A-3)

Degree Discontinued: Bachelor of Business Administration (see ISU A-4)

There has been a net increase of seven new courses as a result of 297 courses being added and 290 courses dropped. The net change in the number of courses has been small during the past three years particularly when compared to prior years.

The largest net increase (27) in courses was proposed in the College of Agriculture while the largest net decrease (27) is in the College of Education.

ACTION:

President Pomerantz stated the Board, by general consent, (1) referred this matter to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation and (2) requested that the university submit those items resulting in changes in admission, general education, and graduation requirements to the Articulation Committee of the Iowa Coordinating Council for Post-High School Education for review.

APPROVAL OF DEPARTMENT NAME CHANGE. The Board Office recommended the Board refer this matter to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

Iowa State University officials requested approval to change the name of the Department of Physical Education and Leisure Studies to the Department of Health and Human Performance in the College of Education, effective immediately. This name change was requested to reflect the various program emphases of the department and recent changes in programs approved by the Board of Regents.

ACTION: This request was referred by consent.

APPROVAL OF HONORARY DEGREE FOR T. A. WILSON. The Board Office recommended the Board approve the proposed honorary degree at Iowa State University.

Iowa State University officials requested approval to award an honorary degree, a Doctor of Science, at the Spring 1993 commencement ceremony. The degree would be awarded to Mr. T. A. Wilson, Chairman Emeritus of the Boeing Company, who has been a pioneer in aviation and aerospace engineering and research for more than 40 years. In accordance with university policy this honorary degree was recommended by a special committee of the Faculty Senate and approved by the university administration. A policy recently approved by the Board requires Board approval of honorary degrees offered at Iowa State University.

MOTION: Regent Fitzgibbon moved to approve the proposed honorary degree at Iowa State University. Regent Berenstein seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office recommended that the capital register for Iowa State University be approved.

ARCHITECT/ENGINEER AGREEMENTS

Amendments:

Dairy Industry--Addition and Renovation--Phase 2 Amendment No. 1 \$41,320
RDG Bussard Dikis, Inc., Des Moines, Iowa

University officials requested approval of an amendment in the amount of \$41,320 to the agreement with RDG Bussard Dikis for additional design services, a 59 percent increase. The amendment is related to an increase in the project budget which has expanded the scope of work to include construction in an expanded area of the building to benefit the Center for Crops Utilization Research.

The revised project budget in the amount of \$2,030,910 was approved by the Board in October 1992. The budget for Phase 2 was increased with the transfer of \$276,000 from Phase 3 of this project. Both phases are funded by a grant from the U.S. Department of Agriculture, which approved the fund transfer prior to Board approval.

\$165,000 of the \$2,030,910 was approved for design services, which was the subject of this action requested of the Board. The maximum payable original agreement plus the amendment totals \$111,720 of the available \$165,700. Therefore, Amendment No. 1 will not result in an increase in the total project budget.

Dairy Industry--Addition and Renovation--Phase 3 \$2,400
RDG Bussard Dikis, Inc., Des Moines, Iowa

ACCEPTANCE OF COMPLETED CONSTRUCTION PROJECTS

Molecular Biology Building--Bid Package No. 33
Swanson Gentleman, Inc., Des Moines, Iowa

Molecular Biology Building--Phase 6, Equipment Package
Malnar Industries, Ltd., Winnipeg, Manitoba

MOTION: Regent Williams moved to approve the capital register for Iowa State University, as presented. Regent Furgerson seconded the motion. MOTION CARRIED UNANIMOUSLY.

APPROVAL OF LEASE. The Board Office recommended the Board approve the following lease:

With SUBSURFACE IRRIGATION SYSTEMS, INC., for its use of 514 square feet of office space located in the Iowa State Innovation System at the Iowa State University Research Park for a six-month period commencing December 16, 1992, through June 15, 1993, at the rate of \$500 per month.

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

MOTION CARRIED UNANIMOUSLY.

IOWA STATE UNIVERSITY
December 16, 1992

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

UNIVERSITY OF NORTHERN IOWA

The following business pertaining to the University of Northern Iowa was transacted on Wednesday, December 16, 1992.

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

Register of Personnel Changes for November 1992.

MOTION: Regent Furgerson moved to ratify the university's personnel transactions, as presented. Regent Williams seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

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

PROJECT DESCRIPTIONS AND BUDGETS

University officials reported one new project with a budget of less than \$250,000 which was included in the university's quarterly report of anticipated capital projects. The title, source of funds and estimated budget for the project was listed in the register prepared by the university.

* * * * *

ARCHITECT/ENGINEER AGREEMENTS

Amendments:

Center for Energy and Environmental Education \$4,264.50
Wells, Woodburn and O'Neill, Des Moines, Iowa

ACCEPTANCE OF COMPLETED CONSTRUCTION CONTRACTS

Electrical Distribution System Improvements--Cable \$143,420.10
Terry-Durin Company, Cedar Rapids, Iowa

Maucker Union--Renovate University Hall \$285,426.50
Lockard Construction, Inc., Waterloo, Iowa

FINAL REPORTS

Schindler Education Center--Exterior Improvements \$306,481.72

MOTION: Regent Tyrrell moved to approve the university's capital register, as presented. Regent Furgerson seconded the motion. MOTION CARRIED UNANIMOUSLY.

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

IOWA SCHOOL FOR THE DEAF

The following business pertaining to Iowa School for the Deaf was transacted on Wednesday, December 16, 1992.

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

Register of Personnel Changes For November 1992.

MOTION: Regent Furgerson moved to ratify personnel transactions, as presented. Regent Williams seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

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

IOWA BRAILLE AND SIGHT SAVING SCHOOL

The following business pertaining to Iowa Braille and Sight Saving School was transacted on Wednesday, December 16, 1992.

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

Register of Personnel Changes for the period October 25 through November 21, 1992.

MOTION: Regent Furgerson moved to approve personnel transactions, as presented. Regent Williams seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

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

EXECUTIVE SESSION. President Pomerantz requested the Board enter into closed session pursuant to Code of Iowa section 20.17(3) to conduct a strategy meeting of a public employer for collective bargaining.

MOTION: Regent Fitzgibbon moved to enter into closed session. Regent Williams seconded the motion, and upon the roll being called, the following voted:
AYE: Berenstein, Dorr, Fitzgibbon, Furgerson, Hendricks, Pomerantz, Tyrrell, Williams.
NAY: None.
ABSENT: Johnson.

MOTION CARRIED UNANIMOUSLY.

The Board having voted at least two-thirds majority resolved to meet in closed session; however, the Board deferred convening in closed session until the call of the President of the Board of Regents.

IOWA BRAILLE AND SIGHT SAVING SCHOOL
December 16, 1992

ADJOURNMENT. The meeting of the State Board of Regents adjourned at 4:24 p.m., on Wednesday, December 16, 1992.


R. Wayne Richey
Executive Director