

The State Board of Regents met on Wednesday, June 17, and Thursday, June 18, 1987, at the University of Northern Iowa. The following were in attendance:

	<u>June 17</u>	<u>June 18</u>
<u>Members of State Board of Regents</u>		
Mr. Pomerantz, President	All sessions	All sessions
Mr. Duchon	All sessions	All sessions
Mr. Fitzgibbon	All sessions	All sessions
Mr. Greig	All sessions	All sessions
Dr. Harris	All sessions	All sessions
Mr. Tyler	All sessions	All sessions
Miss VanEkeren	All sessions	All sessions
Mr. VanGilst	All sessions	All sessions
Mrs. Williams	All sessions	All sessions
<u>Office of the State Board of Regents</u>		
Executive Secretary Richey	All sessions	All sessions
Director Barak	All sessions	All sessions
Director True	All sessions	All sessions
Director Wright	All sessions	All sessions
Associate Director Runner	All sessions	All sessions
Associate Director Stanley	All sessions	All sessions
Assistant Director Peters	All sessions	All sessions
Minutes Secretary Briggie	All sessions	All sessions
<u>State University of Iowa</u>		
President Freedman	All sessions	All sessions
Vice President Ellis	All sessions	All sessions
Vice President Remington	All sessions	All sessions
Associate Vice President Small	All sessions	All sessions
Assistant to President Mears	All sessions	All sessions
Director Stork	All sessions	All sessions
Director Cooper	All sessions	All sessions
<u>Iowa State University</u>		
President Eaton	All sessions	All sessions
Executive Vice President McCandless	All sessions	All sessions
Vice President Christensen	All sessions	All sessions
Vice President Madden	All sessions	All sessions
Vice President Moore	All sessions	All sessions
Assistant to President Crawford	All sessions	All sessions
Director Lendt	All sessions	All sessions
<u>University of Northern Iowa</u>		
President Curris	All sessions	All sessions
Provost Martin	All sessions	All sessions
Vice President Conner	All sessions	All sessions
Vice President Follon	All sessions	All sessions
Assistant to President Voldseth	All sessions	All sessions
Director Chilcott	All sessions	All sessions
Director Stinchfield	All sessions	All sessions
<u>Iowa School for the Deaf</u>		
Superintendent Giangreco	All sessions	All sessions
Business Manager Kuehnhold	All sessions	All sessions
<u>Iowa Braille and Sight Saving School</u>		
Superintendent Thurman	All sessions	All sessions
Business Manager Berry	All sessions	All sessions
Director Young	All sessions	All sessions

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The following business pertaining to general or miscellaneous business was transacted on Wednesday, June 17 and Thursday, June 18, 1987.

President Pomerantz welcomed Mr. Thurman, newly-appointed Iowa Braille and Sight Saving School Superintendent, and wished him well in his new position.

### **APPROVAL OF MINUTES OF BOARD MEETING, MAY 27-28, 1987.**

Since the minutes were not received by the Regents until the morning of the meeting, President Pomerantz suggested the minutes be approved as submitted subject to review by the Regents during the next two days at which time changes and corrections could be made.

#### **MOTION:**

Regent Tyler moved approval of the minutes as submitted subject to Regents' review. Regent VanEkeren seconded the motion, and it carried unanimously.

**CONSENT ITEMS.** The items on the consent docket appear in the appropriate sections of these minutes and were approved by general consent of the board.

### **REPORT OF INTERINSTITUTIONAL COMMITTEE ON EDUCATIONAL COORDINATION.**

(b). Change in Name of Engineering Extension Service, Iowa State University.  
The Board Office recommended the board approve changing the name of the Engineering Extension Service to Business and Engineering Extension effective July 1, 1987.

Iowa State University requested approval to change the name of the Engineering Extension Service to Business and Engineering Extension, effective July 1, 1987. This request was made because of the close working relationship between the business units within the university and Engineering Extension. A major and growing number of participants have been served by joint business and engineering programs and it was felt that the name should be changed to reflect the joint participation.

Both the Interinstitutional Committee on Educational Coordination and the Board Office recommended approval. The university noted that the new name appeared to more accurately reflect the function of this unit, and there were no fiscal or programmatic implications.

Regent Fitzgibbon asked for an example of the working relationship between business and Engineering Extension.

Vice President Christensen responded that there were many activities in which the units were working together, including campus seminars and distribution of information in the field. He said that many engineers participate in business-type seminars so it was natural to combine those activities.

MOTION: Regent VanGilst moved approval to change the name of Iowa State University's Engineering Extension Service to Business and Engineering Extension effective July 1, 1987. Regent Fitzgibbon seconded the motion, and it carried unanimously.

(c). Annual Report of the Educational Relations Committee. The Board Office recommended the board (1) receive the report of the Regent Committee on Educational Relations for 1986-87 and (2) request that the committee develop a report concerning ways in which articulation between all levels of education can be improved.

The following is a brief summary of the committee's activities.

1. Articulation Conference. The Educational Relations Committee was delegated with specific responsibility for implementing a report developed several years ago by a joint Iowa Department of Education and Board of Regent task force on articulation between and among the various educational sectors in Iowa. As a part of the committee's response to this report conferences have been held for the past three years with representatives from the various educational sectors to discuss general matters related to articulation.

Since the committee has the best understanding of articulation, it was recommended by the Board Office that it be asked to develop a report with recommendations concerning ways in which articulation between all levels of education in Iowa can be improved and ongoing mechanisms to facilitate this improvement developed.

2. Visitations of the Merged Area Schools. Another major area of responsibility for the Educational Relations Committee is its active participation in the annual visitations of the merged area schools.

The committee indicated that because of the necessity to allow time for "other important activities" it delegated the visitation activity to colleagues at the Regent universities. While the committee noted that a benefit resulting from this was the improvement of the understanding of certain Regent faculty about the area schools, the Board Office was

concerned that this may well have the negative impact of a less coordinated and informed Regent involvement.

3. Other Activities. The committee noted the follow-up on one of the area schools that was found to be in violation of the adopted rules as identified in an annual visit in 1985-86. The violation had been corrected to the committee's satisfaction. The committee was also involved in recommending an amendment to Chapter 5.2 (13) of the Iowa Administrative Code relating to the time of instruction per semester credit hour.

Information was also supplied in the annual report on the work of a task force to provide better identification both in content of course material and on permanent transcripts of developmental courses being taught at the area schools and the Regent institutions. The study by the task force should be completed by the end of this year.

The committee is responsible for making recommendations in the area of general policy concerning the admission of undergraduate students but noted that it had not received any information on proposed changes in admission requirements. Such changes in admission requirements were presented to the Board of Regents this month.

Regent Fitzgibbon stated the report discussed attempts to achieve better communication and cooperation but talks only about annual visits and annual reviews. He felt annual visits were inadequate to develop good lines of communication and cooperation.

Vice President Martin stated the annual report focused on articulation activities which stemmed from concerns of the board in the past. He said the committee had sponsored one articulation conference which was particularly important because of the new graduation requirements and concerns of the secondary schools, community colleges and transfer students.

President Pomerantz asked what the impact of elevating the admission standards was on the secondary education system in the state, and what the roles of the Regent universities were in dealing with that impact.

Vice President Martin responded there was some apprehension and concern on the part of the secondary schools. He said the Department of Education will be raising the requirements at the secondary school level so there is some cooperation and coordination taking place.

Mr. Leahy stated the articulation conference came about as a result of the report of the Task Force on Educational Excellence in Iowa. He said the Committee on Educational Relations began the conference with the idea that in the past there had been a breakdown in communication between the secondary schools and higher education. The committee has been fairly successful at bridging those communication gaps. He said that if the recommendation of the Board Office to develop a report concerning ways in which articulation between

all levels of education can be improved is ratified by the Board of Regents, the committee would accept that challenge to develop something with more permanency.

Mr. Leahy stated the secondary schools were concerned about the universities changing admission requirements and the effect on the secondary schools' curriculum. Secondary schools are requesting early communication to allow time to make adjustments in their curriculum.

Regent Williams stated there has been an effort on the part of individual K-12 districts to raise graduation requirements. She noted students would be much better prepared for higher education in the next ten years.

Mr. Richey stated the total number of units a high school requires students have before they get their diplomas has been rising, but none of the university admission requirements are required at the secondary level by the state. He said the Regents universities admission requirements will have massive impact on the public schools in the time and energy needed to prepare the students.

Vice President Remington stated the report of the task force was endorsed by the board in February 1984, and a copy of the report has been on the desk of every principal and superintendent since that time. He noted admission requirements of the Regent universities are completely consistent with the report. Certification requirements for high schools in the state of Iowa have been upgraded, and each high school must offer at least the number of courses in each of the areas in the admission requirements, but the major change will be in the courses elected by the individual student.

Mr. Richey stated the high school officials were saying they needed time to prepare for the changing admission requirements.

MOTION: Regent Greig moved approval of the Board Office recommendation to receive the report of the Regent Committee on Educational Relations for 1986-87 and to request that the committee develop a report concerning ways in which articulation between all levels of education can be improved. Regent Williams seconded the motion, and it carried unanimously.

(d). Area School Approvals. The Board Office recommended the board approve the area school recommendations.

Each year the Board of Regents, as a part of its joint statutory responsibility with the Department of Education, must take action to approve the recommendations stemming from a joint review of the area schools. The Regent representatives in this effort included members of the Regent Committee on Educational Relations.

The specific recommendations for each area school follow:

Merged Area I - Northeast Iowa Technical Institute (Calmar)

Continuation of approval - the present period of approval terminates at the end of the 1986-87 school year. The Joint Committee recommended another ten-year period of approval based on the satisfactory progress identified during the annual visitation of the 1986-87 school year.

Merged Area II - North Iowa Area Community College (Mason City)

Continuation of approval - to be revisited by an evaluation team during the 1994-95 school year.

Merged Area III - Iowa Lakes Community College (Estherville)

Continuation of approval - to be revisited by an evaluation team during the 1995-96 school year.

Merged Area IV - Northwest Iowa Technical College (Sheldon)

Continuation of approval - to be revisited by an evaluation team during the 1994-95 school year.

Merged Area V - Iowa Central Community College (Fort Dodge)

Continuation of approval - to be revisited by an evaluation team during the 1993-94 school year.

Merged Area VI - Iowa Valley Community College District (Marshalltown)

Continuation of approval - to be revisited by an evaluation team during the 1994-95 school year.

Merged Area VII - Hawkeye Institute of Technology (Waterloo)

Continuation of approval - the present period of approval terminates at the end of the 1987-88 school year. The Joint Committee recommended another ten-year period of approval contingent upon satisfactory progress identified during the annual visitation of the 1987-88 school year.

Merged Area IX - Eastern Iowa Community College District (Davenport)

Continuation of approval - the present period of approval terminates at the end of the 1987-88 school year. The Joint Committee recommended another ten-year period of approval contingent upon satisfactory progress identified during the annual visitation of the 1987-88 school year.

Merged Area X - Kirkwood Community College (Cedar Rapids)

Continuation of approval - to be revisited by an evaluation team during the 1993-94 school year.

Merged Area XI - Des Moines Area Community College (Ankeny)

Continuation of approval - to be revisited by an evaluation team during the 1993-94 school year.

Merged Area XII - Western Iowa Tech Community College (Sioux City)

Continuation of approval - the present period of approval terminates at the end of the 1986-87 school year. The Joint Committee recommended another ten year period of approval based on the satisfactory progress identified during the annual visitation of the 1986-87 school year.

Merged Area XIII - Iowa Western Community College (Council Bluffs)

Continuation of approval - the present period of approval terminates at the end of the 1987-88 school year. The Joint Committee recommended another ten-year period of approval contingent upon satisfactory progress identified during the annual visitation of the 1987-88 school year.

Merged Area XIV - Southwestern Community College (Creston)

Continuation of approval - to be revisited by an evaluation team during the 1995-96 school year.

Merged Area XV - Indian Hills Community College (Ottumwa)

Continuation of approval - to be revisited by an evaluation team during the 1995-96 school year.

Merged Area XVI - Southeastern Community College (Burlington)

Continuation of approval - the present period of approval terminates at the end of the 1986-87 school year. The Joint Committee recommended another ten-year period of approval based on the satisfactory progress identified during the annual visitation of the 1986-87 school year.

The Joint Committee tentatively recommended another ten-year period of approval for the three merged area schools that have periods of approval terminating at the end of the 1987-88 school year (merged areas VII, IX, and XIII). This recommendation is contingent upon a continuation of satisfactory progress being made by these institutions and the progress verified by the annual visitations during the 1987-88 school year.

The joint committee also recommended that the two state boards authorize the committee to plan and implement a focus visit to any area school that has a

significant change in mission such as an expansion of a limited community college approval status or the change in approval status from an area vocational school to an area community college.

The visitation process of area schools conducted by the representatives of the two state boards was itself evaluated this year by the Agency Evaluation Branch of the U. S. Department of Education. This evaluation was part of a periodic evaluation of the approval process of the State Board of Education. The summary of this on-site evaluation is identified below.

The State agency is commended for its use of an annual progress report, which coupled with an annual visit, provides an excellent monitoring tool for the State and the institution. The thoroughness and objectivity with which the visitors carried out their responsibilities were also commendable. There were no evident weaknesses on this visit.

MOTION: Regent Williams moved approval of the area school recommendations. Regent VanEkeren seconded the motion, and it carried unanimously.

(e). BFA in Dance, University of Iowa. The Board Office recommended the board approve the establishment of a Bachelor of Fine Arts (BFA) Degree in Dance at the State University of Iowa.

At the May board meeting the board referred a request from the University of Iowa for approval of a Bachelor of Arts (BFA) Degree in Dance to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation. The Interinstitutional Committee on Educational Coordination completed its review and recommended approval.

The program was reviewed by the Board Office on the basis of the board's criteria for proposed programs (i.e., need/demand, quality, cost, centrality, duplication and relation to the long-range plan). Below is a brief summary of the Board Office review.

The program is consistent fully with the mission statement of the University of Iowa which in part indicates that the university "---will be characterized by general orientation toward human growth, the health sciences, the humanities, the fine arts, and the social sciences."

The need/demand for the program is, according to the university, demonstrated by both the demand of students for the BFA Degree and the increased preparedness that the program would provide for finding suitable employment. The program would also enhance the student's ability to gain entry into certain graduate level programs. Employment opportunities in this field are, however, below average according to the U. S. Government Person Power Reports.

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The quality of the program is evidenced in several ways. Graduates of the university's dance program have assumed a variety of dance careers with nationally-recognized dance programs.

The university estimated there would be no marginal increases in expenditures for this program because the primary faculty and other necessary resources are already in place.

The University of Iowa is the only institution of higher education in the state of Iowa to offer an undergraduate degree in dance (BA), a graduate emphasis in dance through physical education (MA) and an (MFA) in dance. Consequently, this program does not duplicate any existing programs in public or private institutions in the state of Iowa.

Vice President Martin stated the University of Iowa offers a Masters degree in dance. This is the undergraduate counterpart of that degree for students to prepare themselves for careers in dance. He said this request had not been presented to the Coordinating Council; therefore, the Committee on Educational Coordination recommended approval contingent upon review by the Coordinating Council. He added that it was unlikely this would not receive approval from the Coordinating Council.

**MOTION:** Regent Williams moved approval of the establishment of a Bachelor of Fine Arts (BFA) Degree in Dance at the State University of Iowa. Regent Greig seconded the motion, and it carried unanimously.

**REPORT OF MEETING OF IOWA COLLEGE AID COMMISSION.** The Board Office recommended the board receive the report of meeting of the Iowa College Aid Commission.

**ACTION:** President Pomerantz stated the board received the report of meeting of the Iowa College Aid Commission by general consent.

**REPORT ON ORGANIZATIONAL AUDITS.** The Board Office recommended the board (1) receive the report on organizational audits and (2) discuss the scope of work.

At the May board meeting the board approved a recommendation from President Pomerantz to develop a request for proposals to engage the services of consultants for the purpose of conducting an organizational audit at the three universities, the two special schools and the Board Office. In order to have appropriate input from the institutions a committee was established through the Board Office which included a representative from each of the five Regent institutions. The committee met on June 11, 1987, with President Pomerantz to discuss the various parameters of the proposed organizational audit. The committee agreed that the proposed audit should

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consist of two phases: (1) a limited study to identify the scope of the proposed audits and (2) the actual organizational audits.

A draft request for proposals (RFP) for phase one is being prepared by the Board Office for review by the committee. The results of phase one will provide the board with specific information and a focus more specific than would otherwise be possible. This would conserve resources and provide for a better basis to conduct the audits in phase two.

The major advantages of the organizational audits will be to allow the redeployment of savings to improve the excellence of other programs within the institution. It will raise the credibility of the institutions and the board with the Governor, the General Assembly, and the public with respect to their stewardship of public funds.

President Pomerantz stated progress was being made with the concept of an organizational audit. He said that at the June 11 interinstitutional committee meeting the members discussed some of the issues that were involved. Defining the scope of the audit was of critical importance and required input from consultants so that the scope would set the tone for the study that will follow. He said the comments he had heard from the institutions and the public have been favorable -- including comments that conceptionally it was a good approach and worth pursuing. President Pomerantz emphasized that the process would be to convene representatives of the institutions with consultants to develop a scope and come back to the board and all involved with a recommendation.

Regent Fitzgibbon asked about the timeline for developing the scope of the study and for completing the organizational audits. President Pomerantz responded that the scope would be completed within three months. He said that after the scope was determined a timeline could then be developed for the organizational audits.

Regent Fitzgibbon stated selection of the consultant and defining the scope were important but equally important was establishing deadlines for timely completion of various steps.

President Pomerantz asked that the committee be allowed to review the scope of the study before a commitment is made to timing. He said the committee also wants to be provided with input from the institutions, Regents and a consultant. The committee will initially select five or six consultants, and from that list select the consultant to provide the services. Within three months the committee hopes to have the scope defined and a timeline for the organizational audits.

Regent Fitzgibbon stated the project was massive, more than some people may realize.

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Regent Williams asked who was on the committee besides representatives of the five institutions and the Board Office. President Pomerantz responded that currently the committee was comprised of only those individuals mentioned but could be enlarged at some time in the future to involve additional members of the Board of Regents.

Regent VanGilst asked how the organizational audits would be coordinated with the internal audits. President Pomerantz stated there had been a lot of work already done toward submitting mission statements to the board. The mission statements need to be followed by a planning process to implement the missions. He said the organizational audits will coincide with the development of the plans. Within a year he would expect the board to have mission statements, strategy plans for carrying out those missions, and a report from the auditors on the organizational audits.

President Pomerantz stated the committee on organizational audits hopes to enhance the credibility of the institutions.

Regent VanGilst agreed the objective should be to enhance the credibility of the institutions through the board.

Regent Fitzgibbon stated he agreed with the need for an organizational audit, and reiterated that a timeline should be developed specifically identifying when the mission statements, strategy plans, and organizational audit reports would be prepared.

President Pomerantz responded that after the scope was determined, which would be within three months, a timetable would be developed for the organizational audits.

Regent Fitzgibbon stated that it may be a matter of mechanics, but he saw the mission statements and organizational audits as separate issues; therefore, the organizational audits should not delay the mission statements.

Mr. Richey responded that by September the mission statements should be submitted to the board.

President Pomerantz told Regent Fitzgibbon that his sense of urgency was appropriate. He asked that before a timeline be applied to the organizational audits the scope of the study first be determined. Regent Fitzgibbon expressed concern that a year from now the Regents might still be discussing organizational audits that still had not taken place.

MOTION: Regent Williams moved to receive the report on organizational audits. Regent Tyler seconded the motion.

Regent Duchen stated that when the Regents are pursuing new projects they should know by what date the task should be accomplished.

President Pomerantz emphasized there were two fundamentals in this approach: 1) enhance credibility and 2) any financial savings attributed to a better organizational structure will be sequestered with the institution involved to redeploy the funds for programs of excellence.

VOTE ON THE MOTION: The motion carried unanimously.

**PROPOSED RESOLUTION ON GOVERNANCE.** The Board Office recommended the board approve the proposed resolution on governance, as follows:

WHEREAS, THE STATE BOARD OF REGENTS HAS BEEN DELEGATED THE RESPONSIBILITY FOR THE OVERALL GOVERNANCE AND CONTROL OF THE INSTITUTIONS UNDER ITS PURVIEW, AS PROVIDED IN CHAPTER 262, CODE OF IOWA, AND

WHEREAS, STATUTORY AUTHORITY ENDOWS THE BOARD OF REGENTS WITH THE RESPONSIBILITY FOR PROVIDING FOR THE OVERALL BEST INTERESTS OF THE INSTITUTIONS AND THE PEOPLE OF IOWA, AND

WHEREAS, THE EFFECTIVE IMPLEMENTATION OF THIS RESPONSIBILITY REQUIRES THE BOARD TO COORDINATE THE ACTIVITIES OF THE REGENT INSTITUTIONS AND TO SET GOALS AND PRIORITIES FOR THE INSTITUTIONS UNDER THE BOARD'S CONTROL, AND

WHEREAS, THE OVERALL GOALS AND PRIORITIES SHOULD BE SET BY THE ENTITY RESPONSIBLE FOR THE GOVERNANCE OF AN ORGANIZATION,

THEREFORE, BE IT RESOLVED THAT IT SHALL BE THE POLICY OF THE STATE BOARD OF REGENTS THAT

The board will approve the institutional missions and authorize the institutional long-range plans;

All budget requests to the Governor and General Assembly and other funding requests made to state agencies will be approved by the board and coordinated through the Board Office;

The institutional programs and budgets will be consistent with board policy and approved institutional missions and plans;

The board, acting through its president or other designated board members and through the Board Office as determined appropriate by the board or its president, will direct and coordinate legislative activities so as to meet fully its governance responsibilities and to

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attain the objectives set by the board for the institutions, including the protection of academic freedom and the insulation of the institutions from politics;

The board, acting through its president or other designated board members and through the Board Office as determined to be appropriate by the board or its president, has the primary responsibility in representing the Board of Regents institutions before the agencies of state government;

Decisions on funding allocations or competing institutional priorities involving an agency of state government will be referred to the board;

In executing its governance responsibilities, the board will under specified circumstances delegate to its president, to the Board Office, to institutional officials and to interinstitutional committees. Unless otherwise specified, coordination of day-to-day governance responsibilities of the board between meetings of the board is assigned to the board's president who may act on the board's behalf directly or through the Board Office;

Sufficient institutional information will be provided to the board and its staff in order for the board to exercise its governance responsibility.

At its meeting on May 5 the board requested that a resolution on governance be prepared for its review at the regular May meeting. On May 27 the board reviewed a draft resolution prepared by the Board Office and another proposed governance resolution distributed by President Eaton and President Freedman. After discussion it was the consensus of the board that the Board Office review the suggestions of the institutions and prepare a revised draft resolution for consideration by the board in June.

Provisions in the resolution regarding funding requests to state agencies or regarding the representation of institutions to state agencies were not intended to change certain historical relationships between the institutions and various state agencies. The language of the proposed resolution was directed at institutional requests for Lottery research and development grants or similar competitive state-funded projects requiring the board to make determinations on interinstitutional priorities. Language in the proposed resolution was directed at Regent interactions with state central services agencies. Those agencies include the Department of Management, the Legislative Fiscal Bureau, the Attorney General's Office, the Executive Council, the Department of General Services and the Department of Revenue and Finance. Direct representation by the board and the Board Office before the state central service agencies has been longstanding board policy and would continue under this resolution.

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Regent Tyler asked Mr. Richey to briefly indicate changes that were made from the governance resolution presented in May to the one proposed at this meeting. Mr. Richey responded that the basic change related to the direct role of the Board Office.

Regent Tyler asked whether there were any substantive changes other than just changing some of the words. Mr. Richey responded that changing some of the words was substantive.

Regent Tyler stated this was the third meeting the governance resolution had been before the board. He stated he felt it was extremely important to not weaken the original statement.

Mr. Richey stated the Board Office received additional suggestions from the institutions yesterday; therefore, Board Office staff had not been able to incorporate those latest suggestions.

Regent Fitzgibbon stated there appeared to be a great deal of improvement needed in the language of the resolution to address the board's expectations and what the institutions can expect from the board.

Regent Williams asked whether there were substantive issues brought up by the institutions that the board needed to consider.

President Pomerantz noted that the issue of a governance resolution seemed to be causing concern among the institutions. He stated the law prescribes the duties of the Board of Regents and the institutions have certain provinces which should not and must not be invaded. He said the relationship between the board and the institutions was not at issue. The issue was the role of the Board Office. He said it was the classical debate between line and staff functions. He said he did not want the discussion to deteriorate into turf questions. He said the institutions should take comfort in the fact that the board wants to be strong but also maintain strong institutions. He said it was the role of the Board Office to augment the board and to interface with the institutions. He said he was willing to appoint a committee to develop governance resolution language so that when it was finalized the board would have a resolution allowing it to carry out its responsibilities under the law and allow the institutions to pursue their directions of excellence.

Regent Tyler asked whether it would be appropriate to defer action on the governance resolution to allow time to consider the institutions' latest proposals. President Pomerantz stated the board needed to end up with as good a proposal as possible so the item should be deferred.

Regent Harris asked whether the Regents could be provided with a copy of the institutions' latest concerns. Mr. Richey responded that those would be distributed to Regents that afternoon.

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President Eaton stated that some concerns presented by the university presidents last month were still not fully addressed in the most recent proposed resolution. He said that when comparing his most recent concerns with President Freedman, it was point for point the very same arguments.

President Pomerantz asked for the university presidents' reactions to having a committee work on the language. President Eaton responded that it was a good idea. President Freedman stated it was a good suggestion.

President Pomerantz asked the institutional officials to appoint a representative to serve on the committee to review governance resolution language. He said that in consultation with the Board Office the board would select a few board members to serve on the committee.

Regent Fitzgibbon stated the committee's task should not be a difficult one. He said it was clear to him what the functions of the board, Board Office and universities were. He stated everyone's goal was the same and asked the committee to work quickly in developing the language.

Regent Harris asked the institutions if their proposed changes were made a part of the proposed resolution whether that would settle the problem. The consensus from the universities was that the problem would then be settled.

Regent VanGilst asked whether the two special schools were involved in any way. President Pomerantz responded that they were.

**ACTION:** President Pomerantz stated action on the governance resolution would be deferred until the July meeting.

**STATEMENT OF ISSUES FOR PRELIMINARY CONSIDERATION BY THE BOARD.** The Board Office recommended the board review the list of priority issues and submit any additional items to be considered by the board in July.

Priority issues presented to the Board of Regents were as follows:

Organizational Audits

Administrative and Governance Matters

1. Interinstitutional cooperation and team work
2. Cooperation in high technology areas
3. Improved relations with agencies and organization (ISD/IBSSS)
4. ISD & IBSSS governance
5. Coordination of lobbying efforts
6. Executive management and financial performance review by board (quarterly)

7. Review of board functions and meeting formats including persons in attendance at board meetings and cost and frequency of board meetings
8. Board of Regents mission
9. Board Office mission

#### Academic Affairs

1. Institutional mission statements
2. Duplication of academic programming
3. Program review and approval
4. Undergraduate education
5. Articulation
6. Admission standards

#### Fiscal Affairs

1. Approach to development of capital needs including selection of architects
2. Bonding and other external financing policy
3. Tuition and fees policy (annually)
4. Review of management and budget performance indices
5. Role of the ad hoc Banking Committee.
6. Hospital financing and governance
7. Subsidization of intercollegiate athletics
- 8 Insurance coverage for facilities

#### Personnel Matters

1. Compensation policies
  - A. Salary policies
  - B. Fringe benefits
2. Phased retirement/tenure policies
3. Collective bargaining
4. Evaluation of Presidents & Superintendents
5. Evaluation procedures for institutional officials
6. Grievance and appeal procedures

President Pomerantz stated that for the past two months an attempt had been made to prioritize issues that will come before the board in the future. He suggested a process he referred to as "issue management" which includes a listing of current and anticipated issues. The issues are prioritized with dates and action steps noted to create a management process by which everyone has an opportunity to comment. He said he wished to make it clear that the issue sheet, once created, was not cast in stone. Issues could be deleted and higher priorities inserted. He stated he felt the board could accomplish more in a more efficient manner. President Pomerantz stated the Priorities List included in the docket books was developed with input from the institutions and board members.

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Regent Harris stated that several months ago the board adopted a proposal regarding increasing the number of minority students, and also a goal toward increasing the number of minority faculty. He said he felt that since that was an action taken by the board it should be included on the Priorities List. President Pomerantz stated that item should be placed under Academic Affairs.

President Freedman recommended the addition of intercollegiate athletics under Academic Affairs.

Regent Fitzgibbon stated he felt the process was good. He said he would like to see all positions have corresponding job descriptions. He stated it was not a matter of trying to find weaknesses but was a way to reward people who were doing a good job.

Regent Williams stated the board needed to expand that process of evaluation. Regent Fitzgibbon stated that as funds for salaries come along the institutional officials ought to have freedom to reward those employees who perform well. He said there were many employees who were not paid enough but also a number of poor employees paid too much.

Regent Williams stated the Regents are responsible for the evaluations of institutional heads and she would have a problem if the board got involved in the evaluations of others.

Regent Fitzgibbon stated it was his understanding, following an inquiry, that job descriptions are not in place.

Regent VanEkeren stated library resources should be on the list.

President Pomerantz said library resources would be put under "academic affairs" for the board's consideration.

In reference to "duplication of academic programming" under Academic Affairs President Eaton stated that some duplication was absolutely necessary and recommended the issue be titled "unnecessary duplication".

President Pomerantz stated the board would proceed to establish action steps and dates for the issues listed on the priority sheet.

**LEGISLATIVE REPORT, 1987 SESSION AND SPECIAL SESSION.** The Board Office recommended the board receive the report on legislative activities.

The legislative report focused on the Governor's actions on bills from the Regular 1987 Session. The Special Session lasted from June 4 to June 6, 1987, and considered only tax programs. The actions and issues of most interest to the Board of Regents are summarized below:

\* Operating appropriations for the Regent institutions for fiscal year

1988 including salary adjustments are \$25.3 million above the fiscal year 1987 level.

- \* Salary adjustment funds allocated to the Regent institutions are expected to be \$18.0 million instead of the \$19.5 million reported to the Board in May.

Director True stated the salary adjustment funds earmarked for the Board of Regents were \$19.5 million. Toward the end of the legislative session the legislature cut the salary adjustment funds by \$3 million. Preliminary budgets were based upon the \$19.5 million figure. Subsequent to that the Board Office received notice that the Regents' cut would be \$2.3 million of the \$3 million to all of state government. Now staff has been told that the cut will be \$1.5 million.

- \* The bonding resolution authorizing \$65.6 million in new Academic Building Revenue Bond authority was signed by the Governor.
- \* The Regent institutions will receive a total of approximately \$3.1 million in lottery funds, oil overcharge appropriations and the Groundwater Protection Fund. In addition, \$5.0 million of the \$7.0 in lottery funds for the Economic and Research and Development Grant program are earmarked for Regent institution programs. Total funding for the Lottery Research and Development program is reduced, however.
- \* The Governor vetoed a requirement that the State Auditor's Office complete all prior fiscal year audits during fiscal year 1988. Although the requirement that some audit costs not funded from appropriated monies be billed to state agencies was approved, the cost to the Regent institutions will be reduced considerably by the Governor's action.
- \* The Governor vetoed an appropriation of \$2.0 million to Iowa State University for research on amorphous silicon, which had not been requested by the Board of Regents, but approved all other Regent appropriations for fiscal year 1988.

Regent Greig stated the funding for the research on amorphous silicon was not requested by the Regents. The Regents did not request funding at the time the item was first brought to the board's attention.

Director True stated one of the reasons the appropriation was vetoed had to do with the manner in which it was appropriated. He added that the Governor vetoed every instance in which appropriations of fiscal year 1987 funds were to be used in fiscal year 1988.

Regent Greig asked when the money for the amorphous silicon project would be needed.

Director True responded that the money would have been applied in fiscal year 1988 but it was to be funded as a fiscal year 1987 appropriation.

- \* The Governor agreed with the recommendation of the board and vetoed requirements that classroom teachers at the Iowa Braille and Sight Saving School and the Iowa School for the Deaf may be accreted to faculty employee organizations.

**ACTION:** President Pomerantz stated the report on legislative activities was received by general consent.

**ALLOCATION OF ACADEMIC BUILDING REVENUE BOND PROCEEDS.** The Board Office recommended the board (1) authorize proceeds from Academic Building Revenue Bond sales scheduled for Fall 1987 to be used to commence planning on the Veterinary Medicine Research Institute Animal Holding Facility and the Meat Irradiation Facility at Iowa State University; (2) authorize proceeds from Academic Building Revenue Bond sales scheduled for Fall 1987 to complete planning and commence construction on the Home Economics and the Molecular Biology Facilities at Iowa State University, Latham Hall remodeling at the University of Northern Iowa and the Laser Laboratories and the Old Law Center remodeling projects at the University of Iowa; (3) direct that use of additional allotments of bonding authority for Iowa State University be examined again following receipt of construction bids on the Home Economics and Molecular Biology Facilities; and (4) direct that the University of Iowa commit no more than \$100,000 of the authorized \$25.1 million to support Old Law Center remodeling.

The Governor signed Senate Concurrent Resolution 35 authorizing \$65.6 million in Academic Building Revenue Bonds. The resolution directed \$3 million to the University of Northern Iowa for Latham Hall remodeling, \$25.1 million to the University of Iowa for Laser Laboratories and Old Law Center remodeling and \$37.5 million for six projects at Iowa State University.

The most prominent projects at Iowa State University are a new Home Economics building and Molecular Biology building. The Governor recommended full funding of the board's request for a \$37.5 million Molecular Biology project.

The University of Iowa requested that \$25 million be earmarked for the Laser Laboratory project and the balance, \$100,000, be assigned to Old Law Center remodeling. The Board Office concurred with that request.

Iowa State University recommended that the available bond proceeds be spread among all of the authorized projects. Specific amounts have been earmarked by the university for all six of the projects with planning and construction commitments on each proceeding roughly in parallel. This caused concern to the Board Office because construction bids could be higher than anticipated for the Molecular Biology and Home Economic projects. Cutbacks to these two projects

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may therefore be necessary under the university's plan because the balance of the \$37.5 million in Academic Building Revenue Bonds would already be committed.

Special problems were identified by the Board Office for the Research Park and Industrial Education projects at Iowa State University. The Industrial Education project was not among the board's \$130 million capital request. The Research Park project is problematic from several perspectives. First, the university stated it needs to commit the funds now and cannot wait to see the outcome of the Home Economic and Molecular Biology construction bids. Second, the wisdom of using Academic Building Revenue Bonds supported by student tuition and fees to construct roads and utilities ultimately to be owned by the City of Ames within a private research park was questioned.

Despite reservations about applying \$750,000 to the Research Park project, the Board Office conceded that under specific circumstances the board may wish to overlook the serious problems in committing Academic Building Revenue Bonds to that project. Those circumstances would be if immediate significant job development is clearly at stake, the outcome singularly depends upon use of these funds, and compelling arguments are evident that the expenditure would yield an academic benefit to Iowa State University and to its students.

Director True stated the Banking Committee would be discussing timing of sales of Academic Building Revenue Bonds and self-liquidating bonds.

Director True stated the bonding resolution authorized \$37.5 million for Iowa State University. The university's projects total \$48 million. He said the Board Office recommended the board authorize Iowa State University to proceed with completing plans for the Molecular Biology Building and the Home Economics project. Also, planning is to be commenced through bond proceeds for the Meat Irradiation Facility. The Board Office also recommended that any balances be allocated by the board after construction bids are received. The rationale for that recommendation was that construction estimates can be wrong which could result in deleterious effects at a later date. In the interest of safety the Board Office recommended the board wait to allocate the balance of funds after the bids are received. In terms of the research facility Director True pointed out that the wisdom of selling academic revenue bonds for a private purpose was questionable since academic revenue bonds are supported by student tuition and fees. He stated that bond counsel said under the limited circumstances as explained by the university the Research Park can be construed as a public purpose project.

Regent Tyler asked whether it was the Board Office understanding that when members of the legislature passed the bonding resolution their intention was that the \$25.1 million for the University of Iowa was for the Laser Laboratory only and the \$37.5 million for Iowa State University was for the Molecular Biology Building only. Director True responded that some legislators may have thought that way but he thinks they agree that \$100,000 should be allocated to the University of Iowa old Law Center remodeling project.

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Regent VanGilst asked if dividing up the bonds before selling would produce a better interest rate than if a large amount of bonds were sold. Director True responded the bond market could absorb \$15-\$20 million per quarter.

Regent VanGilst asked whether the bonding counsel could forecast a substantial increase in interest rates within the next year. Director True responded that bond counsel had not offered any definite opinion. The practice should be to sell at a certain pattern.

Regent VanGilst stated the board had been paying off bonds to obtain a lower rate. Director True stated that had been happening because in 1981 and 1982, when the bonds were first issued, interest rates were higher.

Regent Fitzgibbon stated he was concerned about a reduction in the size of each of the four projects and questioned what that does to the projects.

President Eaton responded that Iowa State University asked for and the board approved \$2.5 million for the Research Park, and now we are proposing to spend \$750,000 to provide the necessary site planning and infrastructure to support the development of a 200-acre Research Park. Regarding the Industrial Education remodeling project, President Eaton said the university did not bring this project to the board -- it originated from within the legislature. President Eaton stated the Board of Regents and the legislature have approved the industrial education project in the past. He read a motion from the October 1985 Board of Regents meeting which indicated that the Industrial Education remodeling project had been a long-standing but unfulfilled project. He said that in 1983 a \$75,000 planning grant was appropriated but funds were caught up in reversions. It was again appropriated in 1984, and plans completed in January 1985. Three million dollars for the project was included in the bonding resolution in 1986 which was vetoed by the Governor.

Mr. Richey stated the priorities of the board and the institutions had changed radically since the Industrial Education project was first proposed, and since the mission of Iowa State University is directed toward science and technology.

President Eaton stated the university was proposing to invest \$250,000 for the Industrial Education project which is for the renovation of a building that can proceed on a room-by-room basis. He said the more significant issue related to the Research Park for which the university was requesting \$750,000. The university currently has four tenants. The university anticipates that sixty-five jobs will be created in the first year that the four tenants occupy the Research Park. This number was projected to increase to 200 - 225 in the near future. Iowa State University has made commitments to the tenants. President Eaton stated the matter of timing was of particular concern. With the approval to proceed with the Research Park, Iowa State University would be competing with other states for location of the new U.S. West facility. He said that if the university delayed as long as the Board Office recommendation proposes it

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would be far too late for them to take part in that. President Eaton stated the preliminary U.S. West schedule was for design development in September with construction in December, and said that other states have already gained state appropriations to begin work on a research park. The state of Montana is offering 50 acres of land and the Montana legislature was considering going into special session to consider appropriations for a building.

Vice President Madden stated the university's interpretation of the bonding resolution was that it authorized the board to decide which projects to allocate funds to. The university felt it would be appropriate to move forward with all six projects as indicated in their exhibit. He stated the university can accommodate all six projects within reasonable schedules and budgets. He said that, as the Board Office pointed out, no one knows what the actual construction costs will be; therefore, the university needed to do certain things now to determine those costs. The Home Economics and Molecular Biology projects are large and complex. In the case of the Molecular Biology project Vice President Madden stated it would be late spring or early summer before the construction costs would be known.

Vice President Madden stated that Board Office concern was: 1) demonstrating there is job creation potential and 2) the financial package to complete the project. He said that in terms of job creation President Eaton identified four firms which together would create 65 jobs during the first year of occupancy. In regard to financing of the Research Park, Vice President Madden stated it would be financed from six different funding sources. The university has \$4,488,000 identified and committed for the development from such sources as the Iowa State University Achievement Foundation, the Iowa Department of Transportation, Revitalize Iowa Sound Economy, the Department of Housing and Urban Development, Community Development Block Grant, the City of Ames, and Iowa State University. He said the university received approval on a Department of Transportation grant in the amount of \$1,238,000. The university also was notified that it received the Community Development Block Grant in the amount of \$600,000. The City of Ames committed \$305,000 for utility extensions. He said the final piece of the puzzle is the \$750,000. If the board approves this project they can start development of the roads and other infrastructure this summer. He added that legally they can use bond funds but it was not the university's choice to finance the project from Academic Revenue Bonds.

Vice President Madden stated the bids for the Computation Center were below \$70 per square foot. The university was using figures much higher than that for the Home Economics and Molecular Biology projects. He said that in his judgment if a year from now the university finds a \$750,000 shortfall in the Molecular Biology project they will deal with it through other funding sources. Vice President Madden stated he did not believe the lack of the \$750,000 would keep the project from proceeding. He said the university's other concern was inflation and construction costs were expected to rise. He assured the Regents that the university officials have thought very carefully about this project and recognize the board's and the legislature's concerns. The university

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believes the Research Park to be the most critical of the projects in regard to timing. If they cannot move ahead within the next 60 days they would lose a year. He said he felt the \$750,000 for the Research Park was a reasonable commitment of resources.

Regent Fitzgibbon referred to the changes in the original amounts for these various projects and asked what the university was giving up. Vice President Madden responded that in the case of the Home Economics project the university believes costs can be kept below \$70 per square foot and the estimates were based on \$100 per square foot. The university has reviewed the equipment needs. The first phase of the Home Economics project is office and classroom space. In the case of the Molecular Biology project the original proposal was scaled down as it moved through the legislature. The original site for the building was east of the WOI-TV facility and west of the Metals Development Building which would not involve relocation costs.

Regent Williams asked whether the university was comfortable with the reduction in the size of the Molecular Biology Building.

Vice President Madden stated the early planning figures were based upon a facility that would accommodate 60 major scientists. The number of scientists was subsequently reduced to 50. The best estimates show they have improved the net to gross ratio and feel the project can be accommodated with the reduced amount. The reduction occurred early on in the project. The project never was at a \$37.5 million level except in the very early stages.

President Pomerantz stated there was significant concern about this whole process. He said the request for \$750,000 for the Research Park troubled him a great deal. It appeared to him that the university would take whatever funding it could receive and make the program conform to the money that was available. He stated the Regents might ultimately find themselves in trouble and having to utilize reserves if they adopted the approach proposed by the university.

Vice President Madden responded that the university had program statements on all of the projects which identified the amount of space required.

President Pomerantz asked what kind of documents drive the estimates.

Vice President Madden responded that the planning process starts with the program statement which is taken by the architect and a building plan developed from that and reported to the board. In the case of the Home Economics project the board has already approved the scope and detailed working drawings are being completed. The university is not prepared to reduce the scope of that project with the exception of some movable equipment. They would look for alternative funding for the equipment which would be a fairly small amount.

President Pomerantz asked if the university can find dollars for office furniture and equipment in the event of a shortfall why was it not possible to find \$750,000 for the research park and not create a problem for the future?

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Vice President Madden responded that was an alternative the university could consider but decisions about deferral or delay of other work would have to be made to compensate for the \$750,000.

Regent Duchen stated he had raised like questions in the past and asked what assurances the board had that the way the university was proposing utilizing the bond proceeds would ensure that the university would have the project they envisioned rather than make the project fit the funding. He was concerned it might be costly and embarrassing.

Vice President Madden responded that the program statement for the Molecular Biology Building was in the process of being developed.

Regent Duchen stated the university was moving along on a fast track. The whole project should have been scoped so the university would know what was ultimately needed.

President Eaton responded that the university did not ask for \$37.5 million for the Molecular Biology Building -- it asked for \$2.5 million for planning. He said they were stampeded by others into going forward at that higher level. Some of those other projects' priorities are extremely high, also. He said the Animal Holding Facility has to comply with new federal standards. The university was trying to make all these things work within the amount of funds available.

Regent Greig stated he knew some of the background in the animal science department and that there was some flexibility. He said the quicker these projects can get going that we have the money for, the better. A few mistakes may be made but a good financial advisor always has a little to contribute from somewhere. He said that from his knowledge of the projects he would like to see Iowa State University's plan endorsed as they presented, not the Board Office recommendation.

Regent Williams referred to the Board Office recommendation that the university demonstrate to the board the compelling job development potential of the Research Park and that the expenditure would yield an academic benefit to Iowa State University and its students. She stated the job development potential appeared to have been identified by the university but she still questioned the academic benefit.

President Eaton stated there would probably be no benefit for undergraduates. On the other hand the university has a couple thousand graduate students whose research would be enhanced by the ability to work in that park. He said that in looking at existing models of research parks the university believed that benefit to be there.

President Pomerantz stated the question was not whether there are benefits. His concern was that the university take a \$750,000 step and then find that it

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had encountered a problem that may, in the long-term cause irreparable damage. He said he supported economic development and the interface with the university. His concern was the manner in which the funding was being proposed. He saw it as a \$750,000 bandaid without having clear-cut knowledge as to how the other programs would be funded. It would put the Regents in a reactive mode. Perhaps it would work but no one could be sure right now. He said the project was a risk which should be avoided.

Regent Williams stated she was concerned about establishing a precedent of doing this. If it is done this time the expectation is that we will need to again. She had real concerns with the process by which it is done.

In response to a comment that the Governor told President Eaton that the University of Iowa was developing a research park, Vice President Ellis stated that two years ago, at a time when both the University of Iowa and Iowa State University were looking at how best to marshall their resources, the University of Iowa indicated it was not undertaking the construction of a research park out of university resources. University officials indicated they would cooperate with private developers who were interested in developing a research park. He said at least one group stated they were soliciting funds.

Regent Fitzgibbon stated he was not concerned about the Research Park. His concerns were (1) spending dollars within the dollars available and (2) changes required in projects due to large reductions in funding. He said if quality projects can be built within those dollars, that ought to be done. He was also concerned about establishing a precedent.

President Eaton stated he would rank the need for the \$750,000 for the Research Park right behind the Molecular Biology project.

President Pomerantz urged the university rethink using some other funds for the Research Park and utilize the bonding funds for the programs as recommended by the Board Office. He said he would personally welcome a program toward economic development and an interface between the three universities to be brought forward so the board could take appropriate action toward providing the right kind of funding. He asked the university to not interpret the discussion as negative to what they want to do. He suggested using different types of funds which would offer less of an area for criticism.

Regent VanGilst stated he was going to support the university.

President Eaton stated one thing suffered by all universities four to five years ago was a reduction in equipment funding. He said the new Agronomy Building was unequipped. He was concerned that with four Research Park tenants in hand and the U.S. West location project concluding in September the university had a time limitation for initiating a capital funding campaign.

Mr. Richey asked why the university could not use income from temporary investments.

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Vice President Madden responded the university could do that but that would mean deferring other projects.

Mr. Richey stated the Home Economics project was also a project with a question mark since its scope had been cut. He said the university has repeatedly stated that there was some serious renovation needs in the existing structure. He cautioned that Iowa State University could not expect to receive any more funds for Home Economics projects in the future.

MOTION:

Regent VanGilst moved to (1) authorize the university to proceed with planning in accordance with the schedule distributed to the board and authorize funding of construction on the Home Economics Building and Molecular Biology Facility; (2) defer authorization of construction funding for other bonded projects until construction bids are received on the Home Economics and Molecular Biology projects; (3) authorize the university to commit \$750,000 in university funds toward the Research Park project; and (4) authorize the university to be reimbursed with the last \$750,000 in bond proceeds, if available; however, bond proceeds are not to be used on the Research Park project if inadequate funds are available to complete the other projects. Regent Greig seconded the motion.

Vice President Madden proposed that the board authorize the university to proceed with planning on all six of the university's projects and, in the case of the Research Park, identify an alternative funding source.

President Pomerantz stated that also meant that the last \$750,000 of the bonding proceeds could be used for the Research Park providing the other projects are as the Board office recommended.

Regent Greig stated the university cannot proceed with any construction on the Meat Laboratory until after the molecular construction bidding process is completed.

President Pomerantz asked if the meat lab project was a matter of regulation. Vice President Madden stated planning was potentially being determined by the Department of Energy. The university hopes to move ahead with that project next summer.

President Pomerantz said, with regard to the Research Park, the university could proceed with planning 1) if legal and 2) if funds are available from the

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bonding. Those bonding funds would be the last funds used. The university would have to find a way to bridge those costs until construction bidding on the other projects was completed.

Regent VanGilst called for the question.

VOTE ON THE MOTION:                      The motion carried unanimously.

Vice President Ellis stated the University of Iowa proposed that \$100,000 of the \$25.1 million in Academic Building Revenue Bond proceeds be dedicated to the Old Law Center remodeling. The \$100,000 in bond proceeds for Old Law Center remodeling would not alleviate the need for the major remodeling project previously requested by the university. He suggested that the board approve alternative language than that recommended by the Board Office. The alternative language would be to "approve the allocation by the University of Iowa of \$100,000 from the \$25.1 million". Vice President Ellis' reason for suggesting that was that cost estimates may turn out to be inaccurate. The university has retained consultants to determine a more precise cost estimate of the laser facility. The university wishes to preserve the flexibility to request the board, if it were determined the cost of the laser facility was not as high as originally estimated, to reallocate to the Old Law Center.

Mr. Richey suggested the board adopt the Board Office language authorizing the University of Iowa to commit up to \$100,000 of the Academic Building Revenue Bonds to the Old Law Center remodeling since it is the board that authorizes the bonds.

Vice President Ellis asked the rationale for the "up to" stipulation. Mr. Richey stated it forced the university to come back to the board if it wanted to commit more than \$100,000.

MOTION:                                      Regent VanGilst moved to (1) authorize proceeds from Academic Building Revenue Bond sales scheduled for Fall 1987 to commence construction on Latham Hall remodeling at the University of Northern Iowa and the Laser Laboratories and the Old Law Center

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remodeling projects at the University of Iowa and (2) direct that the University of Iowa commit up to \$100,000 of the authorized \$25.1 million to support Old Law Center remodeling. Regent Duchen seconded the motion, and it carried unanimously.

**PROFESSIONAL AND SCIENTIFIC COMPENSATION PLAN, UNIVERSITY OF NORTHERN IOWA.**  
The Board Office recommended the board approve the 1987-88 salary schedule as recommended by the university for its professional and scientific staff.

The proposed schedule was increased by 2 percent at the minimum of each grade and by 8 percent at the maximum. The university reported that proposed adjustments to the current schedule would alleviate compaction at the lower end of the ranges and allow deserving employees at the top of their ranges to receive a salary increase. Last month the board approved an average increase in salaries for the University of Northern Iowa professional and scientific staff of 8 percent.

A survey of selected positions at other comparable universities indicated the average professional and scientific salary at the University of Northern Iowa is 10 percent below the average paid by the surveyed institutions. The university reported an even greater difference between its salaries and those paid for professional and scientific positions at the University of Iowa and Iowa State University.

The university planned to grant a 4 percent increase for satisfactory service. The policy adopted last month by the board called for a minimum increase of 2 percent for satisfactory service.

President Curris announced that a voluntary agreement between the Board of Regents and the University of Northern Iowa United Faculty took place the previous evening. The agreement expands on the Collective Bargaining Agreement. The original agreement provided for slightly over 10.5 percent in salary increases. The new agreement, which was developed through a Memorandum of Understanding, raises the total amount for the salary increases to 12 percent. President Curris pointed out that the salary increase provision in the Memorandum of Understanding is that the difference between the 10.5 and 12 percent increase will be distributed entirely on the basis of merit. He said all other elements of the Collective Bargaining Agreement remain the same. The change in salary increases does not constitute a precedent in the years to come. He added there was a great deal of pleasure and good feelings on behalf of the faculty toward the board.

**MOTION:** Regent Duchen moved approval of the 1987-88 salary schedule as recommended by the university for its professional and scientific staff. Regent Greig seconded the motion, and it carried unanimously.

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**FINAL BUDGET FOR FISCAL YEAR 1988.** The Board Office recommended the board (1) receive the report on final operating budgets and budget policies for the Regent institutions for fiscal year 1988; (2) approve the proposed budgets for special purpose and standing appropriations at Iowa State University as identified within the report; and (3) approve the continued support of the Quad Cities Graduate Study Center and Western Iowa Continuing Education programs at the levels specified.

Final budget requests for Iowa State University, Iowa School for the Deaf, Iowa Braille and Sight Saving School and the Board Office were presented as separate docket items. Final budget requests for the University of Iowa and the University of Northern Iowa will be considered in July.

The final budgets presented this month included very few changes from the preliminary budgets approved by the board in May. Iowa State University's appropriations were adjusted to reflect revisions in comparable worth funding. The university also transferred \$400,000 in Improving Educational Quality Funds from the General University to the Agriculture and Home Economics Experiment Station.

Total Regent operating appropriations for fiscal year 1988, including salary adjustments, were expected to be approximately \$374.3 million, an increase of \$25.5 million over the current year. Total operating budgets for the institutions were estimated to be \$692.7 million. This total included \$373.9 million in appropriations and \$318.8 million in institutional income.

Salary adjustment appropriations to the Regents were reduced by \$1.5 million since the time of approval of preliminary operating budgets. This reduction was not reflected in the institutions' final operating budgets and needs to be accommodated through further budget adjustments. A revised recommendation for the distribution of \$18.0 million in salary adjustment funds was provided at the board meeting.

Approval was recommended for a number of special purpose appropriations at Iowa State University. Program descriptions were provided for special purpose appropriations at the University of Iowa and the University of Northern Iowa although board action on these programs will be deferred until the presentation of the institutions' final budgets in July.

Director True stated total budgets for Regents universities and the special schools total nearly \$1.2 billion.

**MOTION:**

Regent Harris moved to (1) receive the report on final operating budgets and budget policies for the Regent institutions for fiscal year 1988; (2) approve the proposed budgets for special purpose and standing appropriations at Iowa State University as identified within the report; and (3)

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approve the continued support of the Quad Cities Graduate Study Center and Western Iowa Continuing Education programs at the levels specified. Regent Greig seconded the motion.

Regent Greig asked if faculty salaries can be cut just as they can be raised. President Eaton responded that could only be done with extreme legal difficulty.

Regent Fitzgibbon asked whether the universities could reduce numbers of staff. President Eaton responded that was not a problem as long as it was accomplished through attrition. In order to reduce the staff size through a reduction in force the university would have to declare financial exigency.

VOTE ON THE MOTION:                      The motion carried unanimously.

**EARLY RETIREMENT ANNUAL REPORT.** The Board Office recommended the board (1) accept the reports of the institutions on the operation of the board's Early Retirement Incentives Program for the faculty, institutional officials, and professional-scientific employees of the Board Office for its first year of operation; (2) establish a present value rate of 6.25% for lump sum payouts under the program for fiscal year 1988; and (3) authorize the use of a present value rate set for a fiscal year for employees who complete their retirement plan, including submission of a letter of resignation, even though actual retirement may occur the subsequent year.

The following is a summary of information provided to the Board of Regents on the early retirement annual report.

- \* This was the report of the first year of operation of the Early Retirement Incentives Program (Program).
- \* The Program is designed to encourage retirement of employees 58-63 years of age with at least ten years served in the faculty, institutional official, or professional-scientific groups.
- \* The incentives include continued payment of health, dental and life insurance as well as contributions to retirement programs until age 65 (68 for health insurance).
- \* The State University of Iowa reported four faculty and twenty-one professional-scientific employees participating with a savings over the life of the Program of \$959,301.
- \* Iowa State University reported eight faculty and twenty-two professional-scientific employees participating with a savings over the life of the Program of \$2,034,048.

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- \* The University of Northern Iowa reported seven faculty and four professional-scientific employees participating with a savings over the life of the Program of \$556,723.
- \* Iowa School for the Deaf reported two professional-scientific employees participating with a savings over the life of the Program of \$121,117.
- \* The Board Office and Iowa Braille and Sight Saving School had no participants.
- \* The Program is assisting in down-sizing the institutions, permitting turnover of senior staff to allow room for new staff, and providing funds for reallocations for other purposes.
- \* The present value rate for lump sum payouts should be established at 6.25%.

Director Wright stated that in May 1986 the Board of Regents approved a program for its merit system employees who were at least 62 years of age on October 31, 1986, and who had at least five years of service with the Regents. The idea was to encourage retirement of older employees as a part of the state's down-sizing effort. The incentive was 10% of salary, not to exceed \$5,000, or continued participation without cost in group life, health and dental insurance programs to age 65. This program had a window for participation and is no longer available.

**MOTION:**

Regent Harris moved to accept the reports of the institutions on the operation of the board's Early Retirement Incentives Program for the faculty, institutional officials, and professional-scientific employees of the Board Office for its first year of operation; (2) establish a present value rate of 6.25% for lump sum payouts under the program for fiscal year 1988; and (3) authorize the use of a present value rate set for a fiscal year for employees who complete their retirement plan, including submission of a letter of resignation, even though actual retirement may occur the subsequent year. Regent Tyler seconded the motion, and it carried unanimously.

Director Wright added that a sunset of 1993 had been placed on the Program.

**APPOINTMENTS TO COMMITTEES AND ORGANIZATIONS.** The Board Office recommended the board approve the appointments to boards and commissions as shown below.

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The following appointments were recommended by President Pomerantz and university presidents to fill positions that expire June 30, 1987:

<u>NEW APPT.</u>	<u>COMMITTEE</u>	<u>PREVIOUSLY HELD BY</u>	<u>TERM EXPIRES</u>
R. W. Richey	Iowa College Aid Comm'n.	R. W. Richey	1991
C. W. Curris	Iowa Coordinating Council	C. W. Curris	1990
C. Duchen	Iowa State Research Foundation	C. Duchen	1990
P. G. Harris	University of Northern Iowa Foundation	P. G. Harris	1990
J. C. McDonald	Student Loan Liquidity Corp.	M. L. Peterson	1990
J. G. Martin	Committee on Educational Coordination	J. G. Martin	1990
J. R. Fitzgibbon	Banking Committee	New position	No term set
C. Duchen	Banking Committee	C. Duchen	No term set

COMMITTEE ON EDUCATIONAL RELATIONS

<u>University</u>	<u>New Appointment</u>	<u>Term Expires</u>
University of Iowa	Duane D. Anderson	1988
	James B. Lindberg	1989
	Jerald W. Dallam	1990
Iowa State University	Edwin C. Lewis	1988
	John V. Sjobolm	1989
	Charles E. McCandless	1990
University of Northern Iowa	Robert D. Leahy	1988
	Marlene I. Strathe	1989
	Myra D. Boots	1990

IOWA PUBLIC BROADCASTING BOARD

According to Senate File 162, Subsection 1(b)4, "one member who is knowledgeable about telecommunications shall be appointed by the state board of regents." The Regent representative recommended for the Iowa Public

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Broadcasting Board was Regent Duchen. The initial term is for one year. Subsequent terms will be for three years.

President Pomerantz stated Regent Fitzgibbon will serve as chair of the Banking Committee.

ACTION: President Pomerantz stated the appointments to boards and commissions were approved by general consent.

**RESOLUTIONS FOR MANUAL OR FACSIMILE SIGNATURE, IOWA BRAILLE AND SIGHT SAVING SCHOOL AND IOWA SCHOOL FOR THE DEAF.** The Board Office recommended the board adopt the school resolutions for acceptance of manual or facsimile signatures of newly-appointed superintendents and incumbent treasurers.

All checks, drafts or other orders to pay school funds require the signatures of the superintendent and treasurer. With the appointment of new superintendents it was necessary to modify existing resolutions for manual or facsimile signatures. The resolutions will take effect on the dates of appointment which are June 15, 1987, for Superintendent Thurman, and August 1, 1987, for Superintendent Johnson.

ACTION: President Pomerantz stated the board adopted the school resolutions for acceptance of manual or facsimile signatures of newly-appointed superintendents and incumbent treasurers by general consent.

**FRINGE BENEFIT REPORT, FISCAL YEAR 1986.** The Board Office recommended the board receive the Annual Report of Insurance and Retirement Programs for Fiscal Year 1986.

The report on fringe benefits for fiscal year 1986 as presented to the Board of Regents is summarized below:

- \* Costs of insurance and retirement programs at the three universities ranged from 19.23 percent to 21.49 percent of nonstudent payroll for fiscal year 1986.
- \* Costs of insurance and retirement programs at the Iowa School for the Deaf were 17.74 percent of payroll for fiscal year 1986 and 19.25 percent at the Iowa Braille and Sight Saving School. Board Office costs for fiscal 1986 were 12.9 percent of payroll.
- \* Total cost of the insurance and retirement programs at Regent institutions for fiscal year 1986 was \$93.2 million.
- \* All permanent employees (faculty, professional-scientific, and Merit System staff) of the three state universities with a budgeted annual

salary of at least \$7,800 are eligible to participate in the Teachers Insurance and Annuity Association--College Retirement Equities Fund (TIAA-CREF) or in a plan substituted in accordance with board policy. Eligible employees may choose between the university retirement programs or IPERS. A number of universities surveyed provide TIAA-CREF coverage to only faculty and in some instances to faculty and professional-scientific employees.

- \* The contribution for TIAA-CREF is 10 percent of the first \$4,800 of salary for staff members with less than five years of service and 15 percent on all additional salary. The contribution for employees with more than five years of service is 15 percent. The employer pays two-thirds of the contribution.
- \* Employees of the special schools and the Board Office do not have the option to participate in a retirement program other than the Iowa Public Employees Retirement System (IPERS). In fiscal year 1986 the board contributed 5.75 percent and the employee 3.7 percent of the first \$21,000 of salary.
- \* Health insurance programs at the three universities cover faculty and professional and scientific employees. The universities each offer different programs, but the benefits received are comparable. The University of Iowa carrier is Blue Cross/Blue Shield of Iowa. Health insurance coverage at both Iowa State University and the University of Northern Iowa is provided by Principal Mutual Life Insurance Company.
- \* Employees of the special schools, the Board Office and Regent Merit System employees are covered by the State of Iowa health insurance program. Blue Cross/Blue Shield of Iowa is the carrier for the state program.
- \* As compared to the institutions surveyed, the three Regent universities offer benefits that are quite comparable and in some cases somewhat better.

Director Wright stated this was the first time the Board Office had reviewed fringe benefits of comparable groups. He said it was done quickly in order to get an idea of how the Regent institutions ranked among peer groups. In the years to come a more comprehensive survey will be conducted.

President Pomerantz asked whether each institution sought its own competitive bids to determine the vendors for various benefits.

Vice President Ellis responded that the University of Iowa began with Teachers Insurance and Annuity Association--College Retirement Equities Fund (TIAA-CREF) in 1944 as the retirement program for its employees. With regard to health insurance the university sought bids two to three years ago. They received two proposals which were thoroughly analyzed on the campus. Beyond

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that he stated he did not know of any situation in recent years where competitive bidding had taken place.

Vice President Madden stated the situation was similar at Iowa State University. In their particular case The Principal was providing all benefits except retirement. The Principal bases the premiums on the university's experience and, therefore, the costs have remained very competitive.

Regent Greig said that while he was at the Big Ten meeting he attended a session on new trends in fringe benefits. One area of discussion related to the "cafeteria" benefits program which Iowa State University had proposed. He said the group talked at great length about how cost beneficial "selective" and "cafeteria" benefits programs can be.

Regent Tyler asked if the faculty and institutional officials' salaries shown on the final budgets included Social Security, IPERS and other benefits. Mr. Richey stated the total salary costs included fringe benefits.

President Pomerantz stated that although he realized it was important from an institutional perspective to maintain separate benefits programs there may be a benefit to combining the purchasing strength of the institutions while maintaining the uniqueness of the universities.

Vice President Ellis responded that the universities have built on a history of individual purchases, both for insurance benefits and general purchases. There is strong involvement of the faculty and staff who actively participate in the development of fringe benefit programs. He said the University of Iowa is large enough to receive the benefit of having its experience rating based on the size of the university population. He indicated he did not believe there would be cost savings by combining the institutions.

President Pomerantz clarified that his idea was not to bring the institutions together but to utilize the combined purchasing power to effectuate a lower cost to all. He asked if there were strong objections to looking at that possibility.

Vice President Ellis responded that is done with automobile insurance and the University of Iowa had no objection to looking at it in terms of fringes. He said there may be some areas where there may be a benefit.

President Pomerantz stated if there were no obvious benefits then it would not be pursued.

President Curris stated the University of Northern Iowa would have no objection to looking at that possibility if there were any economies to be achieved.

Regent Tyler stated it may not help the University of Iowa but it could possibly help one of the other institutions.

Regent Fitzgibbon stated it was worth looking into.

Vice President Madden stated that looking at that possibility was certainly fine. He cautioned, however, that this was an area subject to collective bargaining. Also, the service level varies from community to community. One reason Iowa State University has remained with The Principal Group was that they had set up centers in Ames to work with ISU employees.

President Pomerantz stated the idea of collective bargaining was not unusual. He said the underlying factor was the tremendous purchasing power the combined universities have. He added that service was also a consideration.

Vice President Madden stated if their size became too large they would exceed the capacity of some carriers.

President Pomerantz stated there was no great problem in taking a look at the possibilities. If there were not substantial savings in combining then the universities should not do it. If there were significant savings then the universities should take a look at it.

Regent Greig stated Iowa State University had a proposal to offer its employees a "cafeteria plan" of benefits and asked about the University of Iowa.

Vice President Ellis responded there were some benefits and the university's funded retirement insurance committee was working on it. There are particular benefits with such plans for employees to change their benefits as their needs change.

**ACTION:** President Pomerantz stated the board received the Annual Report of Insurance and Retirement Programs for Fiscal Year 1986 by general consent.

**FINAL BOARD OFFICE BUDGET FOR FISCAL YEAR 1988.** The Board Office recommended the board adopt the Board of Regents Office operating budget for fiscal year 1988 in the amount of \$852,617.

The board approved a preliminary operating budget of \$852,209 in May. Subsequently, the amount of salary adjustment funds made available for meeting state salary policy was increased by \$408. This increase was used to reduce salary savings required to match operating revenue with planned expenditures.

The fiscal year 1988 operating budget showed \$511,770 in appropriations, \$336,447 in institutional reimbursements and \$4,400 in miscellaneous

receipts. Miscellaneous receipts result each year as the Board Office or board staff participate in activities that result in reimbursements for expenses.

Institutional reimbursement to the Board Office in support of general office operations, personnel and employment relations and the equal employment opportunity unit was distributed on the basis of 39 percent to the University of Iowa and Iowa State University, 19 percent to the University of Northern Iowa, 2 percent to the Iowa School for the Deaf and 1 percent to the Iowa Braille and Sight Saving School. Total reimbursements of \$336,447 were the same as those approved in the preliminary budget in May.

Support for personal services as well as other operating expenses are very tightly budgeted for fiscal year 1988. A very careful husbanding of resources will be necessary to stay within this budget.

MOTION: Regent Fitzgibbon moved that the board adopt the Board of Regents Office operating budget for fiscal year 1988 in the amount of \$852,617. Regent Harris seconded the motion, and it carried unanimously.

**NEXT MEETINGS.**

The schedule of future meetings of the Board of Regents is listed below. There was one change in the meetings. New subsection 17 of Senate File 511 states as follows:

Not less than thirty days prior to action by the board on any proposal to increase tuition, fees, or charges at one or more of the institutions of higher education under its control, send written notification of the amount of the proposed increase including a copy of the proposed tuition increase docket memorandum prepared for its consideration to the presiding officers of the student government organization of the affected institutions. The final decision on the increase in tuition for a fiscal year shall be made no later than the regular meeting held in November of the preceding fiscal year. The regular meeting held in November shall be held in Ames, Cedar Falls, or Iowa City and shall not be held during the period in which classes have been suspended for Thanksgiving vacation.

Because of this provision, the November and December meeting sites were switched. The board will meet at the University of Northern Iowa in November and at the Iowa School for the Deaf in December.

July 8	University of Iowa	Okoboji
August	NO MEETING	
September 16-17	University of Iowa	Iowa City
October 21-22	Iowa State University	Ames

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November 11-12	University of Northern Iowa	Cedar Falls
December 9-10	Iowa School for the Deaf	Council Bluffs
January 20, 1988	Iowa State University	Ames
February 17-18		Des Moines
March 23-24		Des Moines
April 19	University of Iowa	Iowa City
April 20	Iowa Braille & Sight Saving School	Vinton
May 25-26	University of Northern Iowa	Cedar Falls
June 22-23	Iowa State University	Ames
July 13-14	University of Iowa	Iowa City

**ACTION:** President Pomerantz stated the schedule of meetings was received by general consent.

**EXECUTIVE SESSION.** President Pomerantz requested that the board enter into closed session pursuant to the Code of Iowa section 21.5(1)(c) to discuss strategy with counsel in a matter presently in litigation or where litigation is imminent, and pursuant to 20.16(3) to conduct a strategy session of a public employer.

**MOTION:** Regent Williams moved that the board enter into executive session. Regent Harris seconded the motion; and, upon the roll being called, the following voted:  
AYE: Duchon, Fitzgibbon, Greig, Harris, Pomerantz, Tyler, VanEkeren, VanGilst, Williams.  
NAY: None.

The board having voted at least two-thirds majority resolved to meet in executive session beginning at 5:55 p.m. on June 17, 1987, and arose therefrom at 7:00 p.m. on that same date. President Pomerantz stated no further public business would be conducted until the board reconvened in open session at 9:00 a.m. on June 18.

The following business was transacted on June 18, 1987.

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**APPEAL BY STUDENT.** The Board Office recommended the board deny the request of the student for review of a final institutional decision which disciplines the student for violation of the university's Code of Student Life contained in the university's POLICIES AND PROCEDURES AFFECTING STUDENTS (1986-87).

The student was given a disciplinary suspension from the university. This suspension was based on the student's alleged disruptive and threatening behavior both in the student's interactions with members of a student organization and with members of the faculty in the college in which the student was enrolled.

The student-petitioner began this appeal to the board by submitting a letter to the board's executive secretary. The Board Office reviewed these documents and determined that this matter arose from incidents that occurred while the petitioner was a student at the university. The Board Office believed the request should be considered pursuant to Board of Regents Procedural Guide section 2.07A which requires that a student make such a petition to the board through the university president. The student was informed of this decision and the student's appeal was returned to the university for expeditious handling. Subsequent letters from the student to the Board Office concerning the appeal were also forwarded to the university and the student was so informed.

The student claimed that the university incorrectly gave the student a disciplinary suspension. The student maintained such a suspension could not be for an indefinite period of time. The student claimed that the academic vice-president's representative reviewing the decision of a hearing officer "rubber stamped" the hearing officer's decision. The student further claimed there should have been no finding of violation of The Code of Student Life because of a lack of evidence and that in fact some of the student's actions which were determined to be violations were assertions of the student's rights.

The student alleged that the records maintained at various hearings were incomplete, sloppy and malicious. The student alleged the university had violated its written rules and abused its discretion.

The university noted that an administrative hearing officer was selected by the university to hear this student's complaint pursuant to the Code of Student Life. The hearing officer found that the student had violated certain sections of the Code of Student Life, though not all of those which the student was alleged to have violated, and that a disciplinary suspension was appropriate. The hearing officer concluded the student had an on-going problem with social interaction and should be suspended until evidence of change was submitted.

The student, dissatisfied with the hearing officer's decision, took an appeal to the office of the Vice-President for Academic Affairs, as permitted by university disciplinary procedures. The Vice-President's designee, the

Assistant Dean of Faculties, reviewed the matter and found no basis on which to overturn the hearing officer's findings and sanctions.

The student also appealed these matters to the university Human Rights Committee. That committee reviewed the allegations and the sanctions and determined that the student had not suffered a deprivation of the student's rights by the university.

The student appealed all of these findings and sanctions to the board and sought reinstatement, without further review or findings, both to the university and the student organization.

The student alleged that the student's right to due process would be denied if the student were not permitted a hearing before the board.

The Board Office review of the documents found that the student had ample opportunity at the university for review of the allegations. There was no apparent bias or unreasonableness in the decisions reached by the three university entities which reviewed this matter. Therefore, the Board Office, having reviewed the documents submitted by the student and the university and having placed those documents before the board, recommended the board not grant the student's request for review of this matter. The student would then be able to pursue judicial review of this decision as permitted by law.

**MOTION:**

Regent Tyler moved to deny the request of the student for review of a final institutional decision which disciplines the student for violation of the university's Code of Student Life contained in the university's POLICIES AND PROCEDURES AFFECTING STUDENTS (1986-87). Regent VanEkeren seconded the motion, and it carried unanimously.

**REPORT ON THE REGENTS AD HOC BANKING COMMITTEE.**

Regent Fitzgibbon stated the committee met that morning for approximately one and one-half hours. One item covered by the committee was the bonding schedule which would be presented at a later time.

Director True stated the committee voted to approve the first phase of the transfer of business functions of the special schools to Iowa State University. Phase One involves transfer to Iowa State University of internal auditing functions, investment of trust funds, purchases of certain large items as well as construction management. The committee anticipates completing Phase One by July 1 and completion of Phase Two of the program by the end of this year, and whatever items remain will be completed by June 30, 1988. He asked the board to approve the adoption of Phase One of the plan.

Regent Duchon added that Iowa State University would be reimbursed within reasonableness for the work that would be added to their program.

MOTION:

Regent Tyler moved to adopt phase one of the transfer of the business functions of the special schools to Iowa State University, as adopted by the Banking Committee. Regent VanEkeren seconded the motion, and it carried unanimously.

**REPORT OF COMMITTEE ON EDUCATIONAL COORDINATION.** (a). Report of Consultants on Nursing Program in Northeast Iowa. The Board Office recommended the board receive the report and adopt the recommended actions.

Last fall the board requested a review of a University of Northern Iowa proposal for a baccalaureate degree program in nursing. The request was referred to the Interinstitutional Committee on Educational Coordination and the Board Office. The Interinstitutional Committee on Educational Coordination agreed with the Board Office recommendation that outside consultants be used to analyze this proposal and prepare recommendations. It was agreed that three experienced nursing educators would be selected by the Board Office from a list of persons submitted by the University of Northern Iowa and Allen Hospital, the University of Iowa and from contacts with national professional organizations and other professionals in the field. As a result of this procedure, three well qualified persons were selected to undertake this study. One of the persons was selected from the list provided by the University of Northern Iowa and Allen Hospital and one from the University of Iowa's list. A third person was identified through national nursing associations as being a national authority on the accreditation and evaluation of nursing programs.

The consultants provided a critique of "A Proposal for Development of a Baccalaureate Program in Nursing" prepared for the University of Northern Iowa by Allen Memorial Hospital. They reviewed the proposal on the basis of national standards of the National League for Nursing (NLN) Council of Baccalaureate and Higher Degree Programs. With respect to the six criteria of the NLN, the consultant's conclusions were summarized as follows:

1. Structure and governance. The consultants concluded that since there is no NLN Educational Council which accredits programs such as the one being proposed (i.e., diploma and baccalaureate education combined), there were no criteria in existence by which to assess the proposal's quality. The consultants noted that it would be impossible to achieve accreditation of the program as it was conceptualized. The consultants stated that if baccalaureate accreditation was desired, it would be necessary to have the program controlled and operated by an institution, such as the University of Northern Iowa, that is chartered by the state to grant academic degrees.

The consultants also noted that from the standpoint of the stature nursing has attained in the academic community, they believed it would be a backward step for nursing to become a loosely structured part of a pre-existing department rather than a full-fledged academic entity on an equal organizational level as all disciplines in the university. The

consultants noted that specific criteria for accreditation could only be met in a situation where the parent institution and the academic unit are clearly defined and where lines of authority and decision making related to the program are understood and carefully followed. They noted that the proposal presented an "unclear picture regarding the parent institution."

With respect to this criterion, the committee concluded that "legitimate parenthood for an academic program requires the establishment of an organizational structure and governance controlled and operationalized by recognized educators representing diverse disciplines that bring together the faculty, curriculum, and resources and services necessary for producing a liberally educated graduate." The consultants also identified a likely problem with respect to the credentials of the administrator of the program. The NLN Baccalaureate and Higher Degree Council is currently reviewing the criteria with respect to qualifications of administrators of nursing education programs and changes are expected to be proposed. One change destined to occur would require the administrator to possess a master's degree in nursing. These criteria are likely to be in place by the time that the University of Northern Iowa program would be ready for accreditation. The current proposed administrator of the Allen program lacked this degree requirement.

2. Material resources. The consultants noted that the proposal was not clear on the level of hospital support that would be available if the program became a department at the University of Northern Iowa. A figure of \$75,000 to \$100,000 was proposed by the University of Northern Iowa as an estimated annual cost for development and implementation of a degree completion program. The consultants concluded that, since a degree completion program would demand the establishment of a new nursing department or other academic entity in the degree-granting institution, the figures represented a very low estimate. They noted that mention was made in the proposal of "community financial support." From an accreditation standpoint, however, they stated it was important to remember that accreditation status not only indicated the current quality of a program but also the capacity to maintain that quality over time. The requirement would imply that while start-up money is good to have, it must be demonstrated that sufficient continuing funding would be available. The consultants indicated that it "would be unwise to establish a program that does not have the assurance of a stable fiscal base."
3. Policies. The consultants pointed out that it should be stressed again that "these criteria as stated are intended to be applied to an autonomous academic unit that has the responsibility and authority to develop and implement policies that ensure the quality of the program and its integrity over time." Such a unit apparently was not proposed.

4. Faculty. The consultants indicated the development and implementation of an accreditable baccalaureate program could only be accomplished by an academically- and experientially-qualified faculty. The academic preparation of faculty members must include at least a master's degree in nursing. They noted that (for one who wishes to teach nursing) graduate education in another discipline was not a substitute for an advanced degree in nursing. The consultants noted that "the university should only employ individuals with graduate preparation in nursing to teach nursing." They also noted that "one does not become experientially qualified as an educator in a baccalaureate and higher degree system by teaching in a diploma or associate degree program."

The proposal suggested that faculty to be used for teaching in the proposed program and for developing and implementing university courses would be composed of those faculty currently employed by Allen Memorial Hospital. The consultants noted that "without reflecting negatively on individuals, it is simply a statement of fact to say that it will be impossible to reach accreditation status as a baccalaureate program until the credentials as previously indicated are achieved within the faculty complement."

5. Curriculum. The consultants noted it was important "to conceptualize and interpret the curriculum as a baccalaureate curriculum. Titling the curriculum to reflect the nature of the students enrolled, i.e., generic, RN only, etc., simply cloud what was of utmost relevance, namely, that the curriculum must be baccalaureate in nature and must demonstrate evidence that all accreditation criteria are met regardless of the type of learner involved." Further, it was the opinion of the consultants "the curriculum, as conceptualized and described in the proposal, will not be viewed by those involved in accreditation as baccalaureate curriculum." According to the consultants, "A baccalaureate program that admits only RNs must have a fully developed curriculum plan for achievement of all degree requirements with provision made for students based on previous learning to build a baccalaureate transcript through (1) direct transfer of academic credits, (2) validation and challenge procedures and (3) matriculation."

The consultants cautioned that "it is important to emphasize in the development of a 'innovative pattern of nursing education' that nursing faculty not lose sight of the basic purpose of baccalaureate education to produce not only nurses but educated individuals who possess a broad foundation drawn from the humanities and bio-physical and behavioral sciences and who can use their education to enhance themselves as individuals and as productive influential members of the society." The consultants concluded this section by noting that "higher education will mean little if the degrees students seek are weakened by reduced standards, or if academic credentials are allowed to supersede the pursuit of learning and accepted definitions of quality."

6. Evaluation. The consultants noted the development of a systematic evaluation of the total program was critical. The proposed program did not address this aspect.

Discussion of alternatives. The consultants concluded their analysis of the University of Northern Iowa/Allen Hospital proposal and the available data by stating that:

1. there is interest, but insufficient solid data on which to determine the number of students who will enroll in a new baccalaureate program in northeast Iowa,
2. the lack of available faculty can not be ignored, and
3. there is a potential for the availability of sufficient sources.

They noted that, as choices are made regarding baccalaureate education in northeast Iowa, these positives and negatives would obviously need to be considered. The consultants were unanimous in agreeing that an opportunity for completion of a baccalaureate degree in nursing in the Waterloo/Cedar Falls area should be made available as soon as reasonably possible. The selection of an educational program for providing RNs as well as generic students an opportunity for a baccalaureate nursing education should be made based on consideration of the following options:

1. Expansion of existing programs. The consultants noted that the University of Iowa program, which was fully accredited and already in existence, and programs of thirteen private colleges offering baccalaureate degrees in nursing all have excess capacity. In fact, a survey conducted for the consultants indicated that every existing program could accommodate from 1/3 to 1/2 as many additional students due to declining enrollments in the program. The consultants also suggested it would be a wise use of state funds to provide grants to the private colleges offering nursing programs to bring their tuition in line with that at the Regent institutions or to provide the programs through state contracts.
2. Expansion of the University of Iowa Satellite Program. The consultants indicated this program was already based in Waterloo and provided an opportunity for registered nurses without a degree to obtain a BSN. The consultants noted that it seemed sensible to take steps to maximize the use of this NLN-accredited program. The program has excess capacity and could accommodate additional students. The consultants indicated that part of the reason people in the Waterloo area were not taking advantage of the University of Iowa satellite program may be related to its innovative mode of delivery (i.e., teleconvenor satellite).
3. Develop a cooperative program between the University of Iowa and the University of Northern Iowa. The consultants indicated that with their

background in working with 27 colleges and universities in Iowa, the University of Iowa should be in a favorable position to work with the administration of the University of Northern Iowa. This option would use fully the resources of established universities and colleges without the additional expense of a totally new program.

4. Develop a new program at the University of Northern Iowa. While this sounded like an attractive option, the consultants noted "it will take some time, adequate resources, and careful planning to complete as noted in an earlier section of their report." The consultants also indicated the cost of such a program had not been fully explored so that projected costs were realistic for a fully-accredited program. The consultants noted a similar program had been started with a \$600,000 grant in 1972. The consultants noted that Iowa does need more baccalaureate-prepared nurses in the very near future. "A new program at the University of Northern Iowa could be further explored as to feasibility for developing at a later date." They indicated that option number three above might be instituted in the meantime.
5. Await further investigation. The consultants recommended this option and suggested that certain kinds of data be collected.

#### Recommendations of Consultants

1. The proposal for development of a baccalaureate program in nursing prepared for the University of Northern Iowa by Allen Memorial Hospital and presented to the Iowa Board of Regents should not be approved for reasons stated in the consultants' critique.
2. Before consideration is given in the future to proposals for new programs in baccalaureate nursing, appropriate data, some of which either appears in this report or has been recommended, should be collected and carefully analyzed to ensure that the best possible available option is chosen.
3. New baccalaureate and higher degree programs should not be started within the state without an "academic parent" and sufficient resources including facilities, credentialed faculty, a "critical mass" of students and sufficient funds to ensure fiscal viability and attainment of an accredited status.

Dr. Barak introduced Dr. Carl Miller who was the chair of the consulting committee.

Dr. Miller stated on behalf of the other two consultants, Pauline Brimmer and Marilyn Dyer, that it had been a privilege to be involved with the study. The consultants were grateful to those who had assisted in compiling the data. He said that with three people involved in the study process it was possible to balance each other's thinking, debating at times to reach a

consensus. Therefore, their report represented their collective thinking. He said the Board Office memorandum was a clear, succinct, and accurate summary of the report.

Dr. Miller stated their report was based upon what is currently found on the health care scene. Various routes may be chosen by people interested in achieving Registered Nurse status, such as: 1) diploma education which is generally offered by hospital-based programs, 2) Associate degree education which is most frequently found in community colleges, 3) baccalaureate preparation which is housed within a senior college or university, and 4) Master and Doctorate degrees in nursing.

Dr. Miller stated there have been recent positions by professional nursing organizations to elevate the status of nursing education, and that baccalaureate education in nursing will be the minimum educational requirement to practice professional nursing. Associate degree education in nursing will be the minimum educational requirement to practice at the associate nurse level. The National League for Nursing has taken a similar stance. He said if you look at the current scene in terms of nursing education there is a great deal of ferment in nursing education. He said there is an effort abounding across the country to try to be consistent about what should happen on the national scene. He stated their proposal represented their honest and frank opinion regarding the degree to which the national proposals measure up to their criteria.

Dr. Miller stated that throughout their deliberations the consultants expressed mutual concern that a large number of registered nurses in the northeast part of the state with education below the Bachelors degree level wished to advance their education. The consultants also felt there was a need to consider to the extent possible some of the prevailing health-related factors, and the report contains several options to be considered in assuring that the nursing needs of the residents of northeast Iowa are met.

President Pomerantz recognized Vice President Martin. Vice President Martin introduced Jane Hasek, Vice President of Allen Memorial Hospital.

Ms. Hasek stated the action taken by the Regents in thoroughly studying the need for a Bachelor of Science in Nursing program at the University of Northern Iowa, and in securing three qualified consultants to study this request, was laudable. She also commended the direction taken by the consultants in taking their charge to provide a feasibility study and elevating it to an accreditation review. She said the development of a Baccalaureate program in nursing at University of Northern Iowa has been pursued for over 20 years. In the 1960s the need for more Baccalaureate-prepared nurses was already being identified and University of Northern Iowa, or more correctly, the State College of Iowa, was approached.

Ms. Hasek stated within the past one and one-half years health care leaders and providers in northeast Iowa have voiced their concern about the shortage

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of nurses and the need for a BSN program to recruit and retain nurses. Allen Memorial Hospital has a three-year diploma school of nursing which has been continuously accredited by the National League for Nursing. The Hawkeye Institute of Technology (HIT), the area community college located in Waterloo, has an ADN and LPN program. All of the nursing, and other allied health students at these two institutions, take their academic course work at the University of Northern Iowa.

Ms. Hasek said the proposal for development of a Baccalaureate program in Nursing that was submitted to University of Northern Iowa in September 1984 and revised in November of 1985 consisted of a request that the university establish a BSN program meeting accreditation standards. She believed the data submitted by Allen demonstrated strong evidence that the health care needs of the people of northeast Iowa would be better served by an increase in the numbers of Baccalaureate-prepared nurses; that the mission of the University of Northern Iowa would be served by offering a BSN; that there is an eager applicant pool in northeast Iowa to provide a "critical mass" of students; that there is a vast combination of high quality accredited clinical facilities; that there is sufficient credentialed faculty; and she believes University of Northern Iowa can develop a program of study to ensure attainment of an accredited BSN program.

Ms. Hasek said in reviewing the number of nurses educated at the Masters level or above in the eleven-county northeast Iowa area, coupled with data concerning nurses employed in Black Hawk County, a conservative report shows there are 50 with Masters degrees or above, 15 who have Masters degrees in Nursing with nursing experience teaching in Baccalaureate programs, 5 Nurse Practitioners, and 7 Clinical Specialists who have Masters in Nursing with research and teaching experience. She saw the Ph.D. proposal from University of Iowa as an excellent avenue for nurses pursuing post-graduate education and strongly supports it. She stated Iowa needed another public-sponsored accredited Baccalaureate nursing program because of the imbalance of public/private schools. Private education prohibits some from attending due to cost, and this is a barrier to career mobility.

Ms. Hasek outlined facts supporting the need for a BSN program as follows:

Currently there are at least 1,800 Registered Nurses in northern and northeastern Iowa without a Baccalaureate degree, and 60 percent are looking at obtaining a BSN degree; 64 percent would attend a BSN program at University of Northern Iowa. Of Allen's current students, 96 percent state they are considering a BSN and 86 percent would attend a University of Northern Iowa program. Of the prospective Allen students who are interested in nursing, 88 percent indicate they would attend a BSN program at University of Northern Iowa. There are five ADN programs whose graduates would also be interested in a BSN program at University of Northern Iowa. There are 14 Baccalaureate programs in Iowa, but only one at a public university with lower tuition costs. Position openings for Registered Nurses in northeast

Iowa multiply on a weekly basis as evidenced by help wanted advertising in recent Iowa newspapers.

Ms. Hasek addressed specific recommendations from the report of the consultant, as follows:

RECOMMENDATION: It is imperative that immediate steps be taken, within the established and recognized nursing higher education system within the state, to make educational provision(s) for the large number of registered nurses located in northeast Iowa who wish to seek a baccalaureate degree in nursing. In view of the fact that the University of Iowa's satellite program is underutilized, it seems imperative that careful consideration be given to the currently-used teaching modality and the possibility of using other approaches that may be more attractive to those individuals in the northeast Iowa area who are interested in pursuing a baccalaureate degree in nursing. In view of the fact that the University of Iowa's satellite program is underutilized, it seems imperative that careful consideration be given to the currently-used teaching modality and the possibility of using other approaches that may be more attractive to those individuals in the northeast Iowa area who are interested in pursuing a Baccalaureate degree in nursing.

RESPONSE: The University of Iowa's satellite program has the potential of being on the cutting edge of nursing education. However, because of the inherent problems related to undergraduate education this modality seems to be ideal for graduate education. There is a rapidly growing need for Master's-prepared nurses in northeast Iowa, and Allen Hospital would like to see the University of Iowa provide a Master's in Nursing program via satellite. Problems cited by students explaining this program have been: class schedules are a problem as classes meet several days a week during the day which doesn't allow the nurse to work and go to school part-time; difficulty with transferability of credit; too many credits required; repeat learning required; travel and high cost of living; and lack of flexibility in programming.

RECOMMENDATION: Financial assistance should be provided in instances where cost prohibits those with academic potential from completing a baccalaureate degree in nursing. RESPONSE: Most of the institutions provide some type of financial assistance and one indication of the tremendous support is that at Allen Hospital nurses can request two-thirds tuition reimbursement up to a certain dollar limit. For the past 4 years Allen has spent \$25,000 to \$30,000 a year on tuition reimbursement.

RECOMMENDATION: Students with academic potential who are located in close proximity to accredited private baccalaureate nursing programs should be considered for state educational stipends. RESPONSE: The subject has been debated many years.

RECOMMENDATION: Prospective RN students in the northeast Iowa area, whose interest has been stimulated through survey questionnaires and discussions of

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a new local baccalaureate nursing program, should be informed regarding the currently available options for acquiring a baccalaureate degree in nursing from a fully accredited program. RESPONSE: All the Iowa nursing programs have been invited to professional career fairs to discuss the various options with these potential students. Several of the accredited programs have had extensive career counseling sessions with prospective students. Career counseling is available through Continuing Education/Staff Development departments.

RECOMMENDATION: Within the next 5 years, UNI, in maximizing service to the citizens of northeast Iowa, should take definitive steps to determine the feasibility of initiating a baccalaureate nursing program that accepts both generic and RN students. RESPONSE: Ms. Hasek stated Allen Hospital heartily agrees with the consultants that University of Northern Iowa in "maximizing service to the citizens of northeast Iowa should take definitive steps" to initiate a Baccalaureate nursing program.

RECOMMENDATION: Ongoing study by the Statewide Planning Group should provide predictive findings necessary in making determinations regarding the number and location of nursing educational programs at all levels needed to adequately meet the nursing needs of the citizens of Iowa. RESPONSE: All efforts should be made to work with the Statewide Planning Group in providing an educational plan which will ultimately meet the nursing needs of the citizens of Iowa.

Vice President Martin stated University of Northern Iowa officials also appreciated the conscientious efforts of the consultants and the thorough and informative report they prepared. Vice President Martin stated the University of Northern Iowa and Allen Memorial Hospital have cooperated in nursing education degree completion by offering a Bachelor of General Studies degree designed for nurses completing their degree program, but he noted this program had not been very successful. He said that in view of that and the national trends of nursing education the university agreed to seek modest funding to establish a BSN program to build on the existing program with the longer goal of producing an accredited program.. The board's action to the funding request was to approve a study. He said the university had not submitted the curriculum proposal to the board. The university also made a proposal during the academic planning seminar and deferred that pending the consultants' report.

Vice President Martin stated the university was in general agreement with most of the consultants' report. He said the university's plan was that the Bachelors degree in nursing program would qualify for accreditation as soon as possible. He said students could enroll in the hospital's nursing program with the expectation of transferring credit to the BSN program at the University of Northern Iowa in the future.

Vice President Martin stated the consultants' report did dwell strongly on the item of accreditation. He stated the university did realize it would

probably require several years to achieve accreditation of the nursing program since the university has to graduate at least one class first. He said there was strong documentation of the nursing shortage at the BSN level, the decline of diploma programs, and an excess supply of nurses in the Associate degree program.

Vice President Martin stated the university agreed with the report's summary statement as follows:

The figures and comparison clearly demonstrate a large percent of nurses in the state of Iowa and in the northeast eleven-county area with diploma and associate degrees. It is disturbing to note the relatively large percent of registered nurses receiving baccalaureates in fields other than nursing compared to national figures. It would seem imperative for generic baccalaureate in nursing and baccalaureate completion programs to be more accessible.

. . .

Vice President Martin stated nursing students are unwilling or unable to travel far for a bachelors program. He said there were financial barriers as well. He regretted that the university's Bachelor of General Studies had not fulfilled the need as was originally hoped.

Vice President Martin stated the University of Northern Iowa recognizes and applauds the higher standards of the nursing profession. In response to the report's recommendation that the number of nurses in Bachelors and higher degree programs needed to be doubled and to diminish the number of lesser degrees, he stated the university wished to proceed conscientiously to determine the feasibility of the university's nursing program accepting both generic and associate degreed nurses, while keeping the board informed and following internal and board procedures.

President Pomerantz acknowledged the position paper distributed to the board by Mary Mosher and stated the report was accepted as a part of the record. President Pomerantz commented on the report of the consultants by stating it was an excellent report. He said the board appreciated their efforts. He also recognized the outstanding effort made on the part of the community to advocate this program which he said was done in a highly professional manner.

Senator John Jensen stated he agreed with everything that had been said. Speaking from personal interest, he stated he had a sister-in-law and a daughter-in-law who have had to travel during the last two years to get their degrees. He knows what it has cost them to travel.

Senator Joy Corning stated she was supportive of the proposal.

Representative Marvin Diemer stated he was supportive of the program. He added that education was still, even in these trying times, the priority in the legislature.

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Representative Ray Lageschulte stated he was happy to see so many nursing students who wanted a Bachelors degree. He said he had been contacted by many individuals to discuss the necessity of having to go too far away from home to fulfill their educational desires. He encouraged the Board of Regents to support the program and added that by doing so it would be helping to educate Iowa students.

Bernard McKinley, Mayor of Waterloo, stated the proposed nursing program would enhance economic development in northeast Iowa. He said he knew for a fact that in the city of Waterloo the biggest employer is the health field. Everyone in that field is very concerned about the shortage of nurses in the area. When he became mayor he encouraged young people to move back to the area. He pointed out that industries considering expansion into the Waterloo area were also concerned about the availability of quality health care. Therefore, he saw the proposed nursing program as a very important part of northeast Iowa economic development, not only for the industries already in the area but also for those they hoped to attract. He said he sincerely believed it was critical to have this program in the area. He encouraged the board to have the University of Northern Iowa proceed with a feasibility study to develop a Bachelor of Science in Nursing program.

Senator Jim Lind stated it was encouraging that area hospitals were willing to contribute to the whole Bachelors of Science in Nursing degree program. He said the hospitals would greatly benefit from the program along with the rest of the community. He added that it was not often that cooperation from government and private business on a joint venture is obtained.

Representative Pat Harper stated she supported the program. She said Iowa has a growing elderly population, especially in the rural areas, who will need quality nursing care. She stated she felt that Iowans in associate nursing programs should be encouraged to go on and receive the education we need for the growing elderly population.

Representative Jane Teaford stated she knew, as a member on the health care subcommittee of the Human Resources Committee of the General Assembly, there was a great deal of interest in health care in the state of Iowa. She encouraged the board to consider a Bachelor of Science in Nursing program at the University of Northern Iowa. She said there were a lot of nurses who wished to continue their education and many of those cannot afford to go somewhere else.

Toche Terrones, Executive Vice President of the Waterloo Chamber of Commerce, stated of the university's 1987 graduating class, 335 of the graduating class were Iowans. He said he supported Vice President Martin's comments. Mr. Terrones pointed out that the Chamber strongly suggests that the board move forward with developing the nursing program in order to keep in Iowa those who have chosen to stay in Iowa.

Roger Olson, Chairman of the Allen Memorial Hospital Board of Directors, stated one thing the board should realize is that all the studies Allen Memorial Hospital has made were authorized and funded by the hospital. The hospital board feels strongly that the nursing program is needed so the hospital "put its money where its mouth is". He pledged, from Allen Memorial Hospital's board, that hospital officials would continue to be supportive as the university embarks on a nursing program and would provide any assistance needed.

Terry Gruetzmacher, a nursing student at Allen Memorial Hospital, stated he would be graduating in 1989. He plans to obtain a Bachelor of Science in Nursing degree upon graduation from the hospital. He said if a nursing program was not available in the area he would have to go elsewhere but he really did not want to leave the area. He gave his cousin as an example of another person who had left the area due to lack of a Bachelor of Science in Nursing program.

Jim Lawren, President of the Waterloo Chamber of Commerce, reiterated the Chamber's support for the nursing program, which he had communicated by letter.

Michelle Wubben, President of the University of Northern Iowa Student Association, stated the Student Senate passed a resolution supporting the nursing program.

Betty Jean Ferguson, citizen of Waterloo, urged the board to consider the nursing program. She added that American hospitals are in England recruiting nurses.

President Pomerantz asked for discussion from the members of the board.

Regent Williams stated the effort put forth by the community was extremely laudable. She said it was obvious there was a great need for nurses. She was concerned, however, that although the professional entry into nursing should be at the Bachelor's degree level, there still are Associate degree nurses. The Associate degree nurse is a different type of nurse than the Bachelor degree nurse and she felt that should be distinguishable. She said that presently the difference between the two types of nurses was not recognized as far as duties and pay. She said a similar situation was present in the field of dental hygiene where there are several different entry levels. She asked that during the feasibility study the community be asked what its level of commitment was to assuring that graduates of the Bachelor of Science in Nursing program at the University of Northern Iowa would have appropriate levels of compensation and job responsibility. She stated she felt if the community was truly interested in establishing a nursing program at the University of Northern Iowa then she wanted to see a concerted effort that it comes out in job assignments and potential assignments, and a willingness to pay for that extra education. She said the University of Iowa nursing program was not

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full, and partly due to the fact many nurses did not have the mobility because of other commitments to travel great distances.

Regent Harris stated conceptually he was in favor of a Bachelor of Science in Nursing at the University of Northern Iowa. Whether it can be afforded or not was an issue he felt had to be faced later. He said the future of nursing was very bright. Because of changes that are taking place, there would be changes in the delivery of health care services. Much of health care now and in the future is being provided in the home. Those home services will be provided by registered nurses so he believed the future of nursing was great.

Regent Harris said he believed everyone understood why there was a nursing shortage: 1) cost of nursing education, 2) capitation grants were ceased by the government, 3) changing standards in the field of nursing, and 4) inadequate compensation for nurses. He said that down the line the nursing profession has not progressed financially.

Regent Duchon stated it bothered him in general terms of recognition of nurses in entry pay scales. He said it was not just the immediate need for nursing as such but the whole classification needed to be recognized. Part of it, he said, stemmed from the old days so to speak. There is a lot to be done to giving consideration to taking on additional responsibility. He asked how serious the community was to taking on the total commitment to address all the areas needing addressed in the nursing profession.

Regent Williams stated she thought it was excellent that the board would be dealing with the issue of the Ph.D in nursing at the University of Iowa. She said she believed the university needed to look at the resources in terms of Masters degree nurses qualified to teach nursing as the University of Northern Iowa contemplates the BSN program.

Regent Tyler stated he hoped as many legislators would come to every meeting of the Board of Regents as came to this meeting.

Regent Fitzgibbon stated it was very encouraging hearing the positive attitudes of cooperation and effort in the community for the nursing program. He cautioned that the key to the nursing program was to determine whether there was a demand for the program in the years ahead. He said that what he had heard at this meeting was fine but what about 10 years from now? He said some schools have started nursing programs and in the short term withdrawn those. In fairness to the whole program he said he would like to see a presentation on staffing and funding to continue the project for a certain number of years. He said it would be a judgement call and there were risks to take.

Regent Williams asked that as the feasibility study is undertaken, it should be clear that the Regents, the University of Northern Iowa, and the community are striving for the most excellent program which can be achieved. She asked

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for a program that would say to the citizens this was a good commitment of dollars. She said the number one goal of the Regents is to provide the best education for students.

President Pomerantz stated that from the point of view of Regents the message to communicate to all participating organizations and to the legislature is that the Regents stand for excellence in education in the things it brings forward, those that bear the stamp of the Board of Regents. He said that nursing was one of the very important areas. He felt it was not good enough to have a Bachelor of Science program at the University of Northern Iowa for nursing if it was not a quality program. If the Regents put their stamp on a program it should be program of excellence. All 14 nursing programs in Iowa are underattended so the question will be asked why Iowa needs another program. President Pomerantz stated the case was well made at this meeting that northeast Iowa does need a nursing program in terms of delivering medical care as well as for economic development. Most importantly, President Pomerantz said, the issue is quality education and the resources involved at the Regent level. He said, for example, it was impossible for anyone to refute the high quality programs at the University of Iowa Hospitals. He said that with the needs articulated and the resources already in place, it seemed to him that there was some way to bring those resources together to satisfy the needs of the community. He asked why it would not be appropriate for the University of Iowa, the University of Northern Iowa and the community-based hospitals to cooperate and develop a program that would take the best from each of those resources and satisfy the needs of the community. He said the institutions needed to overcome traditional attitudes and look to a program to serve the needs of the people in Iowa which may at times minimize institutions' loyalty. He felt if it was properly handled it could be accomplished. The group could employ the resources of the private and the public sectors, and of the universities in a way that could be unprecedented. President Pomerantz asked that as the motion was formulated to not overlook this very unique opportunity.

Regent VanGilst stated that last week he was in the office of John Colloton at the University of Iowa regarding the nursing program. Regent VanGilst felt it was critical to establish a Bachelor of Nursing program in our state and anything else to enhance the nursing program. Another item he felt was very important was to determine what kind of support the nursing program will have come next legislative session. He said the Regents cannot even fund its existing programs, such as the Agronomy Building which cannot even be equipped. He asked whether the legislators were going to fund the nurses program once it was proposed. He suggested the legislators present at this meeting tell their colleagues the funds are needed. Regent VanGilst stated he was supporting what was trying to be accomplished but he had questions as to whether it could be afforded and whether the legislature felt it could be afforded. He emphasized that it had to be a program of excellence.

Regent Harris stated he supported a Bachelor of Science in Nursing degree program for northeast Iowa. He said he hoped the institution that would

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provide that degree would be the University of Northern Iowa. In terms of the recommendation made regarding the feasibility study, he said that was one issue. He said whether or not the state can afford to finance such a program was another issue.

MOTION: Regent Harris moved to receive the report of the consultants and to recommend to the University of Northern Iowa to proceed with the recommendation of the report which states "within the next 5 years UNI, in maximizing service to the citizens of northeast Iowa, should take definitive steps to determine the feasibility of initiating a baccalaureate nursing program that accepts both generic and RN students". Regent Duchon seconded the motion.

Regent Williams asked whether the motion included all the recommendations of the consultants.

Regent Harris responded the motion dealt with the recommended action to receive the report and to specifically approve the single recommendation.

Regent Williams stated that all the recommendations were important.

President Pomerantz suggested the motion include each and every recommendation of the consultants and asked Regent Harris if it was possible to enlarge upon the scope to include not only the University of Northern Iowa but also the University of Iowa's cooperation, and to bring in some of the community-based hospitals to evaluate the whole program.

Regents Harris and Duchon concurred in President Pomerantz's suggestion.

Regent Fitzgibbon asked about time for completion of the study. President Pomerantz stated the study should be completed within six months.

Regent Harris asked President Curris how he interpreted the term "feasibility study".

President Curris stated such a study could be approached in many ways which is the problem with the committee approach. He said he thought the feasibility of a nursing program was going to be built around finances. He said there was a difference between desirability and feasibility. Feasibility deals with resources, cooperation, and finances. He indicated he had personally started two nursing programs himself, and a good BSN program was going to require between \$600,000 and \$700,000. He said there were options on how to structure a program, but a nursing program basically had to have clinical involvement. Also a nursing program could not be carried out through tele-



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President Pomerantz stated it was not appropriate for the board to pre-judge what the committee would come back with.

Regent Tyler stated his understanding of the discussion was that the "resources" would be cooperation and the use of expertise.

Regent Fitzgibbon saw it as a sharing environment but not necessarily a sharing of funding.

Regent Harris clarified that all the discussion should be with the understanding that they were talking about a University of Northern Iowa program.

Regent Harris requested the motion be read back. After the motion was read Regent Harris stated for the record that what was read was not the motion he made but was made by the chair of the board. He said he wanted it understood very clearly that the University of Northern Iowa should be allowed to study whether it should proceed to develop a Bachelor of Science in Nursing degree program. He reiterated that his motion was to receive the report of the consultants and to specifically adopt the specific recommendation, not all the recommendations.

WITHDRAWAL OF MOTION: Regents Harris and Duchon withdrew the motion.

Regent Williams stated she did not believe she and Regent Harris were in disagreement at all. She felt the recommendations of the consultants needed to be adopted in their entirety.

MOTION: Regent Williams moved to accept the report of the consultants, to adopt the recommendations as proposed, with the additional stipulation that the University of Northern Iowa, in consultation with the University of Iowa Department of Nursing, and the medical community in northeast Iowa, take definitive steps toward initiating the Bachelor of Science in Nursing degree, accepting both generic and Associate degrees, and that it be dedicated to excellence.

Regent Williams stated her intent was to bring together the various resources but to eliminate duplication of effort. The University of Northern Iowa would enlist support from others that can provide advice with a cooperative relationship.

Regent Harris stated he was strongly supportive of the University of Northern Iowa having a Bachelor of Science in Nursing degree. He added that whether it was feasible from a financial point of view was yet to be determined, but whatever program is developed should be developed by the university. He said that if the University of Northern Iowa, in its efforts to develop an excellent program, realizes it needs help to do it, then they could seek help. Regent Harris restated that he was not comfortable with the recommendations from the consultants. He said the program should be at the University of Northern Iowa. He felt a Bachelor of Science in Nursing degree program would serve to make the university a stronger entity. He said, therefore, he did not include all the consultants recommendations because of how that related to the University of Northern Iowa.

Regent Williams clarified that her intent was not to state that the nursing program should not be owned by the University of Northern Iowa. She said that in establishing the feasibility of the program there should be consultations with other Regent institutions to avoid duplication and determine the most cost-effective use of the Regent dollars. She said that seeking funding from the state legislature could be difficult if they saw the Regents had not done their homework. In order to avoid that she had suggested consulting those who already have a program.

President Pomerantz stated the Code of Iowa did not require unanimity on the board. He said reasonable people can differ. He said before he, as an individual Regent, could vote for adoption of a program he would have to be convinced it was a program of excellence. He suggested the feasibility group look critically at other nursing programs and draw from them as they can. Before the nursing program can be passed by the board it has to pass certain tests. He said the Board of Regents should give direction to the group that will evaluate the feasibility that what the board is trying to accomplish is a need that was well stated by the community and led by the university in a very fine manner. He said as far as the Board of Regents putting its stamp on the program, it must be an excellent program that speaks to standards of the Regents and introduces an element of excellence.

SECOND:

Regent Tyler seconded the motion.

Dr. Miller stated the consultants in formulating the recommendations looked at the immediate and long-range kinds of issues. He said they felt in order to retain registered nurses in the region something would have to be done to capture their interest and educate them at a level they wanted to be educated.

Regent Fitzgibbon stated the motion addressed duplication. There will always be duplication in some form but how the committee interprets it is very important. He said the leadership of the project was in the hands of the University of Northern Iowa and they are going to glean from others those things that could help in making this a successful program and a

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recommendation acceptable to this group. If that motion incorporates that then we should move ahead on it.

Regent VanEkeren asked what would be the composition of the committee. President Pomerantz stated the committee would be named by the University of Northern Iowa in conjunction with the board and Board Office.

VOTE ON THE MOTION:                      The motion carried unanimously.

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

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The following business was transacted on Wednesday, June 17 and Thursday, June 18, 1987.

**REGISTER OF PERSONNEL CHANGES.** The Board Office recommended the board approve the Register of Personnel Changes for the month of May 1987.

The Register of Personnel Changes was reviewed in the Board Office and found to be in order.

**ACTION:** President Pomerantz stated the Register of Personnel Changes for the month of May 1987 was approved on the consent docket.

**APPOINTMENTS.** The Board Office recommended the board approve appointments, as follows:

1. ANN MARIE RHODES, Assistant Vice President for Finance and University Services, effective June 29, 1987, at an annual salary of \$55,000;
2. JACQUES BOURGEACQ, chair of the Department of French and Italian, effective August 24, 1987, for a term of three years, salary as budgeted;
3. JOHN BOYLE, director of the School of Religion, effective July 1, 1987, for a term of four years, salary as budgeted;
4. GREGORY CARMICHAEL, chair of the Department of Chemical and Materials Engineering, effective July 1, 1987, for a term of five years, salary as budgeted;
5. COSMO CATALANO, chair of the Department of Theatre Arts, effective August 24, 1987, for a term of one year, salary as budgeted;
6. CHING-JEN CHEN, chair of the Department of Mechanical Engineering, effective August 24, 1987, for a term of five years, salary as budgeted;
7. NICHOLAS COLANGELO, chair of the Division of Counselor Education, effective July 1, 1987, for a term of three years, salary as budgeted;
8. ARTHUR FLECK, chair of the Department of Computer Science, effective August 24, 1987, for a term of three years, salary as budgeted;
9. DAVID J. FORKENBROCK, Director of the Public Policy Center, for an indefinite term, salary as budgeted;

10. JUDITH HENDERSHOT and DAVID L. CRONIN, co-directors of the Institute for School Executives, for the period 1987-88, salary as budgeted;
11. ERLING HOLTSMARK, chair of the Department of Classics, effective August 24, 1987, for a term of three years, salary as budgeted;
12. FRANCOISE MARTINET, chair of the Department of Dance, Division of Physical Education, effective August 24, 1987, for a term of two years, salary as budgeted;
13. SHELDON POLLOCK, chair of the Department of Asian Languages and Literature, beginning spring semester, 1988, for a three and one-half year term, salary as budgeted;
14. CHESTER RZONCA, chair of the Division of Foundations, Post-secondary and Continuing Education, effective July 1, 1987, for a term of three years, salary as budgeted;
15. RICHARD SHEPARDSON, chair of the Division of Early Childhood and Elementary Education, effective July 1, 1987, for a term of three years, salary as budgeted;
16. YVONNE SLATTON, chair of the Department of Physical Education and Sports Studies, Division of Physical Education, effective August 24, 1987, for a term of three years, salary as budgeted;
17. DONALD SMITH, director of the School of Journalism and Mass Communication, effective August 24, 1987, for a term of five years, salary as budgeted;
18. LT. COL. GARY SPIVEY, head of the Department of Aerospace Military Studies, effective August 24, 1987, for at term of three years, salary as budgeted;
19. DOUGLAS TRANK, chair of the Rhetoric Program, effective August 24, 1987, for a term of one year, salary as budgeted;
20. DANIEL WEISSBORT, chair of the Comparative Literature Program for the fall semester, 1987, salary as budgeted;
21. STEVEN UNGAR, chair of the Comparative Literature Program for spring semester, 1988 through summer session of 1990, salary as budgeted;
22. MARILYN ZWENG, chair of the Division of Secondary Education, effective July 1, 1987, for a term of three years, salary as budgeted;
23. DOUGLAS YOUNG, Secretary of the University, for the 1987-88 fiscal year, salary as budgeted;

24. RICHARD STEVENSON, Acting Treasurer for the University, for the 1987-88 fiscal year, or until a new Treasurer is appointed, salary as budgeted;
25. JUNE D. CARGILE, Director of the Office of Affirmative Action, for the 1987-88 fiscal year, salary as budgeted;
26. FRANK J. ZLATNIK, M.D., acting head of the Department of Obstetrics and Gynecology, College of Medicine, effective July 1, 1987, for an indefinite term, fiscal year salary \$85,000 plus commutation fraction;
27. LOWELL SCHOER, Interim Dean of the College of Education, effective July 1, 1987, for an indefinite term, fiscal year salary \$75,000; and
28. MARY L. KHOWASSAH, Director of University of Iowa Student Health Service, effective July 1, 1987, fiscal year salary \$90,000.

**MOTION:** Regent Greig moved approval of the appointments as presented. Regent Harris seconded the motion, and it carried unanimously.

**LIBERAL ARTS ADMISSION REQUIREMENTS.** The Board Office recommended the board refer the proposed admission standards to the Interinstitutional Committee on Educational Coordination and the Committee on Educational Relations for their review and request that a report be prepared on the implications of adopting these rules.

Admission rules reflect a major policy of the Board of Regents which determines, in effect, who will be allowed the opportunity to pursue a college education at a Regent university. Consequently, the changes proposed by the University of Iowa need to be examined carefully for their impact. The board approved similar changes at the University of Northern Iowa in September.

The present requirements for admission are similar to those proposed for the College of Liberal Arts, except that the current requirements are only recommended. The proposed requirements will be required. The proposed requirements were consistent with the Educational Excellence for Iowa report of the Joint Committee on Instructional Development and Academic Articulation in Iowa appointed by the State Board of Regents and the Iowa Department of Education in 1984.

Vice President Remington stated the proposed admission requirements had been the subject of discussion at the university for a long time. He added that the board had also participated in discussion of admission requirements. The university asked that a recommendation from the Interinstitutional Committee on Educational Coordination be forwarded to the Board of Regents as quickly as possible. He stated that a considerable amount of time had elapsed since the 1984 Educational Excellence for Iowa report was received by the board.

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Regent Harris asked why the university was requesting implementation of the new admission requirements in 1989 instead of 1991 as proposed by Iowa State University.

Vice President Remington responded that 1991 was longer than the University of Iowa cared to wait. He said the major change was the two years of foreign language requirement. Students who will be applying for entrance in 1989 will only have had time to acquire one year of foreign language; however, the university will be prepared to deal generously with students whose only deficiency is one year of foreign language. He stated that it had been several years since the Board committed itself to moving in the direction of higher admission standards. He could not see any reason to delay any further when discussion was held so directly and for so long. He felt it would not be wise or necessary to postpone implementation of the higher admission standards.

Regent Harris stated his concern was not with the foreign language requirement but the two years of natural science. He gave an example of a Cedar Rapids high school student who had just finished eleventh grade. This individual probably will not obtain three years of natural science because of participation in extracurricular activities.

Vice President Remington stated he believed the student would be close to meeting the proposed admission requirements.

Regent Harris asked how the university would handle such an instance.

Vice President Remington stated there was always room for exception. Anyone just below the requirements is reviewed closely.

Regent Harris asked why an honor student would have to be admitted to the University of Iowa as an exception. Vice President Remington stated it would be because of poor advice during the high school years.

Vice President Remington stated the university is not doing its job unless it requires two or three years of science. Students very often are, in fact, taking three years of academic programs in high school and meeting high school graduation requirements by eleventh grade. He said the world will be much more demanding in the 1990s and felt it was a disservice to students, the parents, faculty and the university to require less than the proposed requirements. The increase in college entrance requirements would also serve to increase requirements for high school graduation. He said increased high school graduation requirements were especially important to students who have completed their education at the high school level or enter vocational training. He reiterated that the typical student not meeting the requirements would be deficient in the foreign language area.

Regent Harris stated he felt the higher standards were acceptable but he was not comfortable with the timeline for implementation of those standards.

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Vice President Remington responded that students will have two full years to prepare for the new admission standards.

Regent Williams requested that if the admission requirements are increased they be established as requirements. She expressed concern that if there were too many exceptions the requirements would not be anything more than recommendations.

Vice President Remington responded that during the transitional period of Fall 1989 the university would expect many students would fall below the admission requirements.

Regent Williams reiterated that she hoped if the board adopted these requirements that they be requirements.

Vice President Remington responded they would be requirements but the university would have to make exceptions.

Regent Williams asked that when the college entrance requirements are raised those be relayed to high school counselors.

Regent Greig expressed concern that increasing the foreign language requirement would complicate recruiting minority students in the short term.

Vice President Remington stated changing the requirements would necessitate communication and early notice to the high schools, and there would have to be a transition period. He indicated the university would continue to make exceptions in lower half admissions. He stated that the strengthening of admission requirements was particularly critical at this time. Iowa has always prided itself on being first in the nation in education but was slipping from that position.

Regent Greig asked how easy it would be for the college entrance requirements to become high school graduation requirements.

Vice President Remington stated that was a recommendation of the 1984 report, but that it was hard to judge because of differences of opinion concerning the place of vocational education.

Regent Williams stated that in light of the fact that the Regent institutions established a goal for minority enrollments, university officials need to work with public schools for early intervention. Teachers and counselors need to motivate students strongly during the junior high school years. She said the University of Iowa works with high school counselors now to attract minority students.

Regent Williams stated the minority recruitment goal encourages even more work at the junior high level especially in Iowa where we still have pockets where minorities are present in large numbers.

Vice President Remington felt the Regents, Department of Education and the universities should have taken a leadership role some time ago.

President Curris stated the University of Northern Iowa increased its admission standards to address limiting its enrollment.

Director Stinchfield stated that during the time the University of Northern Iowa was raising its admission standards university officials traveled around the state to discuss the increase with school officials. He said the concept was very well received despite the tremendous impact. The Cedar Falls Superintendent of Schools informed the university that the enrollment standards effected the staffing in that school system.

Director Stinchfield stated many school officials in the state feel very strongly about vocational education and view the admission standards as a threat. He said when the universities propose increasing admission standards they have to communicate with the secondary school systems.

Regent Harris stated he strongly agreed with the procedure outlined by Director Stinchfield and felt the other universities should follow along the same line. He added that he wholeheartedly supported the admission standards but requested implementation be delayed until 1991.

Mr. Reck, President of Collegiate Associations Council, stated he agreed with the Board Office position. He said there were still serious questions which needed addressed concerning increasing enrollment standards. Among these were minority recruitment and first generation students. He said that students of parents who did not go to college were often not adequately prepared at the secondary school level for college entrance, especially in smaller high schools. He also questioned whether the smaller schools were offering all the courses proposed by the University of Iowa as admission requirements. He suggested the Board of Regents carefully examine imposing requirements at the university level to force the high schools to increase their graduation requirements. He said he felt the recommendation of the Board Office was very prudent.

President Pomerantz stated there was another perspective not verbalized at this meeting concerning increasing admission standards. He said the competition was not with the educational quality of other states, it was with other countries. He was concerned about the ramifications of a lack of programs to educate our young people in a way that makes them internationally competitive. He believes that a policy addressing higher education standards has to happen.

Regent Williams stated the universities are not working in a vacuum. Virtually every school district is working on its graduation requirements. She stated the educational goals were the same at all levels of education -- to educate the students well.

Regent Fitzgibbon stated there was great concern at the secondary school level that they are not meeting the college entrance standards.

President Eaton stated that although the discussion related to the University of Iowa, Iowa State University also wished to increase its admission standards. He said his impression was that one of the concerns of the Board Office is that no one of the three universities gets out ahead of the others. The universities are proposing similar kinds of admission requirements since they all sought to decrease enrollments. He was concerned that if the University of Iowa's increased enrollment standards were implemented before Iowa State University's, Iowa State University would get a flood of enrollments.

President Pomerantz stated those concerns were the reason for the recommended action.

Vice President Remington stated the enrollment issue was a deceptive one. He said they probably had the earliest experience when the university increased the ACT score requirement from 21 to 24. They saw a downward movement in applications for about one year but then picked up momentum. He said he did not feel increasing admission requirements was an effective device for limiting enrollment, and universities planning to limit enrollment in that way would be disappointed in the long term.

MOTION:

Regent Williams moved to refer the proposed admission standards to the Interinstitutional Committee on Educational Coordination and the Committee on Educational Relations for their review, and to request that a report be prepared on the implications of adopting these rules. Regent Harris seconded the motion.

Regent Greig asked that as study begins on the increased enrollment standards, President Eaton's concern about the universities increasing standards in unison and bringing the new requirements to the attention of junior and senior high schools officials be addressed.

Regent Fitzgibbon asked how the goal of 8.5 percent for minority enrollments had been established.

Vice President Remington stated the percentage arrived at represented half the current college-enrolled minority population in the country and takes into account the minority population in Iowa.

Regent Fitzgibbon asked if 8.5 percent minority enrollments was achievable. Vice President Remington responded that it was.

President Pomerantz reminded everyone that 8.5 percent was a goal, not a requirement.

VOTE ON THE MOTION: The motion carried unanimously.

**SPECIAL SECURITY OFFICERS.** The Board Office recommended the board approve the appointments of Ian Scott, Thomas Johnson, and Mike Fong as permanent special security officers at the University of Iowa.

The Code requires the board provide as rapidly as practical for the adequate training of special security officers at the Iowa Law Enforcement Academy or an equivalent training program, unless they have already received such training. The university reported that Mr. Scott, Mr. Johnson and Mr. Fong have each recently completed training at the Iowa Law Enforcement Academy.

**ACTION:** President Pomerantz stated the board approved the appointments of Ian Scott, Thomas Johnson, and Mike Fong as permanent special security officers at the University of Iowa by general consent.

**PUBLIC POLICY CENTER.** The Board Office recommended the board receive the report on the establishment of the Public Policy Center in the Graduate College at the University of Iowa.

The proposed Policy Center will be administered through the Vice President for Educational Development and Research which is responsible for fostering interdisciplinary research such as the research that would be conducted through this policy center. The university noted that a growing number of universities have established public policy research centers and such a center appeared to be appropriate for the University of Iowa where a number of disciplines play a role in the development of public policy.

**MOTION:** Regent VanEkeren moved to receive the report on the establishment of the Public Policy Center in the Graduate College at the University of Iowa. Regent Fitzgibbon seconded the motion, and it carried unanimously.

**Ph.D. PROGRAM IN NURSING.** The Board Office recommended the board refer the proposed Ph.D. Program in Nursing to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

The University of Iowa proposed a Ph.D. program in Nursing. The development of this program was mentioned to the board on previous occasions in connection with long-range planning.

**ACTION:** President Pomerantz stated the board referred the proposed Ph.D. Program in

Nursing to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation by general consent.

**SOCIAL SCIENCE RESEARCH INSTITUTE.** The Board Office recommended the board refer the request for the establishment of an Iowa Social Science Institute at the University of Iowa to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

This proposed institute would require approximately \$140,000 per year in operating funds from university funds.

**ACTION:** President Pomerantz stated the board referred the request for the establishment of an Iowa Social Science Institute at the University of Iowa to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation by general consent.

**ACADEMIC CALENDAR FOR 1988-89.** The Board Office recommended the board approve the university's calendar for 1988-89 including the 1988 summer session.

The Board Office noted that the recent history of the university was to have 74 class days in the fall semester and 75 in the spring. For the current year the State University of Iowa has 73 days in the fall and 75 in the spring. For 1988-89 the university proposed 73 days each semester for a total of 146 class days. The calendar for Iowa State University has 149 days and the University of Northern Iowa has 151 days for 1988-89.

The university responded to the needs of kindergarten through twelfth grade teachers for a later starting summer session and reduced the winter recess which had been the object of some complaints about its length.

Vice President Remington stated the proposal was an effort to respond to some concerns that the winter vacation was too long. By beginning the spring semester earlier, the summer vacation would be lengthened and give students an opportunity to be in the work force longer and help them to meet increased tuition expenses. He noted there was a concern about the examination period. He felt the schedule changes were not radical, and the schedule was much improved.

Mike Reck, President of the Collegiate Associations Council, stated there were some problems with the calendar. He felt the schedule did not have to be approved immediately and recommended attempting to work out some of the problem areas. He noted some of the problems were a decrease in the number of class days and the final examination period which begins immediately

following the end of class and includes Sunday which is a holy day for many students.

Vice President Remington stated the schedule changes could be made no later than this meeting because of the various notifications that must be made. He said the calendar had been discussed for a year on the campus.

MOTION: Regent Fitzgibbon moved to approve the university's calendar for 1988-89 including the 1988 summer session. Regent VanEkeren seconded the motion, and it carried unanimously.

**PROFESSIONAL AND SCIENTIFIC CLASSIFICATION CHANGES.** The Board Office recommended the board approve the proposed revisions in the university's professional and scientific classification and compensation plan as follows:

<u>Pay Grade Changes</u> <u>Title</u>	<u>From Grade</u>	<u>To Grade</u>
Manager Iowa Memorial Book Store	10 (\$26,000-\$42,370)	11 (\$28,135-\$45,850)
Education Coordinator for the Performing Arts	07 (\$20,680-\$33,110)	08 (\$22,380-\$35,840)
Athletic Ticket Manager	09 (\$24,015-\$38,780)	10 (\$26,000-\$42,370)
Manager of Promotion - University of Iowa Press	06 (\$19,290-\$30,865)	07 (\$20,680-\$33,110)

<u>New Classes</u> <u>Title</u>	<u>Salary Grade</u>
Senior Data Systems Manager	12 (\$30,450-\$49,640)
Assistant Manager, Staff Benefits	09 (\$24,015-\$38,780)

The university reported that the proposed new class of Senior Data Systems Manager was needed to recognize the advanced level of expertise and staff supervision required as the result of growth in the complexity of computer systems management. Increased complexity in fringe benefit programs led to the proposed new class of Assistant Manager who will assist the Manager of Staff Benefits in the development, administration and evaluation of benefit programs.

Proposed pay grade assignments were determined by application of the

university's job evaluation instrument. Funds for the proposed changes were available from existing resources.

Associate Vice President Small stated the compensation system for the University of Iowa professionals was reviewed and recast a few years ago as a part of comparable worth. As a result of the consultant report performed two years ago only thirty classifications of 200 were changed. The university received appeals from only 15 classifications. She said the process has proven to be relatively sensitive to changes in the environment. Individual departments within the university submit recommendations on changes needed within certain classifications annually.

President Pomerantz asked what the process was for dealing with recommendations after they were submitted by the departments.

Associate Vice President Small responded that the university uses a point count instrument which is primarily a proprietary instrument of a consulting firm and apply that to the position to determine pay grade.

Regent Fitzgibbon asked when the classifications were last objectively reviewed and how often that occurs.

Associate Vice President Small responded that the classifications were reviewed two years ago as part of a consultant review.

Regent Fitzgibbon asked if the job content of the positions was reviewed.

Associate Vice President Small responded the recommendations were based on what they believe to be changes in job content. The main reason for those changes is because people are working in an area that is new. Therefore, it would be inconsistent with that environment not to change.

**MOTION:** Regent Greig moved approval of the proposed revisions in the university's professional and scientific classification and compensation plan as presented by the university. Regent Williams seconded the motion, and it carried unanimously.

**REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS AND LASER LABORATORIES RELATED PLANNING.** The Board Office recommended the board (1) approve the capital register; (2) receive an oral report from the university on the Laser Laboratories site selection and related facilities needs; (3) authorize the university to proceed with a feasibility study of parking and chilled water needs associated with building of the proposed Laser Laboratories Facility; (4) authorize the executive secretary to approve professional services agreements and amend existing agreements; and (5) direct that the university bring to the board the results of the feasibility study as soon as it is

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available and keep the board apprised of all significant steps in the development of the Laser Laboratories Project.

Vice President Ellis stated that in March the university proposed a site for the Laser Laboratory which was rejected by the Campus Planning Committee. In the meantime the university proceeded with the selection of a design consultant. Once that selection was made and approved by the Board of Regents the consultant was brought onto the campus. The Campus Planning Committee and the users of the Laser Facility with the consultant assisted in determining the site. He said the end result of that process was that the consultants and users unanimously recommended the site north of Memorial Union which was originally rejected by the Campus Planning Committee. That location is currently a parking lot. The site has been identified as a future building site. The site was selected with an eye toward allowing for expansion in the future as well as accommodating the initial building.

Vice President Ellis stated that recently-approved parking rates were calculated to provide enough revenue to finance new parking structures on both the east and west sides. He said the immediate need for a parking structure on the east side would be at the north end of the campus to meet the need created by building the Laser Laboratory. The location under consideration is on the corner of Capitol and Bloomington Streets. This site has been used as the university arboretum, and the university would identify another area for the arboretum. He asked that the board authorize the university to proceed with planning. He indicated the structure would be a multi-story facility and would incorporate a chiller facility to supply the Laser Laboratory and Chemistry-Botany Building. He said it also may be possible to incorporate some recreational space within the structure which is needed because of the large number of dormitories in the area.

#### CONSULTANT AGREEMENT

<u>University Hospitals and Clinics--Shipping and Receiving Facility</u>	<u>\$44,630</u>
Shive-Hattery Engineers, Inc., Iowa City, Iowa	

The university requested approval of Shive-Hattery Engineers, Inc., to provide on-site and laboratory testing during construction of this project. The services include testing of fill and finished grading materials for compliance to specifications and applicable codes.

The project was approved by the board in July 1986. A revised budget of \$3,293,522 was approved in April 1987. Hansen Lind Meyer is the project architect.

#### CONSTRUCTION CONTRACTS

The following contracts were awarded by the Executive Secretary on behalf of the board:

Iowa Memorial Union Remodeling--Phase II

<u>General Construction</u>	<u>\$720,450</u>
Award to: Mid-America Construction Company of Iowa, Iowa City, Iowa (5 bids received)	
<u>Electrical</u>	<u>\$206,980</u>
Award to: Menninga Electric, Inc., Cedar Rapids, Iowa (4 bids received)	
<u>Mechanical</u>	<u>\$454,200</u>
Award to: Universal Climate Control, Inc., Coralville, Iowa (3 bids received)	

These three contracts constitute the second phase of the \$10.3 million Memorial Union Remodeling project.

The following two contracts were awarded by the university and presented for ratification by the board.

<u>University Hospitals and Clinics--Diagnostic Radiology Completion Phase--Primary Electrical Vault Realignment</u>	<u>\$215,189</u>
Award to: Gerard Electric, Inc., Iowa City, Iowa (3 bids received)	

This contract was part of the \$9.7 million project approved by the board in February 1987. The project architect is Hansen Lind Meyer.

<u>Oakdale Campus--Storage Buildings</u>	<u>\$169,930</u>
Award to: Garling Construction, Inc., Belle Plaine, Iowa (7 bids received)	

This contract was part of the project to construct two prefabricated metal buildings on the Oakdale Campus. The buildings will be used for storage by the university. The project budget is \$408,000.

ACCEPTANCE OF COMPLETED CONSTRUCTION PROJECTS

The university reported acceptance of construction contracts on one completed project. The project is the Telephone Switching Facility and was constructed by Mid-America Construction Company of Iowa City, Iowa. Inspections found that the contractors complied with the plans and specifications. The university recommended that the work on the project be accepted as complete.

MOTION: Regent Harris moved to (1) approve the capital register; (2) receive an oral report

from the university on the Laser Laboratories site selection and related facilities needs; (3) authorize the university to proceed with a feasibility study of parking and chilled water needs associated with building of the proposed Laser Laboratories Facility; (4) authorize the executive secretary to approve professional services agreements and amend existing agreements; and (5) direct that the university bring to the board the results of the feasibility study as soon as it is available and keep the board apprised of all significant steps in the development of the Laser Laboratories Project. Regent Williams seconded the motion, and it carried unanimously.

**LEASE OF PROPERTY - TECHNOLOGY INNOVATION CENTER.** The Board Office recommended the board approve leases for the benefit of the University of Iowa as follows:

- (a) FUNCTIONAL HOME DESIGNERS for their use of approximately 123 square feet of space (Room 216) in the Technology Innovation Center (TIC) at the Oakdale Campus for a term of one year commencing July 1, 1987, and ending June 30, 1988, at a rent for the term of \$744 (renewal); and
- (b) MARYCREST COLLEGE for the university's use of approximately 720 square feet of space at the college for a term of one year commencing July 1, 1987, and ending June 30, 1988, at a rent for the term of \$4,200 (renewal).

FUNCTIONAL HOME DESIGNERS meets the university's requirements for assistance. The university reported that the tenant will use the space for offices, applied research, product development, and new business marketing. They serve as consultants in design, construction, and furnishing of facilities for persons having special needs and for individuals as they advance in age. The rental rate was calculated at \$6 per square foot per year. This rate was established as a fair and reasonable rent given the objective of the university's program and recovers the university's costs for utilities and services at the leased facilities.

MARYCREST COLLEGE -- The renewed lease allows for the continued operation of the university's existing Social Work Training Center which coordinates the practicum placement of students in the Master of Social Work Program. The agreement included the use of shared seminar room and classrooms and provided for the use of desks, chairs, tables, miscellaneous office items, audiovisual equipment, reproduction equipment, and library privileges for faculty and students of the University of Iowa School of Social Work. The cost of the agreement, \$4,200, represented a 15.5% increase over the present rental rates

and follows three years of no increases. The university reported that pursuant to Executive Order No. 44, which requires state agencies to give consideration to vacant school houses before leasing space, no vacant school houses would have met the programmatic needs of the university.

**MOTION:**

Regent Tyler moved to approve leases for the benefit of the University of Iowa as follows: (a) FUNCTIONAL HOME DESIGNERS for their use of approximately 123 square feet of space (Room 216) in the Technology Innovation Center (TIC) at the Oakdale Campus for a term of one year commencing July 1, 1987, and ending June 30, 1988, at a rent for the term of \$744 (renewal); and (b) MARYCREST COLLEGE for the university's use of approximately 720 square feet of space at the college for a term of one year commencing July 1, 1987, and ending June 30, 1988, at a rent for the term of \$4,200 (renewal). Regent Greig seconded the motion, and upon the roll being called, the following voted:

AYE: Duchen, Fitzgibbon, Greig, Harris, Pomerantz, Tyler, VanEkeren, VanGilst, Williams.

NAY: None.

**1987-88 FINAL BUDGET INCLUDING RESIDENCE SYSTEMS.** The Board Office recommended that action on the University of Iowa final budget be deferred until the July board meeting.

**ACTION:**

President Pomerantz stated that action on the University of Iowa final budget would be deferred until the July board meeting.

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, June 17 and Thursday, June 18, 1987.

**RATIFICATION OF ACTIONS IN REGISTER OF PERSONNEL CHANGES FOR MAY 1987.** The Board Office recommended the board approve the register for the month of May 1987.

**ACTION:** President Pomerantz stated the board approved the Register of Personnel Changes for May 1987 on the consent docket.

**APPROVAL OF REAPPOINTMENTS AND APPOINTMENTS OF ADMINISTRATORS.** The Board Office recommended the board approve appointments of departmental executive officers and administrators, as follows:

1. GERALD E. KLONGLAN, Chair of the Department of Sociology and Anthropology, effective July 1, 1987 through June 30, 1990 (reappointment), salary as budgeted;
2. D. DUANE ENGER, Professor and Chair, Department of Zoology, effective July 1, 1987 to June 30, 1991 (reappointment), salary as budgeted;
3. ARTHUR E. OLDEHOEFT, Professor and Chair, Department of Computer Science, effective July 1, 1987 through June 30, 1991, salary as budgeted;
4. MICHAEL A. PEARCE, Professor and Chair of the Department of Naval Science, effective August 15, 1987 through June 30, 1988 (reappointment), salary as provided;
5. EARL E. DOWLING, Director of Financial Aid and Student Employment, effective August 1, 1987, salary of \$55,500 for fiscal year;
6. DEAN A. PEASE, Professor and Chair of the Department of Physical Education and Leisure Studies, effective July 15, 1987, through June 30, 1992, salary of \$55,000 for fiscal year;
7. ANDREJS PLAKANS, Professor and Chair of the Department of History, effective July 1, 1987 through June 30, 1990, salary as budgeted;
8. HAROLD J. STOCKDALE, Professor and Chair of the Department of Entomology, effective July 1, 1987 through June 30, 1992 (reappointment), salary as budgeted;

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9. ROSALIE H. NOREM, Associate Professor and Interim Chair of the Department of Family Environment, effective July 1, 1987 through June 30, 1988, salary \$47,000;
10. LIEUTENANT COLONEL CLIFFORD KENT LONG, Professor and Chair, Department of Military Science, effective June 8, 1987 through June 30, 1990, salary as provided; and
11. THOMAS I. CHACKO, Professor and Chair of the Department of Management, effective July 1, 1987 through June 30, 1990 (reappointment), salary as budgeted.

**ACTION:**

Regent Tyler moved approval of the appointments of departmental executive officers and administrators, as presented. Regent VanGilst seconded the motion, and it carried unanimously.

**APPROVAL OF THE CHAPTER 28E AGREEMENT, CODE OF IOWA (1987), BETWEEN IOWA STATE UNIVERSITY AND THE IOWA DEPARTMENT OF ECONOMIC DEVELOPMENT.** The Board Office recommended the board (1) approve the proposed agreement regarding economic development coordination between Iowa State University and the Department of Economic Development and (2) direct that Iowa State University inform the Board Office of any difficulties in either party meeting the provisions of this agreement or any significant cooperative ventures mutually determined by the parties.

Legislation approved in 1986 requires that the Iowa State University Cooperative Extension service and the Department of Economic Development enter into an agreement under Chapter 28E of the Code which will provide for coordination of economic development activities. Following discussion of a number of different versions of an agreement, the university completed negotiations with the Department of Economic Development and presented for the board's approval a 28E Agreement. The agreement does not take effect until approved by the Board of Regents and the Department of Economic Development board.

Three portions of Iowa State University involved in providing economic development related assistance are incorporated into this agreement. Included are the Cooperative Extension Service in Agriculture and Home Economics, the Center for Industrial Research and Service and the Small Business Development Center. The tasks of each and of the Department of Economic Development are described in the proposed agreement.

The core of the proposed agreement provides for Iowa State University and the Department of Economic Development to regularly communicate and to share written information. Collaborative projects are to be done by mutual

consent. The agreement is renewable annually and involves no financial commitment of the university.

The agreement calls for cooperation and regular exchange of written information. Provisions of the agreement which describe this protocol are listed below:

- \* Key personnel at the Department of Economic Development and Iowa State University involved in economic development will meet quarterly.
- \* Annual and long-range economic development plans will be shared.
- \* Annual reports of economic development program accomplishments will be shared.

**ACTION:**

Regent VanEkeren moved to (1) approve the proposed agreement regarding economic development coordination between Iowa State University and the Department of Economic Development and (2) direct that Iowa State University inform the Board Office of any difficulties in either party meeting the provisions of this agreement or any significant cooperative ventures mutually determined by the parties. Regent Fitzgibbon seconded the motion, and it carried unanimously.

**APPROVAL OF NEW DEGREE PROGRAM.** The Board Office recommended the board refer the request for approval of proposed new graduate degrees (M.S. and Ph.D.) in Plant Physiology to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

Iowa State University proposed new graduate degrees (M.S. and Ph.D.) in Plant Physiology on an interdepartmental basis. Plant physiology has been an area of emphasis within the Botany major for many years. The proposal was to make Plant Physiology a formalized major. The new major would be adopted by all seven plant science departments (Agronomy, Biochemistry and Biophysics, Botany, Forestry, Genetics, Horticulture, and Plant Pathology). Participating basic plant physiologists from all seven departments will contribute to the overall strength of the major. It was proposed that they will serve, through committees, to determine student admissions, curricular policy, academic standards, and faculty membership. The program would be administered by a member of the Department of Botany who will serve as chair of the supervisory committee.

**ACTION:** President Pomerantz stated the board referred the request for approval of new graduate degrees in Plant Physiology to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation by general consent.

**APPROVAL OF ADDITIONAL ADMISSIONS REQUIREMENTS.** The Board Office recommended the board refer the proposed admission standards to the Interinstitutional Committee on Educational Coordination and the Committee on Educational Relations for their review and request that a report be prepared on the implications of adopting these rules.

The admission rules compose a major policy of the Board of Regents which determines, in effect, who will be allowed the opportunity to pursue a college education at a Regent university. Consequently, the proposed changes need to be examined carefully for their impact. The board approved similar changes at the University of Northern Iowa in September.

The proposed requirements were consistent with the Educational Excellence for Iowa report of the Joint Committee on Instructional Development and Academic Articulation in Iowa appointed by the State Board of Regents and the Iowa Department of Education in 1984. This report in part recommended that:

Iowa colleges and universities review carefully the recommendations contained in the College Board publication entitled Academic Preparation for College. The competencies suggested in this document are appropriate for college entry. The committee recommends study of them by admission officers, administrators, and faculty members, directed towards possible modification of admission requirements. (Page 6)

The requirements proposed by Iowa State University were also generally similar to those being proposed at the State University of Iowa and already approved by the board at the University of Northern Iowa.

The admission requirements approved by the board for admission to the Regent universities have such a great impact on who will be allowed to obtain a public university education in the state of Iowa that the Board Office felt strongly that the board should be provided with information regarding the impact of the proposed admission requirements prior to approval by the board.

As noted in its report, the Educational Relations Committee has not yet reviewed the changes in admission requirements. The study should include the compilation of data regarding the impact of the proposed admission requirements on students wishing to enter the Regent universities and a detailed plan of how the Educational Relations Committee and the universities

expect to inform prospective students and their parents, school counselors, and others of these new requirements.

President Pomerantz asked that the Interinstitutional Committee on Educational Coordination and the Committee on Educational Relations be asked to consider making the implementation date for revised admissions standards consistent for Iowa State University and the State University of Iowa.

**ACTION:** Regent Harris moved to refer the proposed admission standards to the Interinstitutional Committee on Educational Coordination and the Committee on Educational Relations for their review and request that a report be prepared on the implications of adopting these rules, and to request they consider making the implementation date for revised admissions standards consistent for Iowa State University and the State University of Iowa. Regent Greig seconded the motion, and it carried unanimously.

#### **REQUEST FOR AUTHORIZATION OF A SPECIAL FEE FOR REMEDIAL COURSES EFFECTIVE FALL 1987.**

Iowa State University requested approval to charge a special fee for remedial courses (i.e., courses that carry no academic credit and which are offered to enable students to remedy deficiencies in basic skills). The fee would initially be charged only for remedial courses in mathematics but it might in the future be imposed in other areas such as English and the sciences.

In the past the university funded remedial courses from General Funds, but as part of its internal reallocation of resources it was determined these courses were too peripheral to its mission to justify continuation of this support. At the same time, the university believed that remedial work should be made available to those students who qualify for admission to the university but who cannot progress in their curriculum without remediation in a specific area.

Vice President Christensen stated that through testing the university would determine students who were deficient in certain areas and would recommend remedial courses before they entered university courses.

Vice President Christensen stated the request was brought to ask for a special fee for courses that do not involve academic credit. The courses are to make up deficiencies in basic skills. For many years the university offered remedial math but due to cutbacks the university had to find a way of defraying the costs of these courses. The courses were not offered by the university as part of its normal responsibilities.

Vice President Christensen stated that in the university's search for an alternative, President Eaton, Dr. Borgen of the Des Moines Area Community College (DMACC), and professors in the university math departments have attempted to arrange for DMACC to offer remedial math courses to Iowa State University students. Due to budgetary cutbacks which have impacted DMACC and other community colleges DMACC was forced to withdraw from this initiative.

Vice President Christensen stated that given the brief time remaining until the fall term the solution appeared to be for university staff to provide the courses for a special fee. The university believed that the costs of offering these courses should be borne by the students who take them. The university proposed initially to charge a fee that was equal to two credit hours at the university's resident rate, which for 1987-88 would be \$182, and is approximately equal to the projected costs of the remedial math courses. Based on past enrollments in the remedial courses as well as interest expressed by students who have thus far participated in this year's summer orientation program, the university estimated the fall enrollment in the remedial math course to be 500 students. This would produce an income of \$66,000, all of which would be used to defray the direct costs of the course. The university indicated the special fee would be assessed on a basis separate from all other university tuition and fees. The university requested that this action be effective with the Fall 1987 semester.

Regent Harris asked about the economic background of those students.

Vice President Christensen responded that it varied widely. Some were from rural areas and had not received proper math preparation. He added that the remedial math courses would be taken by students before they start regular university math courses.

Regent Williams stated the issue was the mission of Iowa State University. She said the mission is not preparation of students for entrance into the state universities. The mission should be the university-level courses. She asked what the procedure would be if the university accepted a poorly-prepared student who did not have the financial resources to pay for the remedial courses.

Vice President Christensen responded that those students were not barred from financial aid.

Regent VanEkeren stated that many of the students who need the course might not qualify for financial aid. Since the remedial courses are voluntary, she felt that some of those students who need the course will forego paying the charge for the remedial course and will try to pass the university course.

Vice President Christensen stated that students who have taken the opportunity of the remedial courses offered by the university have said they

hoped it would be offered. He reiterated that the university was providing a service -- it was not a requirement.

Vice President Christensen stated that if the university's request to assess students for the cost of the remedial courses in mathematics is approved, in the future the university hopes to offer English and other courses. He added that he hoped the students would receive better preparation in high school in the future.

Regent Williams stated that if the university's request is approved, information must be transmitted to the high schools regarding the program and the students' needs for remedial preparation.

MOTION: Regent Tyler moved approval of the university's request to charge a special fee for remedial courses. Regent Greig seconded the motion.

Regent Tyler stated he did not believe the university should be using its tight resources to teach something that should have been learned at the high school level.

Regent Harris asked if it was possible to identify students who are deficient in certain areas and suggest they enroll in remedial courses during the summer that are available in their communities at less cost. He suggested the university let the students know that financial aid was available.

Vice President Remington stated the University of Iowa was already offering the remedial courses for a fee.

Vice President Martin stated when the University of Northern Iowa raised its admission requirements for math and English the university offered remedial courses but students have had to pay for that opportunity. He said that since the university adopted the higher admission standards the number of students entering the university with inadequate skills has gone down, and the university expects the number to be zero in the future.

President Eaton stated the request to charge for the remedial courses came about as the university was looking at how to reallocate. The university had to hire a large number of temporary faculty to teach the remedial courses. He said the alternative would be to deny admission to those who needed remedial courses. He felt it was inappropriate for the university to serve as a surrogate high school.

Regent Harris stated he would not be where he is today if it were not for remedial courses. He said he had not taken an English course until he was a freshman at the University of Northern Iowa.

Regent VanEkeren stated she still was concerned about the proposal. She was not sure this was the right place to reallocate. She asked if there were any way the university could give some credit hours for the remedial courses.

President Eaton responded he was opposed to giving credit for what should have been learned in high school. He gave the example of a female student who was in the upper 10 percent of her graduating class but her training was so deficient the university had to interpret the word "remedial" for her.

President Pomerantz asked whether it would be appropriate to request the university to report back in a year on the type of students taking the remedial courses and whether financial aid was extended for those courses.

President Eaton responded that it could be done sooner than that. He said the university is not requiring the remedial courses so some students would not choose to take the courses. Those students will enter math courses with deficiencies which may impair their performance.

Regent Greig stated one of his sons had to have remedial courses which he took at Iowa Lakes Community College. He said it helped his son very much. Regent Greig stated that charging the students for the courses was the only practical way to do it. He said many students are able to pick up the courses over the summer at community colleges.

Regent Tyler stated that as long as the university accommodates this type of student there is no reason for the secondary schools to be overly concerned about the students being adequately prepared for college.

Regent Harris stated that Vice President Christensen did not respond to his question in terms of identifying the problem early and suggesting that they take the course during the summer at their local community colleges.

Vice President Christensen responded that if a student applies a year or so early usually that student is directed to local resources for remedial courses. The university can identify the problem at the time of orientation which allows sufficient time for the remedial courses. He said it is the student who applies late in the academic year who might need to take the courses at the university.

Regent Harris stated that most of the students would probably be eligible for financial aid. He asked how much financial assistance a student who qualifies could receive.

Vice President Madden responded the amount of financial aid would depend on the established financial need.

President Eaton stated the identification of the deficiency does not impact a student's eligibility for financial aid or acceptance to the university.



Applied Sciences Center  
Center for New Industrial Materials \$6,000,000  
Source of Funds: United States Department of Energy Funds

This project involves converting the existing Ames Laboratory facilities to a Center for New Industrial Materials. The construction work will be financed from a grant that has been received from the Department of Energy.

The location of the center is northwest of the university campus on property near the university golf course.

The university requested approval to transfer ownership of the Ames Laboratory property to the university.

The university requested approval of the selection of Rudi/Lee/Dreyer of Ames, Iowa, to provide architectural services for this project. The firm has been involved with the Department of Energy in conducting preliminary planning and programming for the facility. In April 1987, the board approved the university's request to retain the firm to study the feasibility of adapting the existing Ames Laboratory for the Center for New Materials. The agreement is for basic services for a fixed fee of \$461,000, including reimbursables.

Reconstruction of Polk and Story County Farm Roads \$44,500  
Source of Funds: Institutional Road Fund

The project involves the design and reconstruction of farm roads in Polk and Story Counties. This project is included in the 1987 Institutional Roads Program approved by the board in December 1986.

The university requested approval to use university personnel to undertake the design and reconstruction work on the farm roads. The university indicated the project consists of 11 small projects in scattered locations in both counties. The work involves laying gravel and regrading the selected farm roads. Because the road reconstruction work must be scheduled around the teaching and research functions at the farms, university personnel can be more economically used than an outside contractor. The university estimated the cost of university labor at \$26,000. The design work to be accomplished by university personnel was estimated at an additional \$2,000.

Board approval was required because the work to be done by institutional personnel exceeds the \$25,000 ceiling set out in the Procedural Guide.

The gravel and other construction material would be obtained through competitive quotations and purchase orders.

Utilities--Heating Plant--Turbine Generator No. 5 Repair \$250,000  
Source of Funds: Utility Repairs

This project involved overhaul of the turbine and generator which was installed in 1969. The unit is one of the main electrical generators for the university, and the hours it has been in operation since last overhaul indicated it is due for an overhaul at this time.

Car Pool--Fueling Station

Source of Funds: Transportation Services	\$195,500
Physical Plant Equipment Rental	<u>150,500</u>
	<u>\$346,000</u>

This project involves consolidation and reconstruction of the fueling facilities at the University Transportation Services. The Environmental Protection Agency and the State Department of Water, Air and Waste Management are enforcing stricter laws governing underground fuel tank installations. Modifications to the existing facility are necessary in order to bring it into compliance with the new stricter requirements. The university consolidated the fueling facilities in a single location at University Transportation Services on Haber Road.

Revised Project Budgets:

Hamilton Hall--Partial Remodeling

Source of Funds: Income from Treasurer's Temporary Investments	\$507,500	
Iowa State Daily	<u>47,500</u>	
		<u>\$555,000</u>

The university requested approval to increase the project budget by \$35,000. The board approved the original budget in February, 1987. The budget increase was necessary because of the addition of energy management equipment into the project. The direct digital control equipment of the energy management system will enable the building's mechanical system to operate more efficiently and be controlled remotely by physical plant. The additional \$35,000 is from Income from Treasurer's Temporary Investment.

Science Hall--Remodeling for Laboratories

Source of Funds: Building Repair Fund or Income from Treasurer's Temporary Investments	\$475,000	
Utility Repairs	<u>48,000</u>	
		<u>523,000</u>

The university requested approval to decrease the project budget by \$27,000. The budget reduction was the result of favorable bids that were received on May 4, 1987.

The university presented one consultant agreement for approval by the board.

Applied Sciences Center

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Center for New Industrial Materials \$461,000  
Rudi/Lee/Dreyer & Associates, Ames, Iowa  
(Architectural Services)

The following construction contract was referred to the board for action:

Utilities--Replace Steam Generators No. 1 & 2--General Construction  
Reject All Bids

(2 bids received)

This contract was referred to the board because all bids received exceeded the engineer's estimate for the construction. The contract is one of ten contracts that are part of the \$30.5 million Power Plant project. The project involves the partial replacement of the steam generating capacity of the heating plant. This included the purchase and installation of two fluidized bed boilers and associated power plant equipment.

Because the general construction bids exceed the engineer's revised estimate, the university must work with the engineer to modify the scope of the project to conform with available funds. The university is considering dividing the general construction work into separate contracts and putting each of the contracts out to bid individually. This approach should allow general contractors to bid on the general construction work and other contractors experienced in power plant work to bid on the piping portion of the work. The redesign necessary to reconfigure the contract is expected to take approximately one month. The university then will re-advertise the project for public bids. It is expected that bids could be received in late August or early September.

Associate Director Runner stated the university began discussions with the low bidder to negotiate a contract. The contract will be brought back to the board for approval once negotiated. He said university officials felt comfortable they could negotiate the price for this contract. If the negotiations are unsuccessful the university will reduce the scope of the project and re-bid the work at a later date.

The following contracts were awarded by the Executive Secretary on behalf of the board:

Beyer Hall Tennis Courts  
Award to: Manatt's Inc., Brooklyn, Iowa \$380,000  
(4 bids received)

Science Hall--Remodeling for Laboratories  
Award to: Grundman-Hicks Construction Company, Cherokee, Iowa \$327,670  
(10 bids received)

The following change order was presented for approval by the board:

Utilities--Replace Steam Generators No. 1 & 2  
Pyropower Corporation, San Diego, California

Change Order #2 \$69,505

The university requested the board's approval of Change Order #2 on this contract of the Steam Generator Replacement project. The change order involves additional work by the boiler manufacturer beyond the scope of the original contract documents. The additional work includes revised coal and limestone bunkers, steel modifications and control panel modifications.

The original contract with Pyropower was for \$13,950,000. The next lowest bidder on the boilers was \$4,040,000 higher than Pyropower's bid.

The total project budget for the replacement of the steam generators is \$30.5 million.

Total change orders to date is \$259,125. The previous change order was approved by the board in July 1986. The new net amount of the contract is \$14,209,125.

The university reported acceptance of three completed construction projects. Inspections found that the contractors complied with the plans and specifications. The university recommended that the work on the three projects be accepted as complete.

The university presented a final report on one construction project. This project is Beardshear Hall--Renovation for Business Office. The university indicated on the register the final accounting of the funds for the project.

MOTION: Regent Harris moved approval of the capital register. Regent Greig seconded the motion, and it carried unanimously.

**1987-88 FINAL BUDGET.** The Board Office recommended the board (1) Approve the Iowa State University General Program operating budgets for fiscal year 1988 as follows:

General University	\$ 175,832,881
Agriculture and Home Economics Experiment Station	16,968,162
Cooperative Extension Service in Agriculture and Home Economics	<u>20,687,139</u>
TOTAL	\$ 213,488,182

- (2) Require that the university provide a report to the Board in December 1987 on its use of Improving Educational Quality appropriations.
- (3) Approve the final budget for the University Housing System for fiscal year 1988 with budgeted operating expenditures of \$22,579,318.

The total general fund budget for all units at Iowa State University is \$213.5 million. The General University budget is \$175.8 million, which is an increase of 9.9 percent over the fiscal year 1987 budget. Most of the budget growth is in salaries.

Highlights of the Iowa State University final operating budget proposals are as follows:

- \* Iowa State University expected to achieve average twelve percent increases in salaries for continuing faculty. Average total faculty compensation is expected to increase by 12.9 percent. The increases are funded through a combination of state salary adjustment funds, increased tuition revenues and internal reallocations.
- \* Professional and Scientific staff increases were expected to average seven percent for the General University and the Agriculture and Home Economics Experiment Station, with larger increases budgeted for the Cooperative Extension Service.
- \* General Services staff salaries would increase in accordance with collective bargaining agreements.
- \* The total increases in cost in the salaries category were \$15.4 million for the General University, \$1.4 million for the Experiment Station and \$3.3 million for the Cooperative Extension Service.
- \* The only changes from preliminary budgets were in adjustments necessary to accommodate reduced appropriations for comparable worth adjustments and in the transfer of \$400,00 in Improving Educational Quality appropriations from the General University to the Agriculture and Home Economics Experiment Station.
- \* The university reported in detail on the results of its processes for internal reallocation. Reallocated funds are essential in order to support salary policies and the continued development of programs of academic excellence.
- \* An analysis of instructional budgets by college indicated that the largest increases are in the College of Business and the College of Sciences and Humanities.
- \* The university estimated restricted fund expenditures of approximately \$173 million in fiscal year 1988. Restricted funds include federal funds, non-federal gifts and grants, sales and services, other income and bond revenue proceeds.
- \* The university provided a final residence system expenditure budget of \$22.6 million for fiscal year 1988.

Vice President Madden stated the university was pleased to have made significant progress on faculty salaries compared to comparable universities. He said the salary increases will make an improvement in the university's relative standings. However, the university will not have solved the salary problem in this one year in terms of catching up with salaries paid at comparable universities.

Vice President Madden stated he was not sure the university would be able to provide the board with a report on its use of Improving Educational Quality appropriations in December 1987 since that is only five months into the fiscal year. He said he did not know if the university would have distributed the balance of the funds by that time.

**MOTION:**

Regent Williams moved to approve the Iowa State University General Program operating budgets for fiscal year 1988 as presented; require that the university provide a report to the Board in December 1987 on its use of Improving Educational Quality appropriations; and approve the final budget for the University Housing System for fiscal year 1988 with budgeted operating expenditures of \$22,579,318. Regent VanEkeren seconded the motion, and it carried unanimously.

In regard to the request that the university provide a report to the Board in December 1987 on its use of Improving Educational Quality appropriations, Regent Greig stated it could be a simple report.

Mr. Richey stated the report was a matter of accountability to the General Assembly and Governor.

President Pomerantz stated Regent Fitzgibbon had suggested that during the next budgeting cycle each of the institutions make a formal presentation to the board, approximately one hour in length, to provide the Regents with in-depth information on the institutional approaches to budgeting.

Regent Fitzgibbon stated that approval of institutional budgets was an obligation and responsibility of the board in dealing with a huge sum of money. Since the budgeting process is so complex he would appreciate a presentation showing the highlights of the significant elements of the institutional budgets. He added that it might be simpler to have one university a year make a formal presentation. He said the budget concepts and the programs were more important than the detail.

President Eaton stated he would be pleased to do such a presentation. He said it would be helpful to develop a presentation format to ensure the areas in which the board is interested are addressed.

President Eaton said when the University of Iowa and Iowa State University began using a new set of comparison institutions, both universities indicated that to catch up and keep up in faculty salaries would take about 13 percent per year for each of three years. He stated they got 11.5 percent this year, and they understand that the peer institutions will advance six percent. He said they are very pleased with the increase this year, but the effort will have to continue for the next two years.

**APPROVAL OF ACADEMIC BUILDING REVENUE REFUNDING AND RESOLUTIONS.** The Board Office recommended the board adopt a "Resolution authorizing the Executive Secretary to fix the date or dates for the sale of up to \$14.5 million Academic Building Revenue Refunding Bonds, Series I.S.U. 1987A."

Last September the board initiated the advanced refunding of a number of outstanding Academic Building Revenue Bond issues. This month the board was asked to initiate actions that would lead to the last refunding of the six Academic Building Revenue Bond issues earmarked for refunding last year. The advanced refundings were for bond issues with higher interest rates ranging from 8.82 percent to 11.19 percent. The 1982 bond issue being refunded sold at a net interest rate of 8.82 percent.

Restructuring of debt service from the six advanced refundings enables the issuance of \$29 million in Academic Revenue Bonds authorized in 1986 without causing debt service needs to exceed existing appropriations for tuition replacement.

The final size of the refunding bond issue should not exceed \$14.5 million and may be less depending on the actual interest rate received at the time the bonds are sold. The net present value savings on this refunding was expected to be minimal but the further restructuring of debt service was necessary.

The bonding resolution the board was asked to approve authorizes the Executive Secretary to set the date for the sale of the Iowa State University bond refunding. It was anticipated the sale would take place in conjunction with the July board meeting; however, flexibility in setting the date for the sale may be needed. The board's financial advisor, Springsted, Inc., will advise the Board Office of relevant market conditions and the advisability of conducting the sale at the July board meeting. If the sale is not scheduled for the July board meeting the Executive Secretary will consult with the Board President on alternatives.

Approval of the resolution set in motion the sale of up to \$14.5 million in refunding bonds for Iowa State University. The sale date will be set by the

Executive Secretary with approval of the Board President and is expected to take place in July.

The Academic Building Revenue refunding and resolutions were discussed by the Banking Committee.

MOTION: Regent VanGilst moved to adopt a "Resolution authorizing the Executive Secretary to fix the date or dates for the sale of up to \$14.5 million Academic Building Revenue Refunding Bonds, Series I.S.U. 1987A." Regent Greig seconded the motion; and, upon the roll being called, the following voted: AYE: Duchen, Fitzgibbon, Greig, Harris, Pomerantz, Tyler, VanEkeren, VanGilst, Williams.  
NAY: None.

**TRANSFER OF TITLE OF THE APPLIED SCIENCE CENTER.** The Board Office recommended the board approve the modification of an existing lease with the Department of Energy which would return to the university its use of certain of its land and transfer to the university the improvements upon that land presently known as the Applied Science Center, as identified in the university exhibit.

The board has an agreement for the benefit of the university with the U.S. Department of Energy (DOE) which provides for the DOE to use certain land located northwest of the central campus through February 28, 2060. The site was developed by the Ames Lab and became the location of the Ames Laboratory Research Reactor which was operational from 1965-1977. The reactor's decommissioning was completed in 1981. The building at the site known as the Applied Science Center (hereafter ASC) contains 54,753 gross square feet of space. The building is in excellent condition, and has glazed tile walls and vinyl floors which require a minimum of maintenance.

The university has two new endeavors which could be housed in the ASC. Both endeavors, the development of microelectronics and the Center for New Industrial Materials, are primarily financed by federal grants and contracts received by the university. Among the grants received is one for \$6,000,000 from the DOE for modification of the ASC. However, the grant provides that it must be used for facilities owned by the university. The university and DOE have tentatively agreed to modify the existing lease to transfer the ASC and certain surrounding land to the university from the DOE.

The microelectronics and new industrial materials programs are a part of the university's emphasis on technology transfer and are intended to capitalize on the basic research findings of the Ames Lab. It is anticipated that they will lead to commercial activities and private development.

The university reported that it received an additional grant of \$3.5 million from the Department of Commerce for initial operating funds for the project. Annual operating funds for the ASC are estimated at \$300,000 for utilities, maintenance, and custodial services. The university incorporated this sum in its 1987-88 general budget and anticipated recovery of the sum from indirect costs charged to federally-sponsored programs.

The university reported it had great need to demonstrate substantial progress on these projects. Modification of the lease with the resulting transfer of the ASC to the university and commencement of renovation of the ASC will assist the university in retaining its grants.

**MOTION:** Regent Duchen moved to approve the modification of an existing lease with the Department of Energy which would return to the university its use of certain of its land and transfer to the university the improvements upon that land presently known as the Applied Science Center. Regent Williams seconded the motion.

Regent Tyler asked if the Ames Laboratory Research Reactor was no longer doing what it had been doing.

Vice President Madden responded that it was determined by the Department of Energy that the need had changed over the years. They made the decision to close down the facility. He said the facility had been underutilized. Vice President Madden added that it was appropriate to transfer title since it was the most efficient way to move into microelectronics.

**VOTE ON THE MOTION:** Upon the roll being called, the following voted:  
AYE: Duchen, Fitzgibbon, Greig, Harris, Pomerantz, Tyler, VanEkeren, VanGilst, Williams.  
NAY: None.

**TELECOMMUNICATIONS SURPLUS FUND TRANSFER.** The Board Office recommended the board approve the transfer of \$120,000 to the Telecommunications System Improvement and Extension Fund from the Telecommunications Surplus Fund.

The Improvement and Extension Fund of the university's telecommunications system provides for the cost of maintaining the system and paying for improvements and extensions. Bond resolutions adopted by the board in February 1985 call for the mandatory transfer of \$50,000 each quarter into the Improvement and Extension Fund.



Fiscal Year 1988 Repairs, Replacements and Renovations

<u>Project</u>	<u>Amount</u>
Friley Hall Renovation	\$ 350,000
Fire Safety, Energy and Handicapped Accessibility Improvements	65,000
Utility and Boiler Replacements	275,000
Furnishings, Equipment and Carpet Replacement	115,000
Painting	125,000
Elevator Overhaul	20,000
Kitchen Renovation and Equipment Replacement	85,000
Interior and Bath Renovations	350,000
Miscellaneous Projects Under \$25,000	<u>65,000</u>
<b>TOTAL</b>	<b>\$1,450,000</b>

The university reported the balance of the surplus fund at the end of fiscal year 1987 will be \$1.8 million after the proposed transfer of \$550,000. The surplus fund was projected to be \$2.5 million by the end of fiscal year 1988.

The dormitory bond covenants require Regent approval of proposed transfers from the Dormitory Surplus Fund. The amount of the transfer was considered necessary to undertake necessary repairs and renovations.

**MOTION:** Regent Duchen moved to approve the transfer of \$550,000 to the Dormitory Improvement Fund from the Dormitory Surplus Fund. Regent Greig seconded the motion, and it carried unanimously.

**APPROVAL OF LEASES.** The Board Office recommended the board approve leases with tenants at the Iowa State Innovation System Center (ISIS) as follows:

SPECTROCHROM, LTD., for their use of approximately 176 square feet of space in the room commonly known as 207, for 12 months commencing April 23, 1987, at a rent of \$880.08 per year with renewal by mutual agreement for six month intervals commencing April 23, 1988;

CIMTECH for their use of approximately 616 square feet of space in the rooms commonly known as 209-210, for 12 months commencing May 1, 1987, at a rent of \$3,387.96 per year with renewal by mutual agreement for six month intervals commencing May 1, 1988; and

ATHLETIC TRAINING SPECIALISTS, INC., for their use of approximately 2,456 square feet of space in the rooms commonly known as 301A, 302, 303, and 304 for six months, commencing June 1, 1987, at a rent of \$5,526 for the six months with renewal by mutual agreement for six month intervals commencing December 1, 1987.

At the June 1986 board meeting, the board approved the first leases for the Iowa State Innovation System Center (ISIS) which is housed in the building commonly referred to as the Lab of Mechanics building. The facility houses a part of the university's effort in providing incubator facilities and activities for business and industry in Iowa. In September 1986 the board approved a standard lease document to be used by ISIS for its tenants. These three leases were on the standard document.

The university reported these three tenants meet its requirements for such a business enterprise to receive the university's help at ISIS. SPECTROCHROM, LTD. is a biotechnology company which is developing a variety of mycotoxin test kits for field purposes to provide a line of chemical analysis products not presently in the marketplace. CIMTECH designs, develops, and installs Computer Aided Design and Computer Aided Manufacture (CAD/CAM) systems for manufacturing companies that require tailored systems that utilize proprietary software for competitive advantage. ATHLETIC TRAINING SPECIALISTS, INC. is developing and readying for market a variety of bio-mechanically engineered safety and trailing aids for athletic purposes which will reduce a variety of common and costly sports injuries.

The rates for these leases vary between \$4.50 and \$5.50 per square foot per year. The university reported the differences are negotiated based on the quality of the space and the anticipated utilization of utilities and custodial services.

**MOTION:**

Regent Williams moved to approve leases with tenants at the Iowa State Innovation System Center (ISIS) as follows: SPECTROCHROM, LTD., for their use of approximately 176 square feet of space in the room commonly known as 207, for 12 months commencing April 23, 1987, at a rent of \$880.08 per year with renewal by mutual agreement for six month intervals commencing April 23, 1988; CIMTECH for their use of approximately 616 square feet of space in the rooms commonly known as 209-210, for 12 months commencing May 1, 1987, at a rent of \$3,387.96 per year with renewal by mutual agreement for six month intervals commencing May 1, 1988; and ATHLETIC TRAINING SPECIALISTS, INC., for their use of approximately 2,456 square feet of space in the rooms commonly known as 301A, 302, 303, and 304 for six months, commencing June 1, 1987, at a rent of \$5,526 for the six months with renewal by mutual agreement for six month intervals commencing December 1, 1987. Regent Fitzgibbon

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seconded the motion; and, upon the roll being called, the following voted:  
AYE: Duchen, Fitzgibbon, Greig, Harris, Pomerantz, Tyler, VanEkeren, VanGilst, Williams.  
NAY: None.

**APPOINTMENT OF SECRETARY AND TREASURER.** The Board Office recommended the board appoint BERNARD O. RANDOL to be University Secretary and WARREN R. MADDEN to be University Treasurer for the fiscal year beginning July 1, 1987, and ending June 30, 1988.

**ACTION:** President Pomerantz stated the board appointed BERNARD O. RANDOL to be University Secretary and WARREN R. MADDEN to be University Treasurer for the fiscal year beginning July 1, 1987, and ending June 30, 1988, on the consent docket.

President Pomerantz then asked board members and institutional executives 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 Thursday, June 18, 1987.

**REGISTER OF PERSONNEL CHANGES.** The Board Office recommended the board approve the Register of Personnel Changes for the month of May 1987.

**ACTION:** President Pomerantz stated the board approved the Register of Personnel Changes for the month of May 1987 on the consent docket.

**OTHER PERSONNEL TRANSACTIONS.** The Board Office recommended the board approve the appointment of administrators and position changes, as follows:

1. RICHARD H. STINCHFIELD from Director, Planning and Policy Management, to Executive Assistant to the President, effective July 1, 1987, salary as budgeted;
2. DEAN A. SHOARS, Director of Public Safety, effective July 1, 1987, at an annual salary of \$40,000 (an annual appointment in the professional-scientific system at pay grade V);
3. JOHN E. TARR, from Professor of Teaching to Professor and Acting Head, Department of Teaching, for the 1987-88 academic year, salary as budgeted; and
4. THOMAS J. SWITZER, Dean of the College of Education and Professor with tenure in the Department of Curriculum and Instruction, effective fall semester, 1987, fiscal year salary \$67,000.

The university recommended a change in the title of Dr. Stinchfield, an institutional official, so it more clearly reflects his day-to-day responsibilities at the university.

Vice President Martin called special attention to the appointment of Thomas J. Switzer and stated he was a 1961 graduate of the University of Northern Iowa.

**MOTION:** Regent VanEkeren moved approval of the appointment of administrators and position changes, as presented. Regent Williams seconded the motion, and it carried unanimously.

**POST-AUDIT REVIEW OF MASTER OF ARTS DEGREE MAJOR IN HEALTH EDUCATION AND DOCTOR OF EDUCATION DEGREE.** The Board Office recommended the board refer the post-audit review of Master of Arts degree major in health education and Doctor of Education degree to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

All new or expanded programs, excluding minors, are subject to a post-audit review after five years of existence. The post-audit reviews include, but are not limited to, responses to questions contained in Section 6.07 of the Procedural Guide. This section also contains the requirement that at the time of approval of a new program, the university set in place mechanism for accumulating the appropriate information necessary to complete fully the Regents post-audit review questions. Four of the responses to the Regents post-audit review questions for the Health Education program did not appear to reflect the complete answers required by the board's policy (eg., the specific number of drop outs is not available). It was hoped that the university would assist the Interinstitutional Committee on Educational Coordination and the Board Office by providing the requested information.

**ACTION:** President Pomerantz stated the board referred the post-audit review of Master of Arts degree major in health education and Doctor of Education degree to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation by general consent.

**REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS.** The Board Office recommended the board approve the capital register.

Highlights of the capital register follow:

The university requested authorization to begin project planning on the following project:

Latham Hall Remodeling

The university requested permission to initiate planning on a project to remodel Latham Hall. The project was included in the Regents 1987 capital request. \$3 million in Academic Building Revenue Bonds was authorized to fund the project.

The structure was built for industrial arts in 1951 and has undergone minimal remodeling since that time. Latham Hall was vacated in the fall of 1985 with the opening of the final phase of the Communication Art Center.

The remodeling will enable the university to utilize the 43,800 square foot facility to house the Departments of Earth Science and Home Economics.

The university requested permission to initiate the selection process to obtain an architect and will return to the board for approval of the architect after completion of the selection process.

The university presented a revised budget on a project previously approved by the board.

Mr. Bob Broshar, of Thorson, Brom, Broshar, Snyder, presented plans of the schematic design for the addition to Maucker Union.

Regent Duchen expressed concern that the original building was built partially underground to preserve the lawn area and the addition did not appear to complement that idea. Mr. Broshar responded that the building is level with the ground as will be the addition. At that level it would be accessible to the handicapped. He said the addition would not utilize much of the "green area" because it will extend into the original building.

Mr. Broshar stated the materials for the addition will be the same as on the existing building. The addition will have the same sense of vitality and informality. The cost will be slightly less than \$100 per square foot. He said the actual construction cost is right at \$70 per square foot.

Regent Duchen asked whether there would be plenty of outside lighting. Mr. Broshar responded that the building would have a better connection of lighting with the construction of the addition. The university administration suggested sky lights. The idea is to bring the outside to the inside. Mr. Broshar said the building will have maximum energy efficiency and will meet all the requirements of the State Energy Code.

Mr. Broshar stated the period of construction is slightly over one year. He added that construction could start this fall.

In regard to the design efficiency, President Pomerantz asked if those were good numbers. Mr. Broshar responded that the firm was comfortable with the numbers.

In regard to circulation within the addition, Mr. Broshar stated the lobby space is included as part of the circulation area. The 65 percent circulation space is a very favorable percentage for this type of structure.

President Pomerantz questioned the square footage costs representing only 63 to 65 percent utilization. Mr. Broshar responded that they designed more square footage than the original budget without adding to the cost of the project. President Pomerantz asked whether they were comfortable with that. Mr. Broshar responded that they were.

Regent Fitzgibbon expressed concern about accessibility and traffic congestion since products would be delivered to Maucker Union. Mr. Broshar responded the loading dock would be on the east side of the building. One of

the design parameters was that they did not want to bring trucks through a pedestrian area.

Regent Duchen stated it appeared the addition would be a nice liveable, workable area.

President Pomerantz thanked Mr. Broshar for the presentation.

President Curris stated the university wanted to keep the building in character with the campus. The addition will provide 20,000 square feet. He said that with the addition the building will be 75,000 square feet which still represents a small union. He knew of an institution two-thirds the size of the University of Northern Iowa that had a student union of 130,000 square feet. President Curris said that a student union building, a library and recreation facilities contribute to the total undergraduate experience at the university.

**MOTION:**

Regent Williams moved to approve the university's Register of Capital Improvement Business Transactions. Regent Greig seconded the motion, and it carried unanimously.

**RESIDENCE SYSTEM FUND TRANSFER.** The Board Office recommended the board approve transfer of \$860,000 to the Dormitory Improvement Fund from the Dormitory Surplus Fund.

The Residence System Dormitory Improvement Fund provides for major repairs, replacements and renovations to the university residence system. Existing bond resolutions require the mandatory transfer of \$250,000 per year from operating revenues to the Dormitory Improvement Fund.

Mandatory transfers specified in the bond resolutions are generally not adequate to cover the cost of dormitory renovation and capital improvement projects. The University of Northern Iowa regularly requests the transfer of additional funds from the Residence System Surplus Fund to the Dormitory Improvement Fund. Similar requests have been approved in prior years for each of the universities. In 1986 the board authorized the transfer of \$750,000 from the University of Northern Iowa Residence System Surplus Fund to the Dormitory Improvement Fund.

The university estimated expenditures for major repairs, replacements and renovations for fiscal year 1988 to be \$1.7 million. The repairs and renovations are to be financed from a combination of current revenues and voluntary reserves in the Improvement Fund. The projects to be supported by the Improvement Fund are the following:

**Fiscal Year 1988 Repairs, Replacements and Renovations**

Project	<u>Amount</u>
Hillside Courts Repair and Renovation	\$ 950,000
Redeker Office Remodeling and Plaza Repair	107,000
Towers Center Renovation	75,000
Miscellaneous Equipment Replacement	<u>75,000</u>
TOTAL	\$1,207,000

The university reported that the balance of the surplus fund at the end of fiscal year 1987 would be \$3.5 million after the proposed transfer of \$860,000.

MOTION: Regent Tyler moved approval of the transfer of \$860,000 to the Dormitory Improvement Fund from the Dormitory Surplus Fund. Regent Greig seconded the motion, and it carried unanimously.

**STUDENT ACTIVITY FEES.** The Board Office recommended the board approve the university's proposed schedule of student activity fees for 1987-1988 and summer session 1987.

The board was asked to approve the allocation of student activity fees for the University of Northern Iowa. Student activity fee allocations for the University of Iowa and Iowa State University were approved by the board in April.

Student activity fees allocated as a portion of tuition support the following activities:

Student Activities and Services

- \* Lectures
- \* Campus Recreation Services
- \* Student Organizations
- \* Intercollegiate Athletics
- \* United Students of Iowa
- \* Fine Arts and Cultural Programs
- \* Health Services

Building Development and Debt Service

- \* University of Northern Iowa Student Union
- \* University of Northern Iowa Field House

The portion of tuition revenues remaining after the allocation of student activity fees goes into the university's general fund. When establishing

tuition for 1987-88 the board indicated its intent that the revenue generated by tuition increases (12 to 13 percent for resident students and 20 percent for non-resident students) was to be dedicated to increased student financial aid and to improvement in the competitive position of faculty salaries. The additional funding for student financial aid and faculty salaries is derived from the general fund portion of tuition income increases. Any increases in the student activity fee allocations for next year result in a direct reduction in tuition revenues calculated to be available for student financial aid and faculty salary increases.

The university requested student activity fee allocations be increased for the 1987-88 academic year and the 1987 summer session. The increase proposed in student activity fees was 3.3 percent for the academic year and 2.1 percent for the 1987 summer session which results in approximately \$36,000 in additional student activity fee revenues.

The activity fee increases proposed were for three specific areas. Two-thirds of the increase, or \$1.20, is for intercollegiate athletics. The portion of the student activity fees allocated to intercollegiate athletics would increase from \$15 to \$16.20. Forty cents, or 22 percent of the increase, was allocated to the student union fee. The increase related to the proposed construction of an addition to the Maucker Student Union. The remaining 20 cent increase was allocated to intercollegiate academics.

The Maucker Union addition project was being supported by student fee allocations.

The following table summarizes student activity fee allocations for 1986-87 and the university's proposed allocation for 1987-88.

University of Northern Iowa

Proposed Allocation of Student Activity Fees

	Per Semester		Summer	
	<u>1986-87</u>	<u>1987-88</u>	<u>1987</u>	<u>1988</u>
Student Activities and Services	\$15.00	\$15.20	\$12.75	\$12.75
Building Projects and Operations	\$24.00	\$24.40	\$ 9.00	\$ 9.25
Intercollegiate Athletics	<u>\$15.00</u>	<u>\$16.20</u>	<u>\$ 2.25</u>	<u>\$ 2.50</u>
	\$54.00	\$55.80	\$24.00	\$24.50

The largest dollar increase was proposed for intercollegiate athletics. The need for this increase is related to the increased cost of scholarships for student athletes because of the tuition increase. At the University of

Northern Iowa student activity fees support 13.7 percent of the \$2.5 million intercollegiate athletic budget.

Ms. Follon stated the students had discussed the proposed student fees and were in support of the university's recommendation.

**MOTION:** Regent Williams moved to approve the university's proposed schedule of student activity fees for 1987-1988 and summer session 1987. Regent VanEkeren seconded the motion.

Michelle Wubben, President of the University of Northern Iowa Student Association, stated the students were in agreement with the increase to be allocated to the student union fee since it related to the construction of an addition to the Maucker Student Union. She said that more programs for students were needed on the campus, especially since the drinking age had been raised. The students had some questions regarding the large increase to be allocated to intercollegiate athletics but did agree to the increase since it enabled students to travel to other areas to participate in athletic activities.

Regent VanGilst asked if the students were comfortable with the large sum of money in the student union reserve.

Ms. Rubin responded that the student union fee was to go toward the programs at the student union and not toward financing the construction of the addition. Therefore, she said the students were comfortable with that.

Ms. Follon stated the university anticipated offering additional activities at the student union.

President Curris stated there would be no increase in fees to pay for constructing the addition to the union. He said those costs would be paid through cash reserves.

For the record Regent Harris stated he was basically opposed to the idea that a student athlete's education is subsidized by other students.

**VOTE ON THE MOTION:** The motion carried unanimously.

**REAPPOINTMENT OF UNIVERSITY SECRETARY AND UNIVERSITY TREASURER.** The Board Office recommended the board appoint JOHN CONNER to be University Treasurer and GARY SHONTZ to be University Secretary for the fiscal year beginning July 1, 1987, and ending June 30, 1988.

**MOTION:** President Pomerantz stated the board appointed JOHN CONNER to be University Treasurer and GARY SHONTZ to be University

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Secretary for the fiscal year beginning July 1, 1987, and ending June 30, 1988, on the consent docket.

President Pomerantz then asked board members and institutional officials 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 the Iowa School for the Deaf was transacted on Thursday, June 18, 1987.

**RATIFICATION OF ACTIONS REPORTED IN THE REGISTER OF PERSONNEL CHANGES FOR THE MONTH OF MAY 1987.** The Board Office recommended the board approve the Register of Personnel Changes for the month of May 1987.

**ACTION:** President Pomerantz stated the board approved the Register of Personnel Changes for the month of May 1987 as a consent item.

**ACCEPTANCE OF 1987/88 NORTH CENTRAL ASSOCIATION LETTER OF ACCREDITATION.** The Board Office recommended the board receive the letter of accreditation from the North Central Association for the Iowa School for the Deaf.

Each year the North Central Association provides the two special schools with a letter indicating continuing approval of its accreditation status. This is a routine administrative matter and does not involve an evaluation other than a routine review of a report and supplementary information.

**ACTION:** President Pomerantz stated the board received the letter of accreditation from the North Central Association for the Iowa School for the Deaf by general consent.

**REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS FOR THE MONTH OF MAY 1987.** The Board Office stated the capital register contained no transactions for the month.

**APPOINTMENT OF SECRETARY/TREASURER.** The Board Office recommended the board appoint Melvin Kuehnhold as Secretary-Treasurer of Iowa School for the Deaf for the fiscal year beginning July 1, 1987, and ending June 30, 1988.

**ACTION:** President Pomerantz stated the board appointed Melvin Kuehnhold as Secretary-Treasurer of Iowa School for the Deaf for the fiscal year beginning July 1, 1987, and ending June 30, 1988, as a consent item.

**APPROVAL OF FINAL GENERAL PROGRAM OPERATIONS BUDGET FOR FISCAL YEAR 1988.** The Board Office recommended the board approve the fiscal year 1988 final budget of \$5,139,080 for the Iowa School for the Deaf.

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The final budget proposal of the Iowa School for the Deaf was identical to the preliminary budget approved by the board in May except for \$108,780 in reallocations among expenditure categories. The budget totaled \$5,139,080 of which \$4.1 million was for salaries and fringe benefits. Overall budget growth was 3 percent despite extraordinary increases in faculty salaries and average increases approaching 7 percent for professional and scientific staff. Budgets for non-salary expenditure items were essentially static.

The budget was held to a 3 percent overall growth because of the decline in enrollments and a concomitant \$300,000 reduction from the fiscal year 1987 budget.

Information provided by the school showed full time equivalent employment reduced from 160 in fiscal year 1986 to 149 in fiscal year 1987 and to a projected 135 in fiscal year 1988. Legislation for fiscal year 1988 limits the use of the appropriation to support no more than 135 full time equivalent employees. The school reported it will meet that requirement.

Since preliminary budget approval the school and the Board Office identified several additional costs which must be incorporated into the budget. Those costs were estimated at \$108,780 and were all shown under the supplies and services budget category. They included the following:

- \* Estimated billings by the State Auditor for completing fiscal year 1986 and fiscal year 1987 audits. The State Auditor's Office previously met its audit expenses through a separate state appropriation, yet this year legislation was passed which would have forced the school to reimburse the State Auditor's Office.

Subsequent to the school's completion of this budget the Governor vetoed a portion of the State Auditor's Office appropriation requiring agencies to pay the cost of state audits. As a result, changes in the school's budget would be made to reflect reduced cost.

- \* Costs of moving Superintendent designate Johnson.
- \* Costs for architectural consulting, travel and other activities in planning a regional school for the deaf in Council Bluffs.
- \* Costs for business services provided by Iowa State University and start-up costs for accounting and communication systems which would allow Iowa State University to provide improved business services to the Iowa School for the Deaf. Beginning July 1, 1987, Iowa State University will be providing internal auditing services, make available purchases through its purchasing department, help to manage construction projects and provide investment services. All of these services to be provided by Iowa State University are expected to provide direct savings and better business practices. Because of

recurring start-up costs, savings may not become apparent until fiscal year 1989.

The additional anticipated expenditures of \$108,780 were to be met without increased revenues. The school proposed a \$16,000 cut in the professional and scientific staff salary budget and a \$92,700 reduction in the general service staff salary budget. The professional and scientific staff salary budget savings was attributable to rescheduling of activities in the infirmary to reduce total full time equivalent nursing staff needs and to average professional and scientific salary increases not reaching 7 percent as was assumed in preliminary budgets. The General Services staff budget savings was achieved by removing part-time positions of less than 14 hours per week and having duties such as lunchroom supervision done through existing full-time staff, holding unneeded houseparent positions vacant and deleting two recreation coordinator positions.

The school asserted that the recreation coordination function in the dormitories could be handled by other houseparent staff without sacrificing the recreational opportunities of students. Superintendent-designate Johnson indicated the importance of residence activities at the school and will undertake a comprehensive reevaluation of the residence facilities, programs and staffing during his first year at the Iowa School for the Deaf.

In regard to the salary adjustment appropriations for all of the Regent institutions, Director True stated the Board Office developed a proposal for adjusting the allocation of \$19.5 million to the new total of \$18 million. He said it had been discussed with the institutional officials and they were in agreement. He added, however, that it had not been approved in final form by the Department of Management. The Board Office recommended the board approve the proposal for adjusting the salary adjustment appropriations subject to the Board Office reaching an agreement with the Department of Management. The proposed distribution is shown on the following page:

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	Proposed Institutional Final Budgets	Board Approved Distribution
	-----	-----
University of Iowa		
General University	\$7,525,219	\$6,970,126
University Hospitals	1,159,124	1,073,622
Psychiatric Hospital	211,381	195,789
Hospital School	189,506	175,527
Oakdale Campus	62,279	57,685
Hygienic Laboratory	105,157	97,400
Family Practice	64,568	59,805
SCHS-Ca/Hemo/HR	18,716	17,335
SCHS-Mobile and Regional Clinics	90,375	0
	-----	-----
	\$9,426,325	\$8,647,290
Iowa State University		
General University	\$5,480,395	\$5,018,615
Experiment Station	1,055,597	966,651
Cooperative Extension Service	965,813	884,433
	-----	-----
Total	\$7,501,805	\$6,869,699
University of Northern Iowa	\$2,059,476 *	\$2,002,487
Iowa School for the Deaf	\$304,192	\$294,472
Iowa Braille and Sight Saving School	\$167,656	\$160,237
TOTAL	=====	=====
	\$19,459,454	\$17,974,185

\* Preliminary

MOTION:

Regent Greig moved approval of the fiscal year 1988 final budget of \$5,139,080 for the Iowa School for the Deaf, and of the proposed distribution of salary adjustment appropriations to the Regent institutions. Regent Williams seconded the motion, and it carried unanimously.

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

## IOWA BRAILLE AND SIGHT SAVING SCHOOL

The following business pertaining to the Iowa Braille and Sight Saving School was transacted on Thursday, June 18, 1987.

President Pomerantz thanked Acting Superintendent Young for her devoted interim service. He said she did an outstanding job, and the board appreciated her efforts.

**RATIFICATION OF ACTIONS REPORTED IN THE REGISTER OF PERSONNEL CHANGES FOR APRIL 19, 1987, TO MAY 30, 1987.** The Board Office recommended the board approve the register for the period from April 19, 1987, to May 30, 1987.

**ACTION:** President Pomerantz stated the board approved the register of personnel changes for the period from April 19, 1987, to May 30, 1987, as a consent item.

**LETTER OF ACCREDITATION FROM NORTH CENTRAL ASSOCIATION OF COLLEGES & SCHOOLS.** The Board Office recommended the board receive the letter of accreditation from the North Central Association for the Iowa Braille & Sight Saving School.

Each year the North Central Association provides the two special schools with a letter indicating continuing approval of its accreditation status. This is a routine administrative matter and does not involve an evaluation other than a routine review of a report and supplementary information.

**ACTION:** President Pomerantz stated the board received the letter of accreditation from the North Central Association for the Iowa Braille & Sight Saving School by general consent.

**APPOINTMENT OF M. D. BERRY AS SECRETARY-TREASURER BEGINNING JULY 1, 1987.** The Board Office recommended the board appoint Marshall D. Berry as Secretary-Treasurer of Iowa Braille and Sight Saving School for the fiscal year beginning July 1, 1987, and ending June 30, 1988.

**ACTION:** President Pomerantz stated the board appointed Marshall D. Berry as Secretary-Treasurer of Iowa Braille and Sight Saving School for the fiscal year beginning July 1, 1987, and ending June 30, 1988, as a consent item.

**REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS.** The Board Office stated the capital register contained no transactions for the month.

**APPROVAL OF FINAL BUDGET - FISCAL YEAR 1988.** The Board Office recommended the board approve the fiscal year 1988 final budget of \$2,956,186 for the Iowa Braille and Sight Saving School.

Superintendent Thurman thanked Acting Superintendent Young for keeping him informed on the status of the budget and of the school in general.

The final budget proposal of the Iowa Braille and Sight Saving School was identical to the preliminary budget approved by the board in May except for \$12,000 in adjustments. The budget totaled \$2,956,186 of which \$2.5 million was for salaries and fringe benefits. Overall budget growth was 2.3 percent despite extraordinary increases in faculty salaries. Budgets for non-salary expenditure items were essentially static.

The budget was held to a 2.3 percent overall growth because of the decline in enrollments and a concomitant \$180,000 reduction from the fiscal year 1987 budget.

A variety of changes were made since preliminary budgets, resulting in a \$12,000 adjustment between salary and non-salary budget categories. The changes are summarized below:

- \* Added budget cost of \$7,035 for faculty engaged in the expanded Home Visitation Program.
- \* Added \$3,100 in faculty salary budget for a faculty member recently awarded a doctorate degree.
- \* Deleted \$12,000 in faculty salary budget due to vacancies in two positions - Director of Education and School Psychologist. Recruitment was continuing in hopes of filling these positions as soon as possible in fiscal year 1988.
- \* Deleted \$7,536 in budgeted salaries for professional and scientific staff due to less than 7 percent salary increases being given to some professional and scientific staff and due to a Nurse II position being filled at less than full-time.
- \* Deleted \$17,000 from the General Services staff salary budget due to actual health insurance rate increases for preliminary budget being less than projected.
- \* Added \$11,148 to the General Services staff salary budget. This resulted from an oversight in not including within the preliminary

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budget the cost of providing 12-month insurance benefits to 10-month employees as provided in the collective bargaining agreement.

- \* Added \$12,000 to the supplies and services expense category to account for estimated billings by the State Auditor for completing fiscal year 1986 and fiscal year 1987 audits. The State Auditor's Office has previously met its audit expenses through a separate state appropriation. This year legislation was passed which would have forced the school to reimburse the State Auditor's Office.

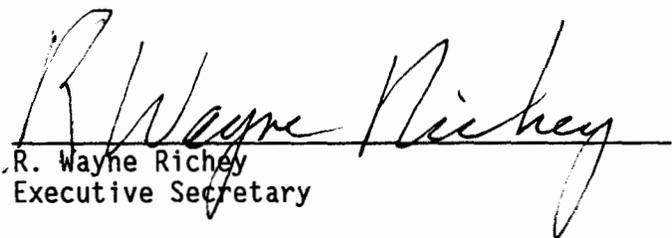
Subsequent to the school's completion of this budget the Governor vetoed a portion of the intent language within the State Auditor's Office appropriation. As a result, changes in the school's budget would be made to reflect reduced costs.

MOTION:

Regent VanGilst moved approval of the fiscal year 1988 final budget of \$2,956,186 for the Iowa Braille and Sight Saving School. Regent Greig seconded the motion, and it carried unanimously.

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

ADJOURNMENT. The meeting of the State Board of Regents adjourned at 12:09 p.m. on Thursday, June 18, 1987.

  
R. Wayne Richey  
Executive Secretary