

The State Board of Regents met at Iowa State University on Wednesday, June 18, and Thursday, June 19, 1980. Those present were:

	<u>June 18, 1980</u>	<u>June 19, 1980</u>
Members of State Board of Regents:		
Mrs. Petersen, President	All Sessions	All Sessions
Mr. Bailey	All Sessions	All Sessions
Mrs. Belin	Absent	Absent due to illness
Mr. Brownlee	All Sessions	All Sessions
Dr. Harris	All Sessions	All Sessions
Mrs. Jorgensen	All Sessions	All Sessions
Mr. Neu	All Sessions	All Sessions
Mr. Shaw	All Sessions	All Sessions
Mr. Wenstrand	All Sessions	All Sessions
Office of the State Board of Regents:		
Executive Secretary Richey	All Sessions	All Sessions
Director Barak	All Sessions	All Sessions
Director McMurray	All Sessions	All Sessions
Director Sonnenschein	All Sessions	All Sessions
Director Volm	All Sessions	
Research & Inform. Analyst Stanley	All Sessions	
Ms. Baker, Secretary	All Sessions	All Sessions
State University of Iowa:		
President Boyd	All Sessions	All Sessions
Vice President Bezanson	All Sessions	All Sessions
Vice President Brodbeck	All Sessions	All Sessions
Assistant Vice President Small	All Sessions	All Sessions
Director Hawkins	All Sessions	All Sessions
Director Tobin	All Sessions	All Sessions
Mr. Barnes	All Sessions	
Ms. Phillips	All Sessions	All Sessions
Iowa State University:		
President Parks	All Sessions	All Sessions
Vice President Christensen	All Sessions	All Sessions
Vice President Hamilton	All Sessions	All Sessions
Vice President Moore	All Sessions	All Sessions
Assistant Vice President Madden	All Sessions	All Sessions
Assistant to President Henry	All Sessions	All Sessions
University of Northern Iowa		
President Kamerick	All Sessions	All Sessions
Provost Martin	All Sessions	All Sessions
Vice President Stansbury	All Sessions	All Sessions
Director Kelly	All Sessions	All Sessions
Iowa School for the Deaf:		
Superintendent Giangreco	All Sessions	All Sessions
Business Manager Kuehnhold	All Sessions	All Sessions
Iowa Braille and Sight Saving School		
Superintendent DeMott	All Sessions	All Sessions
Business Manager Berry	All Sessions	All Sessions

GENERAL

The following business pertaining to general or miscellaneous items was transacted on Wednesday, June 18, 1980.

ACADEMIC SEMINAR, IOWA STATE UNIVERSITY. The long-range academic planning seminar for Iowa State University was held on June 17, 1980. President Petersen received materials distributed at the seminar on behalf of the board.

Minutes of the seminar will be on file in the departmental office.

APPROVAL OF MINUTES. The minutes of the May 15, 1980, board meeting were approved as distributed. President Petersen stated that any additions or nonsubstantive changes could be turned in to the secretary.

APPROVAL OF MINUTES OF LONG-RANGE PLANNING SEMINARS AT UNIVERSITY OF NORTHERN IOWA AND IOWA BRAILLE AND SIGHT SAVING SCHOOL. The minutes of the seminar at the University of Northern Iowa held on April 16, 1980, and the minutes of the seminar at Iowa Braille and Sight Saving School held on April 18, 1980, were approved as distributed. President Petersen stated that any additions or nonsubstantive changes could be turned in to the secretary.

REPORT ON MEETING OF COLLEGE AID COMMISSION. Regent Bailey began his report by stating that the commission has approved allocation of funds for the optometry and podiatry programs.

The commission has learned that more than \$46 million has been loaned by savings and loan associations through the guaranteed student loan program. There is some pressure on the Student Loan Liquidity Corporation to begin issuing bonds. There is a question about what the guaranteed income will be and whether or not the commission is fiscally responsible in issuing the bonds. This problem should be resolved shortly.

In regard to the project to computerize material in the Data Digest a decision needs to be made about the manner in which the material is computerized. It could be done on a separate small unit in the office or it could be contracted to a state agency.

There were a number of defaults in the medical loan program but progress is being made on collection of these as the result of a substantial effort in this regard.

President Petersen thanked Regent Bailey for his report.

ACCREDITATION REPORTS. a. National Association for Schools of Art - University of Northern Iowa. The board was asked to receive the report from the National Association of Schools of Art (NASA).

The Board Office noted that NASA notified the university on April 16, 1980, of its initial accreditation in Division I of NASA for a period of five years. Division I includes "schools and departments whose predominant purpose and enrollment is professional education in the

studio arts and/or design, such programs normally leading to the Bachelor of Fine Arts or Master of Fine Arts, or a similar professional degree. Regular accreditation may be granted by NASA for either five or ten years. "Accreditation for a five-year period is generally granted to schools and departments applying for initial regular membership, which meet NASA's basic criteria adequately, but which do not yet have an established history of stable operation, consistently meeting all of NASA's criteria."

The following strengths were noted in the report of the visiting team from NASA:

1. The faculty and department head of the Department of Art are dedicated to the best possible instructional program for their students. Administrative support for most of the department's objectives is seen at the college and university levels. The department has a great deal of autonomy in determining and working through its mission.
2. The first foundation course "The Visual World," which is open to major and nonmajor students, seems to be most effective and is one highly regarded by students and faculty.
3. All undergraduate programs appear to have proper curricular strength in the recently revised core program. The B.F.A. curriculum generally conforms to NASA guidelines.
4. The departmental standards for student achievement seem consistent with those of other fine undergraduate programs. Graduate student work in some instances is of high quality. It seems evident that graduate admission and achievement standards are appropriately demanding, and the graduate students are capable of good performance.
5. Outstanding supportive resources are available in the University Library, which is large and modern, and contains an art and music reference room.
6. The Gallery Program offers outstanding events and exhibits that offset any sense of isolation from other centers of creative activity. It is an excellent and well-managed resource for the art program.
7. Equipment in the department is in good shape and seems to be meeting most of the current instructional needs. Students and faculty have access to a variety of audio-visual equipment.
8. Studio space is provided for graduate students and any faculty members requesting it. There is evidence of a good deal of creative productivity from several faculty members and graduate students.
9. The operational budget allocation, combined with revenues from the store and lab fees, make a very sound financial base for meeting departmental needs.

The following concerns were noted in the team report and in a letter from the president of NASA to the university:

1. Need for upgrading of physical plant to correct hazards in ceramics and sculpture laboratories.
2. Need for development of funding for a new building; concerns that fragmentation results from having classrooms, studios, and gallery widely spread across campus.
3. The combining of students in upper and lower level courses so that nine-week students are mixed inappropriately with candidates for B.A., B.F.A., and M.A. degree programs.
4. Plans for the future of the "piggy-backed" Master of Arts program in which graduate students enroll in some undergraduate classes, completing more assignments than undergraduates, and in which graduate students complete much work on a tutorial basis, leading to an overload on the faculty.
5. Plans for bringing consistency into the foundation program to provide parallel preparation for students.
6. Problems of repetition in classes, with students allowed to reregister in classes for credit.

The Board Office noted the University of Northern Iowa has indicated to NASA the steps being taken with regard to these concerns. NASA has requested that a progress report addressing the above concerns be submitted for consideration at the April 1983 meeting of the NASA Commission on Accreditation.

President Petersen congratulated the university on this accreditation and received the report on behalf of the board.

b. Joint Commission on Accreditation of Hospitals - University of Iowa Hospitals and Clinics. The board was asked to accept the accreditation report of the Joint Commission on Accreditation of Hospitals (JCAH).

The Board Office noted that in March 1979 JCAH awarded University Hospitals one-year accreditation. The JCAH policy precludes two-year accreditation status to a hospital with any nonconforming structures and, accordingly, University Hospitals' one-year accreditation status was mandated by the nonconforming condition of certain of the hospitals' facilities.

The university has a comprehensive capital replacement plan targeted at replacing these nonconforming units, as well as other inferior facilities in the present hospital complex.

The University of Iowa Hospitals and Clinics was resurveyed by JCAH in November 1979. In February it awarded University Hospitals one-year accreditation.

Immediately following the JCAH survey, the university began to resolve the recommendations noted during the course of the survey process. When the final report from JCAH was sent in February, many of the recommendations had already been implemented. Of the 88 recommendations contained in the report, 17 are considered substantive, and an additional 16 may be so considered in future surveys.

President Petersen noted that one of the reasons for the one-year accreditation is that the hospitals have some noncomplying beds. Regent Brownlee asked if University Hospitals was the only state hospital in this situation. It is not.

In the absence of objections, President Petersen accepted the report on behalf of the board.

INTERINSTITUTIONAL COMMITTEE ON EDUCATIONAL COORDINATION. a. Proposed Ed.D. from the University of Northern Iowa. It was recommended that the board accept the reports of the Special Study Committee and the outside consultants and accept recommendations made by President Kamerick that this item be deferred and that the role and scope of the University of Northern Iowa be clarified at a later time.

The Board Office noted that in June 1979 the board requested that a study for review and analysis of doctoral programs in education at the Regent universities be made. In December 1979 the board approved a format for this study which was developed by the Interinstitutional Committee for Educational Coordination and the Board Office. Since that time several significant activities have taken place. These include the appointment of campus coordinating committees to develop self-study material, the selection and hiring of outside consultants by the Special Study Committee; the visit of the consultants to each of the universities and their review of the self-studies; the development of a manpower study as directed by the board; the compilation of additional materials to respond to board questions and concerns; and the development of the report and recommendations of the Special Study Committee and the development of a minority report.

The Special Study Committee was composed of George Christensen, Chair; May Brodbeck; James Martin; and Robert Barak. It oversaw the study process and either contributed to the committee's final report or a minority report for the board. The committee's majority report essentially endorses the recommendations of the outside consultants. These recommendations were:

1. Do not establish any new doctoral programs in education.
2. Attempt to maintain the quality of existing programs at the doctoral level.

The primary reasons for these recommendations were:

1. The proposed Ed.D. would duplicate existing programs.

2. The Ph.D. programs have the capacity to adequately meet existing demands.
3. The quality of existing programs may deteriorate if new programs are approved.
4. Doctoral education is very expensive.

The minority report, prepared by Vice-President Martin, basically disagreed with the majority report and the consultants' report, and offered a compromise proposal as a means of reconciling the conflicting advice and views about a doctorate in education at the University of Northern Iowa. The compromise proposal is as follows:

1. That the University of Northern Iowa be allowed to offer a practitioner-oriented doctor of education degree in only the area of special education.
2. That Iowa State University not develop a doctoral program in special education.
3. That the University of Iowa not expand enrollment in its doctoral program in special education.

The following justification and rationale was given for the compromise proposal:

1. Special education is an area of extraordinary program strength at the University of Northern Iowa. It has been nationally recognized by AACTE for its thorough and innovative program in special education.
2. This is an area where Iowa State University does not offer a program (it does offer the doctorate in the area of counselor education).
3. The consultants' report does acknowledge that there is a need for personnel in the area of special education.
4. Public Law 94-142 will have a profound impact on the future need for trained specialists in this area.
5. The University of Northern Iowa Department of Special Education will be able to draw from the faculty talent of educational psychology, psychology, curriculum and instruction, and other areas in offering this degree.

The Board Office said President Kamerick conveyed the university's official position regarding the proposal for an Ed.D. degree by letter. He recommended the following:

1. The decision regarding the Ed.D. at the University of Northern Iowa be deferred in light of the financial situation of the State and the opposition voiced.

2. At a later time the role and scope of the University of Northern Iowa in graduate work in professional education be clarified, with particular attention to the role and scope of all three Regent universities in professional education.

The Board Office presented an analysis of the consultants' and majority reports. The study authorized by the board consisted of two parts. The first part was a self-study and the second part was an analysis and interpretation of the data acquired from the consultants' review and other materials developed at the request of the board.

The first issue dealt with the differences between the Ed.D. and the Ph.D. The consultants essentially concluded that the contention that the Ph.D. and the Ed.D. are distinctly different degrees serving different clientele and purposes is one that they "cannot accept." The Board Office undertook an exhaustive national search for information on this issue. The result of the search was an overwhelming amount of evidence showing that these designations have been blurred over time to the point where there is little practical difference between the two. The Board Office cited a major study of the doctorate in education in a section entitled "Comparisons between Ed.D. and Ph.D. Programs:"

Traditional statement of purposes of the two degrees stress the differentiation between these programs. The data generated in this study did not reveal differences to the degree expected. In fact, there was a surprising level of similarity existing between the two programs.

Later on the report notes that:

While there may be many covert differences between Ph.D. and Ed.D. programs, the evidence in this study suggested that the Ph.D. programs had gained ascendancy over the Ed.D. programs to the point that they were about equally divided, with the Ph.D. programs predominating slightly. More important, however, was the evidence pointing to the growing similarity between the two programs rather than the overt differences observed. (Robertson, N., and Sistler, J. K., The Doctorate in Education: The Institutions, Bloomington, Indiana: Phi Delta Kappa, 1971, p. 70)

The Board office cited a more recent report by the Carnegie Council which referred to the "never ending" dispute on the merits of the Ph.D. program as to

whether the Ph.D. is a degree that exists primarily to train research scholars or whether it should also encompass the preparation of college teachers and advanced professionals in general. This report concludes that the pragmatists have clearly won. The Ph.D., like it or not, is the degree which prepares for careers as teachers and as professionals as well as for scholarship. The Ph.D. is a teaching degree and a professional degree. It is, and will be, many things to many people. (Spurr, Steven H., Academic Degree Structures: Innovative Approaches, p. 136)

The second issue raised in the consultants' report was "the duplication of doctoral programs." The program requirements and curriculum proposed by the University of Northern Iowa are very similar in content to that of the other two universities.

The admission requirements of the three universities are basically the same, with the University of Northern Iowa and the University of Iowa placing more emphasis on prior experience. The total credit requirement proposed by the University of Northern Iowa is similar to that of the University of Iowa. The University of Northern Iowa time limit appears to be somewhat more flexible than Iowa State University's, but not greatly different from that of the University of Iowa. The residence requirements are similar at all three universities. All have similar comprehensive (or preliminary) and final examination requirements.

None of the three programs have a general language requirement at this time. In other curricular areas, each requires proficiency or course work in statistics and research methods. Some specializations at the University of Iowa and Iowa State University require or recommend work outside the area of specialization, and even outside the College of Education, although only the University of Northern Iowa proposal requires a specific core of courses within the College of Education. Internships, practica, or other forms of field work are also required in some areas at the University of Iowa and Iowa State University. Iowa State indicated that flexibility in program planning is possible, with co-majors, joint majors, and optional minors. Each relies on individual study committees in planning a student's program. The University of Iowa and Iowa State University are more specific in defining requirements or expectations for given areas of specialization, but the actual number of hours in required courses is variable.

The report also stated that "many of the existing programs at the University of Iowa and Iowa State University are already duplicative. The consultants said "each has some unique areas. They offer similar programs in such areas as administration, counseling, and many aspects of elementary and secondary education." Perhaps a study is needed to determine what existing programs are "unnecessarily duplicative."

Another consideration of the consultants was cost. They concluded that some of the university's costs for the proposed program "seem to be understated. Even if these are adequate now, it will cost more to maintain them at a level adequate for doctoral work in the future than it would be for the master's level," according to the consultants.

The consultants further noted that "some major unidentified, but nevertheless real, costs concerning academic disciplines offering instruction and research at the doctoral level outside the College of Education." Since students in good programs frequently take many courses outside the College of Education throughout higher education, the University of Northern Iowa would need to develop a similar capability. Developing such capabilities would be quite expensive, time consuming, and would require extensive growth at the graduate level in a number of related disciplines outside the College of Education.

The Board Office pointed out that the Regents are currently faced with a difficult budgetary situation in which it is becoming increasingly difficult to maintain existing programs at a sufficient level of quality, let alone begin major new endeavors. The prospects for overcoming these financial concerns in the near future are not bright. In some academic areas, and education is a likely candidate, the board may well have to make a choice between fewer quality programs, or more mediocre programs.

The basic issue is the most effective use of limited resources. The consultants concluded "unless substantial new resources can be provided, the long-term results of starting a new program will be the lowering of quality of the existing programs."

In regard to need for the proposed program, the consultants made the point that

the evidence suggests that the results of the survey conducted by the University of Northern Iowa overstated the demand for the Ed.D., and that there is ample capacity in existing programs at Iowa State University and the University of Iowa to accommodate all interested and qualified students in all areas except counselor education and special education.

The consultants made two important points regarding the University of Northern Iowa survey:

First, experience shows that people tend to respond favorably to intra surveys of this nature. Many will say they want the degree, but few respond when they are made available. Second, since the surveys did not define the Ph.D. and Ed.D., or describe what was available in the existing Ph.D. programs, it is quite likely that the responses were based on assumptions that do not fit reality. Did the respondents know that all the areas in professional education are available in the two existing programs, and that the programs provide flexibility to accommodate practitioners as well as research-oriented people? They probably did not.

The Board Office explained that because of these concerns and the board's wish that the study should include manpower data, the Board Office undertook a "modified manpower study" of the need for graduates in doctoral programs in education. The study consisted of three parts. First, there was a review of the existing national literature regarding manpower studies for persons with doctorates in education. The second aspect of the study was a survey of the 50 states for any related manpower studies. The third aspect of the study was a survey of potential Iowa employers of persons with an education doctorate (Ph.D. or Ed.D.). This third aspect is viewed as supplemental for the need and demand information contained in the self-study.

In the area of national studies, reports of the Bureau of Labor Statistics suggest an oversupply of education doctorates (Ph.D. and Ed.D.), with projections through 1985. It is assumed that few persons with a doctorate will be unemployed, but underemployment is considered likely, with persons entering or holding jobs not traditionally held by persons with a doctorate.

A study of opportunities for Ph.D. curriculum specialists indicated that over a 3-year period, 1977-78 through 1979-80, a total of 780 graduates would be produced, with 80 to 113 openings in colleges and universities.

National data for production of education doctorates indicate general increases in the rate of production from 1973-74 through 1976-77, with a decline in 1977-78. Doctorate production in Iowa's 8 neighboring states follows a similar trend, but represents declines in some states balanced by increases in others. During the 5-year period 1973-74 through 1977-78 an average of 118 education doctorates per year was produced in Iowa, 1,196 in Iowa and 8 neighboring states, and 7,709 doctorates per year in the United States.

A number of states have studied or reviewed education programs in recent years. Only a few of the studies focused specifically on doctoral programs in education; most were broader studies. Those which specifically focused on doctoral programs in education were of two types: 1) a part of routine review of all existing programs by the state agency or 2) special studies, such as Iowa's study. There are about six states which have completed routine reviews of doctoral programs in education, or are in the process of undertaking those reviews. In every instance, completed reviews have resulted in the termination of at least one program, concerns about the development of new programs, and suggestions for cooperative action between institutions.

The Board Office described the Iowa manpower study. In May 1980, potential Iowa employers of persons with education doctorates (Ph.D. or Ed.D.) were surveyed to determine present employment and anticipated demand for persons with these degrees. Questionnaires were sent to a total of 514 persons, including all public school superintendents, Area Education Agency superintendents, community college/vocational school heads, and private college presidents. A total of 414 forms were returned for a response rate of 80.5%. Many respondents did not distinguish between the Ph.D. and Ed.D. in expressing hiring preference. A total of 239 anticipated openings (new plus replacement) was reported for the 6-year period 1980-81 through 1985-86. With an estimation of needs for nonrespondents and inclusion of persons for whom upgrading is desired, a possible demand for doctorates of 449 over the next 6 years is suggested. By contrast, a total of 727 education doctorates were graduated from Iowa institutions during the past 6 year. The areas of specialization most often currently employed and sought include educational administration, education/generalist, educational psychology, special education, curriculum and instruction, and counselor education.

The Board Office gave a brief analysis of the minority report. The minority report alleged that "the distinction made by the consultants between the two degrees is sharply at odds with official pronouncements of various accreditation bodies." It cited "A Joint Statement on Accreditation of Graduate Work" by the Council of Graduate Schools, Federation of Regional Accrediting Commissions of Higher Education (FRACHE), and the National Commission on Accreditation (NCA). The board office noted that report is now outdated. FRACHE and NCA no longer exist. In 1974 they were merged to form the Council on Postsecondary Accreditation (COPA). "A Joint Policy Statement" by COPA, referenced in the minority report, does make a distinction between "research-oriented" and "practice-oriented" programs. However, it also states

Today, this distinction is made more in an attempt to bring order to the confused state of degree nomenclature, rather than to imply a sharp dichotomy between the two types. Indeed, in many instances, the purposes and requirements of the programs have merged to the point where they are indistinguishable, and such questions as "what is a professional program?" and "what is a disciplinary program?" may not be as important as they may have been in the past. (p. 2)

The Board Office pointed out that neither the Council of Graduate Schools nor COPA are in the business of actually accrediting programs or institutions of higher education. The North Central Association which accredits institutions in this part of the country does not have a current policy statement on the distinction between the two doctoral degrees.

A compromise proposal was made in the minority report to allow the University of Northern Iowa to offer a practitioner-oriented doctor of education only in the areas of special education. This proposal was examined by the same criteria as the proposal for the more comprehensive degree. The Board Office said the compromise proposal still represents duplication of programs; it would still require continuous resources over the years to maintain an adequate program, and it would still lack the desirable doctoral level courses in other disciplines and fields of study. not to mention the lack of other doctoral level areas in the College of Education itself. In addition, it is not clear that the lack of "excess capacity" in the University of Iowa Special Education Department can not be remedied by additional resources, and that this expenditure might be a more efficient approach toward resolving this need that the establishment of a single isolated program at the University of Northern Iowa. This latter possibility should be explored before consideration is given to acceptance of the compromise proposal.

It was noted that the board's request for a study of doctoral programs in education included ". . . a report on the financial picture at the University of Northern Iowa covering a three-year period assuming that the Ed.D. is initiated and assuming that it is not initiated." Vice-President Martin's response was:

In terms of alternatives to this direction we don't see any other course of action which would be very appealing. For example, if we were to invest more funds from the College of Education, say, in the Malcolm Price Laboratory School, we would be able to improve our services indirectly to educational professionals in the field. However, we could conceivably increase enrollment of the K-12 enrollment in the Laboratory School but that would seem to be unwise in view of the likely decline in that enrollment particularly at the elementary level of the next few years.

In sum, we do not see any appreciable change in the allocation of resources in the College of Education as a result of the Doctor of Education degree because the funding of the program is a matter of resource allocation within the College and the increasing emphasis on in-service training for teachers will continue regardless of whether or not we offer the terminal degree. Given this emphasis in direction and planning it seems shortsighted not to offer interested and qualified professionals this opportunity.

In regard to a cooperative doctoral program, the Board Office said the University of Iowa and the University of Northern Iowa have had a cooperative doctoral program since 1967. It provides an opportunity for University of Northern Iowa graduate students to pursue a Ph.D. Under the terms of this agreement, provisions are made for transfer of graduate credit earned at the University of Northern Iowa at the sixth year level to apply on the doctoral program in educational administration at the University of Iowa. If a student completes the specialist in education program at the University of Northern Iowa, it would be possible for an eligible candidate to complete the requirements for the Ph.D. degree at the University of Iowa in three semesters of full-time residence work.

This opportunity has existed for a number of years but has not been heavily utilized. Statistics indicating the number of students utilizing this approach were not available. The number is assumed to be low. Perhaps greater consideration should be given to the possibility of increased visibility for this program and expanded efforts to broaden the areas of possible specialization, and the possible inclusion of Iowa State University in this effort. Consideration might also be given to a unique off-campus "nontraditional" doctoral degree program for accommodating the scheduling needs of persons holding full-time professional positions. It could be offered as a cooperative effort, with the University of Northern Iowa being the lead institution. This type of effort would perhaps more adequately meet the needs of practicing professionals who are place bound. Such cooperative arrangements between doctoral granting universities and non-doctoral granting colleges and universities are not uncommon. They appear to be increasing in areas where they have been encouraged to do so.

The Board Office discussed the institutional mission and role of the university. It noted that the strict dichotomy between "college" and "university" has been blurred by the change in name of many four-year colleges to university status. In some states the name change was accompanied by prohibitions and limits as to the type of programming and degree designations that could be adopted. Consequently, there are numerous universities in the country which do not offer doctoral programs.

In Iowa no prohibitions were imposed on the University of Northern Iowa when it was designated as a university. Initially, the university indicated that it did not intend to propose any doctoral programs. Recently the university has changed its stance on this issue. The University of Northern Iowa has raised the concern that the board should clarify its mission. The university made reference to a statement at the July 28, 1977, board meeting, which is recorded as follows in the board minutes:

President Petersen commented with respect to the mission of the University of Northern Iowa. She said that unless there would be some objection, it would stand that the University of Northern Iowa is an institution of limited scope, with the possibility of offering the doctorate degree in select areas where the strength of the institution indicates that it could do so. She said she felt that position was also upheld by Mr. Richey. There were no objections raised to that position.

The Board Office interpretation of this statement was that it lifted a prohibition on the development of doctoral programs at the University of Northern Iowa which existed in the minds of some people. The statement did not imply automatic approval of any specific degree proposal. Each proposal for doctoral programs, like all other degree programs the institution is authorized to develop, must be specifically presented to the board for its review and approval. It is unfortunate that, in recent years, faculty and staff of the university were of the opinion that the Ed.D. was somehow already authorized by this statement of the board.

The Board Office said there now appears to be a need for the board to more closely examine the mission of the University of Northern Iowa and that of the other two universities regarding their respective roles in the field of education at the doctoral level.

President Kamerick responded to the statement made by the Board Office that the North Central Association does not have a policy statement about the difference between the Ph.D. and Ed.D. He noted that Mr. Barak had forwarded to the institution a copy of a letter from an unidentified representative of the North Central Association which expressed the current policy as being developed in 1973 and adopted by the executive board in 1974. President Kamerick said that from about 1970-74 the North Central policy was stated in the guidelines for institutions offering credits and degree programs. The policy described 4 distinct types of degrees: Ph.D., Doctor of Arts, Doctor of Education, and a professional doctoral degree. This policy prevailed through 1974. It was not withdrawn but was in a sense superseded by a statement of FRACHE and NCA, the organizations which no longer exist.

President Kamerick read a statement concerning graduate education sponsored by the "Joint Committee on Accreditation of Graduate Work."

research-oriented graduate degree programs, where the primary objective is to train graduate students through the Master's or Doctor's level as preparation for scholarly or research activity directed mainly toward the acquisition of new knowledge, and completion of the program ordinarily is identified by award of the degree of Master of Arts (M.A.), Master of Science (M.S.), or Doctor of Philosophy (Ph.D.), or

practice-oriented graduate degree programs, where the primary objective is to train graduate students through the Master's or Doctor's level as preparation for professional practice directed mainly toward the application or transmission of existing knowledge, and completion of the program ordinarily is identified by award of the degree of Master of (Professional Field) or Doctor of (Professional Field), e.g., Master of Education (ME), Master of Business Administration (MBA), Master of Social Work (MSW), Master of Fine Art (MFA), Doctor of Arts (DA), Doctor of Musical Arts (DMA), etc.

President Kamerick noted that this statement, which is endorsed by the Commission on Institutions of Higher Education of the North Central Association, reduces the types of degrees from four to two and gives two main types of graduate degrees. The first type of degree is research-oriented and has the primary objective of training students in preparation for scholarly or research activity. The second type of degree has the primary objective of training students for professional practice.

President Kamerick noted there is considerable resistance to making the Ph.D. degree cover all types of degrees.

Vice-President Martin spoke about the minority report in regard to the Ed.D. proposal. He noted that he was a member of the special study team which the board charged with the responsibility of conducting a special review. He directed the board's attention to the last paragraph of the minority report which said:

If the Board does not approve this terminal degree in this institution's field of preeminence, then perhaps it is time for the Board to pause and consider the comparative program roles and missions of the three universities so that the areas of institutional specialization and thrust can be more clearly

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defined. Disapproval of this proposal from the University of Northern Iowa will certainly leave the institution profoundly perplexed and discouraged.

Vice-President Martin said the university was very perplexed because it has engaged in long-range planning and kept the board informed about those plans. The long-range planning took into account budgeting, staffing, and program development. The university sent out clear signals about its intentions. The administration felt there were some positive responses about the proposal for an E.D. There was considerable encouragement from professionals in the field. There was even some encouragement from the Legislature.

He noted that the statement of mission for the University of Northern Iowa contains language about the importance of the university being at the forefront of education and playing a leadership role. He said the proposal for an Ed.D. program is consistent with this mission. He added that one of the suggested standards for reviewing the proposal was whether it is consistent with the mission of the university.

The comment by President Petersen (quoted above) was interpreted at the University of Northern Iowa to mean that there was a good possibility of a doctoral program in education at the university. No one attempted to dissuade the university from that effort. The proposal seemed plausible, psychologically sound, and reasonably based on the strength of the institution, said Vice-President Martin.

The university disagrees with the consultant's report. Vice-President Martin said it is felt that the major thrust of the institution is education. If not, the university needs guidance and direction. Education is an area which all three institutions offer and the University of Northern Iowa feels there should be some direction from the board and Board Office about the division of educational labor among the institutions. He stated it is very difficult to make judgments about program proposals without a clear context and it is time for some kind of review of program roles at the three universities.

Vice-President Martin concluded by stating that in order to perform a leadership role in education it is essential to offer a terminal degree in education. It is his opinion that the university is destined to offer a terminal degree in education and he is confident that the board will eventually approve a terminal degree in education.

Ray Hoops, Dean of the Graduate College, continued the university's presentation. His first point was that there is a distinction between the Ed.D. and Ph.D. degrees around the country. He noted that this is the first time a governing board has been asked to institutionalize the difference between the degrees.

Dean Hoops said there is a great deal of evidence supporting the difference between the Ph.D. and Ed.D. He said in a survey of 14 institutions, 11 offer both degrees. All but one drew a distinction between the Ph.D. and Ed.D.

In addition, Dean Hoops, said the published material of the University of Iowa and Iowa State University identify the doctoral dissertation as preparing research in the field and identify the Ph.D. as a research degree.

Dean Hoops disagreed with some of the points made in the consultant's report. He said the policy adopted by the North Central Association in 1974 has not changed. He said the statements quoted from the Robertson and Sistler study were quoted out of context. Robertson and Sistler were not studying the education degree. They were studying the place of administration; language requirements, and whether a dissertation was required or field experience was acceptable in Ph.D. programs.

As to the statement attributed to Steven Spurr, Dean Hoops said Mr. Spurr was defending the Ph.D. degree which was under attack because it is a research degree. Dean Hoops noted that he did some of the background research for this study.

Dean Hoops said there is movement in the country now toward offering the Ed.D. degree. He told the board that by accepting the consultants' report it would be going against the current trend in the country.

He said the people of Iowa have spoken very directly that there will be three institutions of higher learning in the state. Curriculum progress at the University of Northern Iowa is difficult. Dean Hoops said it is his conclusion that this difficulty exists because of comparisons with the other institutions. The University of Northern Iowa is being compared against two mature universities and there is consideration of duplication. He noted that degree needs of students change and this places great stress on the institutions which must deal with dislocations in enrollments. This is not as difficult a problem for the mature institutions. If students want a different program and the University of Northern Iowa can not offer it, the students go to another institution. Dean Hoops said the pool for students in Iowa is declining.

Dean Hoops agreed that doctoral education is expensive but said that the money is already in place. If there are declines in enrollment, new resources will not be needed. If the university is not allowed to respond to changes in its constituency, there will be problems. Declines in enrollments will make it necessary to put qualified professors in other institutions. Dean Hoops said there must be a reasonable and rational approach to what will happen to the university if this dislocation happens.

Dean Hoops ended his presentation by suggesting there should be a new definition of what constitutes duplication. If duplication is to be considered any program offered in more than one place, this is a difficult position. The definition must be to prevent expenditure of resources in duplication where it is not necessary. A narrow view of duplication will make it impossible for the University of Iowa to continue its present level of excellence.

The next statement was made by James Schnur, Assistant Dean of the College of Education. He said he found it reassuring that the quality of the Ed.D. proposal was acknowledged by everyone. He noted that acknowledgement reflect the quality of the prospective program if it were to be initiated.

Dean Schnur said the proposal was an attempt to draw on the strengths of the College of Education to focus on some of the key issues in professional education. He said that all professional educators should be well versed in the fundamentals of education. The professional educator needs to be steeped in other things such as law and management with collective bargaining being a key item. It was felt that all people going through the program should be prepared to deal with that aspect. The notion of curriculum theory and development is important to the program. Dean Schnur said an institution is only as good as its ability to respond to demands of society at any given time.

Dean Schnur said that during the recruiting process he was privileged to interview some exciting young professionals who sought out the university as good employment. There was an excitement and a high degree of interest about an opportunity to function within the kind of doctoral program the university felt it would be in a position to offer.

The Ed.D. proposal would provide the university with a full range of programming in professional education. It would stimulate faculty and provide opportunity to present original contributions.

Dean Schnur concluded by noting that if the duplication theory is followed to its logical end, it could lead to having only one Regent institution.

The university's final speaker was Dale Nitzschke, Dean of the College of Education. He began by commenting on the manpower study conducted by the Board Office. He said this was a one-page questionnaire to which the university objected because it was inadequate and that no meaningful changes were made in it. The respondents included superintendents, Area Education Agency administrators, community college heads, and private college presidents. The University of Northern Iowa survey included those respondents plus elementary principals, secondary school principals, alumni in prominent professional positions, teachers in Iowa, and deans of three nationally known institutions who assembled data and concurred regarding the demand and need for an Ed.D. program. The university's study was conducted by a full-time consultant over an entire semester.

Dean Nitzschke noted that the university has a long history of working with and in the public schools and it is familiar with the education scene within the State of Iowa. He said to claim that colleagues in the public schools do not differentiate between degrees is erroneous. He said this is a degree for people who are already in the market place and practicing their professions. It is not a degree to entice new students into the program and into the job market.

In regard to the definition of employment prospects for graduates in the manpower survey, Dean Nitzschke said the university was not interested in this. The university's study was designed to show the education scene as it exists in the State. He said Iowa lags far behind in this regard and the university wants to give practicing professionals in the state an opportunity to do something constructive about this situation.

The next point Dean Nitzschke made was that if the state can't afford all institutions working at that level, perhaps the board should consider designating the University of Northern Iowa as the institution for programs in professional education. He said this is not a new or unique concept. It would be a difficult task.

With respect to duplication, Dean Nitzschke said that the Ed.D. degree can not duplicate a Ph.D. degree unless one of them is improperly or inappropriately labeled.

Dean Nitzschke noted that the National Council for Teacher Education is debating the issue of differences between the Ph.D. and Ed.D.

Dean Nitzschke cited a statement made by Mr. Richey in a June 15, 1979, memo. The statement was "The unnecessary duplication presented by the proposed degree might be acceptable if it were being proposed in a field which predicted increased future needs." With reference to the compromise proposal for an Ed.D. in special education, Dean Nitzschke said there are exceedingly bright employment prospects, yet the Board Office views that proposal as a duplication. He said there is no program in special education in this country, least of all at the University of Iowa or Iowa State University, that duplicates the program at the University of Northern Iowa. He also said that there are many duplicate programs in education at Iowa State University and the University of Iowa. Duplicate programs at the bachelor and master's level are offered at all three institutions and some of the programs were offered at the University of Northern Iowa before they were established at the other two institutions. Dean Nitzschke asked why the issue of duplication is applied so vigorously to the University of Northern Iowa. He suggested that the board redirect efforts at the other two institutions and eliminate confusion about the degrees they offer. He said the board should let the University of Northern Iowa do what the board has charged it to do because the university's mission is education.

Mr. Barak responded to several of the comments that were made. He noted that the material quoted by the Board Office was included for two reasons: (1) it contradicted statements made by the university; and (2) it presented clarifications of quotations made by the university. For example, the quote from the "Joint Policy Statement" by COPA merely corrected the erroneous impression left when only one paragraph is noted - the two are comparison statements.

Mr. Barak explained that the Board Office had been asked to respond to items included in a memo regarding the difference between the two degrees which was sent to the Governor's Office by Dean Hoops. There were some differences in the information cited by Dean Hoops and the information supplied to the Board Office regarding accreditation, so Mr. Barak wrote to the Executive Director of the North Central Association (NCA) on behalf of the board requesting an official policy statement regarding the difference between the two degrees. There was no response to this request nor to a follow-up request. Finally, as a last resort, Mr. Barak indicated that he obtained a statement from NCA via a member of its board which in effect said the NCA did not have an "official" statement on the differences between the Ph.D. and Ed.D. degrees. This information was shared with the University of Northern Iowa along with a request that it share with the Board Office any information from NCA that contradicts this statement. The name of the person to whom the report was addressed was removed because it was irrelevant to the issue but could be misconstrued if known. Mr. Barak said he checked on the status of this official position two weeks prior to the Board of Regents meeting and there had been no change.

In regard to Dean Hoops' belief that if the proposal was approved, it would be the first time in the country that the difference between the Ed.D. and Ph.D. is institutionalized, Mr. Barak indicated that he recently completed a major national study on state-level program review. In that review 50 states were surveyed about the kinds of programs they have and have not approved and most of the state agencies were visited. On the basis of this study, it simply is not true that the Board of Regents in Iowa would be the first to take this position.

The position of the Board Office has been that there has been a blurring of the distinction between these two degrees. No value judgment has been put on this. There are differences of opinion on this issue nationally and among people in the Council of Graduate Schools. Some people even feel the blurring has served a good purpose because students are able to get good jobs because many employers give a preference to the Ph.D.

In response to Dean Nitzschke's comments about the Board Office manpower study, Mr. Barak pointed out that all of the institutions were given an opportunity to review three drafts of the survey document before it was finalized for distribution. A number of changes in the document were made

Regent Harris agreed with Regent Bailey. He said the University of Northern Iowa needs the authority to offer the Ed.D. degree for a number of reasons. The most important reason is that the degree is in one of the university's strongest areas of specialty. Another reason to offer the degree is that it will help to strengthen the university. Regent Harris was sure the university would offer a quality degree of which everyone could be proud.

Regent Harris noted that there appears to be a need to better define the differences between the Ph.D. and Ed.D. degrees and in his opinion giving the University of Northern Iowa permission to grant the Ed.D. would help better to define the differences.

MOTION: Dr. Harris moved that the board authorize the University of Northern Iowa to offer a practitioner-oriented doctor of education degree in the area of special education. Mr. Bailey seconded the motion.

Regent Shaw pointed out that the board does not think in terms of favoring or opposing an institution when it is faced with decisions such as this. The board thinks in terms of what is best for higher education in Iowa. Regent Shaw said it is unfortunate that in the field of education there seems to be a proliferation of programs that does not exist in other areas.

Regent Shaw said that if the Ed.D. proposal were not approved, no one would be denied the opportunity to earn the Ed.D. degree because there are many places in the world where this degree is available. He noted that in Iowa it has not been the practice to offer every degree for every type of work possible. For example, optometry students are sent out of state for their training and the state participates in a program in which it offers training in veterinary medicine that is taken by out-of-state students.

Regent Shaw felt that if there was too much specialization in the educational Ph.D.s offered, it might be difficult to get enough people into the program to offer a meaningful course. It was his opinion that students don't learn well unless they are learning with a large group of people.

With respect to the university's reliance on decisions made by the board in the past, Regent Shaw said that the board can't go back and must make decisions according to present circumstances. He questioned offering a new program for a doctor of education at a time when no one on a national basis has said there is a need for an additional program of this kind. Regent Shaw felt the emphasis should be placed on turning out really qualified teachers to go out into the classroom. He noted that many faculty members have expressed concern about the quality of students coming to the institutions.

in response to concerns raised by the University of Northern Iowa. The other two universities raised no objections to any of the drafts. Since the Board Office had not heard any objections to the last draft from the University of Northern Iowa per the Board Office's request, it assumed that the university had no objections. Secondly, the manpower survey, as previously noted, was not designed for the same purpose as the survey conducted by the University of Northern Iowa. It was done in response to a specific request from the board for further information on employment prospects so the issue of surveying student demand for the program was not considered relevant.

Vice-President Christensen, who was chairman of the Special Study Committee, noted that neither the University of Iowa or Iowa State University ever expressed an objection to the University of Northern Iowa offering an Ed.D. degree when it was first proposed. He further explained that the committee had no choice but to recommend against the Ed.D. because the committee did not have any information which refutes the consultant's report.

Regent Bailey noted that the doctoral program in industrial technology at the University of Northern Iowa has been accredited by the North Central Association. President Kamerick explained that that accreditation applies only to that program. If the university expands any of its offerings at the doctoral level, this must be approved by the North Central Association. Other institutions are fully accredited through the doctorate degree level and may introduce additional doctorate degrees without further approval from the North Central Association. However, the University of Northern Iowa must have any additional doctoral programs approved.

Regent Bailey asked if the Ed.D. program could be offered without being accredited by the North Central Association. President Kamerick replied that it could but this would endanger all of the programs at the university.

Regent Bailey said he thought this program is exceedingly important because of the status of the University of Northern Iowa. He noted that the university worked very hard on the proposal for the Ed.D. degree and said he thought it is entitled to have the program.

In regard to the issue of duplication, Regent Bailey said that the profession of education is by far the largest profession. He noted that there are colleges of education at all three Regent institutions and that terminal degrees are offered at the University of Iowa and Iowa State University. He said in his view the Ed.D. is a different degree and has historically been a different degree. He said the University of Northern Iowa was asking for the degree that is comparable with their historical program. He said the Legislature gave the University of Northern Iowa university status and that offering the doctorate is part of being a university. Education is the area in which this university has its greatest area of expertise and to turn down the proposal for the Ed.D. at the University of Northern Iowa based on duplication would be to undermine the institution.

Regent Shaw said he would be happier if additional resources were devoted to the teaching of writing rather than a new doctoral program. He said writing is not taught at the University of Northern Iowa although students are given a writing competency test before they are graduated. He would be happier devoting these resources to making sure that the best teachers are turned out for the school system rather than devoting them to what he viewed as a duplicate program.

Regent Wenstrand said the most important aspect of the issue was whether or not there is demand for the Ed.D. degree and he was not convinced that the demand exists. He didn't believe the current economic situation should entirely override this issue but said a primary concern is use of resources. He said in the long term the resource problem will improve but there will always be problems in that area. He noted there are three Colleges of Education and the board needs to be very careful about the actions it takes.

Regent Jorgensen said there was no question in her mind about the University of Northern Iowa being able to offer a quality program in its field of expertise. However, she expressed concern about the right time and placement of resources. She noted that there is a recession and that the university is facing a period when declining enrollment is projected. Therefore, she did not think the program should be implemented at this time. She thought, in terms of the program, the Ed.D. would be properly placed at the University of Northern Iowa.

Regent Harris asked Regent Jorgensen if she would be willing to approve the program now and have it instituted at a later time when financial circumstances are better. Regent Jorgensen said she would be unwilling to do that because she thought it would be better if all discussions relating to the new program took place at the same time.

Regent Bailey inquired if members of the board would ask the same questions about resources when they consider a third school of business administration in the state. He said while the business profession is a growing one, it is in no sense nearly as populated as the profession of education. He noted that Ph.D. graduates are doing the administering in the schools and the program was not intended for that purpose. He mentioned an instance of a few years ago in which the board approved a Ph.D. program which was already offered at a sister institution and was available in out-of-state institutions. The demand was such that there were two or three students enrolled in that major. He said the same standards should be applied to the various issues as they arise.

Regent Bailey said another consideration in whether or not to approve this proposal was faculty morale and the situation of doubt.

He said with regard to the matter of accessibility, that the ability to get to an institution fairly conveniently is important for this type of program. This program could be taken by people who are off the job

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on a temporary basis and by people who are already in administrative positions in the public schools and community colleges.

Regent Shaw felt that this program would be highly important for the prestige, status, and well being of the University. He noted that if faculty members are lost, it is difficult to rebuild a program.

Chris Gammack, president of the student body at the University of Northern Iowa, said there were two points to consider. First it is important to realize from the students' view point this is a practical degree and this will be becoming more and more important. Second, with respect to money and manpower ability, there is a matter of setting priorities and getting value for the money spent. Mr. Gammack said the Ed.D. degree will build upon itself. He said there is a move toward a service type of economy and if the university prepares for that now, it will pay off very well.

Vice-President Martin reiterated the significance of the Ed.D. degree to the health and vitality of the institution. He said that two years ago the doctorate was not as important in education but now leadership in education is going to need training at the terminal level. He did not believe this trend would be reversed. He noted that 15 years ago the University of Northern Iowa was turning out educational leaders but now could be eliminating itself from that echelon of leadership.

In response to Regent Shaw's statement that there has been no national recognition for the need for the Ed.D. degree, Dean Nitzschke said a similar kind of program has been instituted at the University of Chicago and at Harvard University a new Ed.D. program has been specifically designed for the classroom teacher.

In response to Regent Jorgensen's reservations about the resource problem, Dean Nitzschke said the university is not considering new students. The people who would be enrolled in the Ed.D. program are in the Iowa schools now.

President Petersen clarified the matter of who and how the board takes action. She said that only the board can act. When the president of the board acts as its spokesman, it is done in terms of tying together discussion that just occurred or to interpret matters. When the board approved the mission statement of the University of Iowa that was an act of the board. The statement that she made was an interpretation of the mission statement in light of the action that was just taken. She noted that from time to time various members of the board and the president of the board try to clarify and interpret discussions of the board, but she emphasized that only the board can take an official action.

Dean Morin of the College of Social and Behavioral Science said that when the MBA program was considered, it was also faced with the duplication argument. There are now close to 200 students in the MBA program. He said he had a conviction that the Ed.D. program would serve people in Iowa who would not otherwise have been served. There is a constituency which will not have this opportunity if it is not available at the University of Northern Iowa.

Dean Morin said that later consequences must also be considered. There is a kind of permeation in the rest of the institution that occurs when an action is seen as contradictory to the mission of the institution. It will reach out to the faculty of other colleges and institutions. He said these consequences are important for the morale of institutions and the kind of faculty they are able to recruit.

Regent Shaw said he recognized the impact on recruitment. He said he viewed the university's mission as being not so much in the higher areas but a broadening at the lower levels into business, social work, arts, etc. He said there are a lot of fine institutions in the country that have never thought of issuing a higher degree.

Ross Nielsen, Director of the Price Laboratory School, said that the Ed.D. program is not really something new or different. It would be an extension of the kinds of skill and kinds of commitment that the university has had over the decades. He said people in the field, including teachers and administrators, have looked to the University of Northern Iowa for practical leadership. This degree would be an additional element that would enable the university to serve those people better practically.

Regent Bailey said he thought the Legislature made a decision about the level of operation of the University of Northern Iowa when it gave the school university status. He felt the Legislature was saying that it wanted the institution to have university status and to function in that area. This does not mean that it should duplicate programs in other universities but the Ed.D. degree is an area in which this institution historically has great expertise and recognition.

President Kamerick thanked the board for taking time to hear the university's proposal. He urged the board not to make its decision on the basis of duplication of programs and encouraged it to think about developing the strengths of the university.

Regent Brownlee commended the university for its well presented case. He said he accepted the argument that there are differences between the Ph.D. and Ed.D. degrees. He said the decision should be made on the basis of duplication of resources rather than programs. Regent Brownlee said he also accepted the fact that in the long run it would be absurd for the University of Northern Iowa not to offer a terminal degree in education.

However, Regent Brownlee said that in past years the support of the three institutions by the state has eroded and there is a crisis situation. Because of this crisis, Regent Brownlee said, he did not think any new programs that require more resources could be offered. He did not accept the argument that the Ed.D. program could be offered without additional resources.

Regent Brownlee said that he hoped in the near future it would be possible to allow the University of Northern Iowa to offer a terminal degree in education. He said the university had a good case. However, he said, there is now a bigger job to be done and that is to try to meet a reallocation of resources for the three institutions in the immediate future before the situation gets any more serious. He said he was sorry but, first, the board needs to get more support, higher salaries, and better physical plants for all three institutions.

After this discussion Regent Harris withdrew his motion regarding the Ed.D. in special education noting that the university made a good case but there was not enough support for it at this time. Regent Bailey withdrew his second of the motion.

MOTION: Regent Bailey moved that the decision regarding the Ed.D. at the University of Northern Iowa be deferred in light of the financial situation of the State and the opposition voiced. Regent Jorgensen seconded the motion.

Regent Bailey noted that the board is serious about giving consideration to the degree but that fiscal constraints at this time kept it from going ahead with the proposal.

President Kamerick said the university would plan to bring the proposal back to the board within a year.

In response to a question from Regent Wenstrand, President Kamerick said he was willing to withdraw his second recommendation about clarifying the role and scope of the universities in professional education.

Mr. Richey suggested that this issue be discussed when the Ed.D. proposal is brought back to the board for consideration. He said the board will want to ascertain how this proposal fits in with programs and consider adjustments that will need to be made.

VOTE ON MOTION: The motion passed unanimously.

President Petersen accepted the reports of the Special Study Committee and the outside consultants on behalf of the board and thanked everyone who participated in the discussion.

b. Faculty Activity Analysis Report. The board was asked to receive the reports of the three universities regarding faculty activity analysis, 1978-79, and request that the three universities work with the Board Office to make the three reports compatible and make appropriate changes in the reports necessitated by recent federal regulations.

The Board Office provided the following background information. In November 1976, the board adopted a policy for submission of biennial faculty activity analysis reports to the board by the three universities. The policy was developed as a replacement for the previous faculty workload studies.

According to the policy, the reports are to consist of two parts. The first part is a faculty activity report based on the percent of effort according to six categories and a number of full-time equivalent faculty by a) institution and rank and b) college and rank within each institution.

The report is to include only persons paid from instructional, research, or public service budgets who carry the rank of professor, associate professor, assistant professor, or instructor. Departmental executive officers are included, but collegiate, research, and university administrators are excluded. Percentages are to be weighted for faculty members on less than full-time appointments.

In the second part of the report, the faculty is sampled during 20 randomly selected full weeks during the academic year when classes are in session to obtain average hours worked per week by faculty members. The total number sampled is not to be less than 150 persons. This sample size should be sufficient to insure an error of less than $\pm 5\%$. Sampling procedures used by the individual institutions are to be compatible with each other.

The reports provided by the universities represented their first efforts to respond to the new board policy. The Board Office noted that while the new reporting format is an improvement over the previous method, it is necessary to have further discussions with the universities regarding the content, format, and methodology used. The reports may also need to be revised due to some recent changes in federal research reporting procedures.

The Board Office noted that the data for the section on percentage of **effort** indicated that in each of the institutions the proportion of effort in teaching was highest for instructors, ranging downward with the lowest values for professors. This trend was reversed for administrative activities, with professors high and instructors low.

In the section of the report concerning sampling of the faculty, it was noted that the University of Northern Iowa was unable to synchronize this year's report with its ongoing faculty activity analysis efforts and was unable to provide the data on the sampling procedure.

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The average effort expended on all university activities by the average full-time equivalent faculty member for the three universities was 57.14 hours per week at the University of Iowa and 56.3 hours per week at Iowa State University.

The Board Office noted that the sampling procedures used by the institutions cannot be compared as requested in the Procedural Guide, since only the University of Iowa has provided their procedures.

Mr. Richey opened discussion about the Faculty Activity Analysis Reports by noting that more work needs to be done with them. There is a need for a consistent method of calculating full-time equivalent faculty and a definition or description of methods of data collection to insure that all institutions are doing this in the same way. There should also be comparable definitions of faculty activities among the institutions and a common format for the calculation of averages.

Regent Bailey noted that the information contained in these reports about the number of hours being worked by the faculty would be useful data to five alumni, the Legislature, and the executive branch to show what they are getting for their money.

President Petersen said the committee working on these reports is on the right track and that the new sampling technique will be satisfactory and not as cumbersome as the old method. She noted that in some ways the old method was not helpful.

President Parks expressed reservation about these reports because of the tremendous judgment call by faculty on how much time they spend on various activities. He was not sure about the reliability of the reports. President Petersen said the reports supply information in general terms as to division of efforts. They contain the kind of information the board needs to have in order to respond to questions from time to time.

President Petersen received the Faculty Activity Analysis Report on behalf of the three universities and asked them, the Board Office, and the Interinstitutional Committee on Educational Coordination to work to make the three reports compatible and make appropriate changes in the reports necessitated by recent federal regulations.

c. Area School Approvals. It was recommended that the board approve the recommendations of the Interinstitutional Committee on Educational Coordination and the Educational Relations Committee regarding area school approvals.

The Board Office noted that the area school approval recommendations were submitted to the board in compliance with the administrative rules for the area schools, established pursuant to the authority conferred by Section 280A.33, Code of Iowa.

Administrative Rule 5.10(2c) requires each of the merged area schools that has been granted full approval by the State Board of Public Instruction and the State Board of Regents to submit a report by January 1 of each year that provides evidence that the institution is making consistent efforts to strengthen the areas in which weaknesses are noted. This administrative rule also requires representatives of the State Department of Public Instruction to visit each merged area school at least one day each year to supplement and verify this annual report.

During the 1979-80 school year, each of the merged area schools was visited by representatives of the State Department of Public Instruction (DPI). These visits also included representatives of the State Board of Regents. Each visit included opportunities for these representatives to meet and confer with administrators, faculty, and students, and included a review of the recommendations of the previous year.

The Board Office noted that the board recently approved a recommendation to discontinue the State Board of Regents' representation on these annual visits. However, due to some recent developments which indicate that the Educational Relations Committee is being urged to reconsider the matter, this issue may come back before the board.

Following the site visitations, the annual visitation reports were accepted by the Joint Committee to Review Area School Approvals. This committee was composed of the nine-member Regents Committee on Educational Relations and an equal number of staff representing the DPI.

A complete copy of the annual evaluations of the area schools is on file in the Board Office.

The Board Office said the Regents Educational Relations Committee should be commended for its time and effort in making these annual visits a meaningful endeavor.

Duane D. Anderson, Chairperson of the Committee on Educational Relations, was present at the Board of Regents meeting to answer questions about the committee's annual report. He noted that the committee's obligation is to make recommendations to the Regents for approval of area schools and that is why the report was submitted. He said all 15 area schools were recommended for approval.

President Petersen said the work and articulation of the committee is a very important effort and expressed appreciation for the time it takes the Committee on Educational Relations to deal with the sometimes very thorny problems that arise in a way that is of benefit to students as they move through their careers. She noted that it is very true that the approval process has an effect on the quality of programs in the area schools.

MOTION:

Mr. Bailey moved that the board approve the recommendations of the Interinstitutional Committee on Educational Coordination and the Educational Relations Committee regarding area school approvals and commend the committees for their work. Dr. Harris seconded the motion and it passed unanimously.

d. Curriculum Changes - University of Northern Iowa. The board was asked to approve curriculum changes at the University of Northern Iowa, with the exception of the proposed B.A. Degree in Therapeutic Recreation. It was recommended that action on that program be deferred until the Committee on Educational Coordination has time to complete its work on it.

The Board Office noted that the proposed curriculum changes were referred to the Interinstitutional Committee on Educational Coordination and the Board Office for review in May 1980. The Interinstitutional Committee reviewed these proposals and recommended them for approval, with the exception of the proposed B.A. Degree in Therapeutic Recreation, which it recommended for deferral.

It was recommended that the proposed B.A. Degree in Therapeutics be deferred until after a professional critique has been received from the educational branch of the Iowa Parks and Recreation Association, and until responses are made to questions raised by the respective program chairpersons at Iowa State University and the State University of Iowa.

The other new degree program included in the proposal was the establishment of a Master of Arts Degree, Major in Middle School/Junior High School Education. This proposed new major is in addition to the present 18 majors available for the Master of Arts in Education Degree at the University of Northern Iowa. The Board Office noted that with reported growth in middle schools and the large placement of graduates with middle school/junior high school major, the addition of a master's program seems desirable. The university indicated the projected incremental costs will be met chiefly by internal reallocation.

The curriculum recommendations also included a request to drop a major in Business in the Master of Arts Degree. The Board Office said this degree has been replaced by the Master of Business Administration Degree and it was logical to drop the Major in Business in the Master of Arts Degree.

MOTION:

Mr. Bailey moved that the board approve the curriculum changes at the University of Northern Iowa, with the exception of the proposed B.A. Degree in Therapeutic Recreation; that action be deferred relative to the latter proposal to give the Committee on Educational Coordination time to complete its work on it. Mr. Wenstrand seconded the motion and it passed unanimously.

e. School of Business Administration Proposal - Iowa State University.
The board was asked to approve the School of Business Administration proposal at Iowa State University.

The Board Office provided the following background information. In May 1980 the board referred this proposal to the Interinstitutional Committee on Educational Coordination and the Board Office. The Interinstitutional Committee reviewed the request and provided a report incorporating comments by Vice-President Martin regarding the clarification of missions or program roles of the Regent institutions. The report did not make a specific recommendation with respect to this proposal.

The request was to reorganize the Department of Industrial Administration as a school within the College of Sciences and Humanities with the name School of Business Administration. Therefore, it was not a proposal for a new program but for a change in status of a current program. The university felt this would be a proper and more precise title for this particular unit. This is a first step toward seeking accreditation from the American Assembly of Collegiate Schools of Business.

The Board Office expressed surprise at this proposal because the university originally said it did not seek accreditation. However, the Board Office said this is a logical and desirable step, since accreditation will provide for better job opportunities for graduates of the program.

The Board Office recommended that this change be approved.

Regent Brownlee noted that this change would not entail any additional costs.

MOTION:

Mr. Brownlee moved that the board approval the School of Business Administration proposal at Iowa State University. Dr. Harris seconded the motion.

President Parks noted that this proposal was not a request for a new program but involved a change in the structural organization of the university. He said the university tried very hard to avoid the image and reality of duplication in making this change. He said that this program, by whatever name, seems to flourish in any location on campus. There are more than 2,000 majors in the program.

President Parks said the program serves other areas on the campus and said that the rest of the university naturally supports the idea of a school of business.

Regent Bailey said he was convinced that the program at Iowa State University has a different emphasis than the Schools of Business at the other institutions. He thought that the industrial administration phase would constitute most of the program.

President Parks agreed that there is a difference in orientation in this program because of background and supporting fields. He said the program is somewhat more interdisciplinary. President Parks said it would be incorrect to call this program totally distinct and different from a School of Business Administration anywhere else.

Vice-President Brodbeck said the Dean of the School of Business at the University of Iowa strongly supports the concept of a School of Business at Iowa State University. The proposal was viewed as giving an existing program an opportunity to realize its potential through reorganization.

President Kamerick said the University of Northern Iowa also strongly endorsed the concept of Iowa State University having a School of Business.

VOTE ON MOTION: The motion passed unanimously.

f. Bachelor of Science in Astronomy Proposal - University of Iowa.

It was recommended that the board approve the Bachelor of Science in Astronomy at the University of Iowa.

The Board Office said that the board referred this proposal to the Interinstitutional Committee on Educational Coordination and the Board Office for review in May 1980. The Interinstitutional Committee reviewed the proposal and recommended it for approval.

The Board Office noted that the proposed B.S. program has identical major requirements to those of the B.A. Degree in Astronomy. Consequently, the request was merely a change in labels at this time. The university indicated plans to revise the curriculum of the B.A. program which would result in a difference in programs between the B.S. and B.A. degrees.

The Board Office recommended approval of the university's proposal.

MOTION: Dr. Harris moved that the board approve the Bachelor of Science in Astronomy at the University of Iowa. Mr. Bailey seconded the motion and it passed unanimously.

g. Annual Report on Tenure at Regent Universities, 1979-80. The board was asked to receive the report of the three Regent universities.

The Board Office provided the following background information. Each university is required to submit annual reports on the operation of tenure policy (Section 4.06 C of the Regents' Procedural Guide.) The statistical information presented by each institution offers the board an opportunity for an in-depth look at specific faculty changes in each college and department of the three Regent universities. While this information presents only a partial view of faculty staffing, and does not consider concerns of institutional vitality, faculty quality, and institutional history, it does provide the board with important information regarding this timely topic. While the data are valuable in making decisions about staffing patterns, they are only one of a number of considerations.

The slow-down in the growth of enrollments in higher education, and the consequent stabilization in faculty size, have given rise to concern about the percentage of faculty tenured at a given institution. A rule of thumb discussed nationally has been that not more than one-half to two-thirds of the faculty at an institution should be tenured in order that opportunities for young faculty, women, and minorities would not be unduly diminished, nor would institutional vitality be diminished.

There have been many recent changes in the Age Discrimination and Employment Act and subsequent changes in institutional retirement policy have raised questions as to what faculty members will do when it is time to retire. This uncertainty is aggravated by the fact that the median age of faculty members nationally is 42, with the great mass of faculty members being in the 30-44 age group, and not reaching the retirement age for another 15 to 30 years. The age distribution at Regent universities is roughly equivalent to the national median.

The Board Office noted that the format for reporting tenure statistics was consistent at all three universities. It consisted of: 1) faculty on tenure track by college and department, 2) faculty not on tenure track, and 3) summary of sections 1 and 2.

From the data provided it was determined that 47% of the University of Iowa's total faculty are tenured, while 69.1% of faculty on tenure track are tenured. (If the nontenure track faculty from the health colleges are eliminated when figuring the first percentage, the figure is 58.9%). At Iowa State University the similar percentages are 61.0% and 75.0%; at the University of Northern Iowa these are 54.4% and 75.9%.

While these percentages give some idea of the overall tenure rates, they do not give an idea of the flexibility in the departments, which generally constitutes a major means of providing instruction, research, and service. Therefore, it is essential to try to maintain flexibility at the departmental level in order to reallocate resources as enrollments decline and/or as students' interests and manpower needs shift.

According to data provided there are 18 departments at the three Regent universities that have 90% or more of their total faculty tenured compared to 22% last year. Twenty-nine departments at the universities have more than 70% of their tenure track faculty tenured this year compared to below 70% last year. Eighteen departments which last year were above 70% were below this year.

The Board Office noted that other factors besides the percentages of tenured faculty in a given department or college must be considered when making tenure decisions, particularly if young faculty members, women and minorities are to be let in and to be advanced as befits their talents. Quality, stability, and curricular growth are vital considerations in tenure decisions.

In the percentage of tenure track faculty who are male and female, the Board Office noted that the change in the percentage of females was +2% last year. At Iowa State University this was -1% a year ago and remains the same. At the University of Northern Iowa this was +1% last year and dropped off this year. It does not appear that much, if any, progress has been made regarding employment of female faculty members on tenure track during the last several years.

Discussions pertaining to each university follow:

University of Iowa

Vice-President Brodbeck said that the percentage of women on tenure track at the University has not gone down but has remained the same. She said the university continues to make progress with respect to maintaining its own in employment of minorities and women.

Regent Shaw recalled that some attention had been previously focused on promotion and tenure in the College of Nursing and asked how that issue had been resolved. Vice-President Brodbeck replied that a committee had been appointed by the Faculty Senate to look into criteria for promotion and tenure in the College of Nursing. She noted that there were individuals in the college who had been on the staff for 6 or more years in 1974 who were due for reexamination and evaluation. At that time special provisions were made for them that in six years they would be evaluated to be granted tenure or terminated. The committee appointed by the Faculty Senate developed recommended criteria for these evaluations which have been accepted by the staff and the administration.

The options developed by the Faculty Senate were: a) the staff member could be found not to have met the criteria for promotion or seem to have promise of potential and would be terminated; b) the staff member could be found to have met the criteria; c) the staff member could be found not to have met the criteria for promotion but there was an indication that in three years he or she would be able to meet the criteria; and d) the staff member could be found to be helpful in teaching but showed no promise of scholarly research production and be given a clinical appointment which is nontenure track.

Regent Shaw inquired if this procedure would in any way set a precedent that could be viewed as bad and cause problems in other areas of the university. President Boyd said the Faculty Senate's recommendation was implemented and this recommendation was to maintain standards throughout the university. He noted that university rules and regulations have been applied throughout the procedure. President Boyd noted that the administration offered to report back to the Faculty Senate on how these recommendations were carried out but the senate did not want a report because it had confidence in the College of Nursing and Dean of Faculties that the recommendations would be implemented.

President Petersen received the University of Iowa's Annual Report on Tenure on behalf of the board.

Iowa State University

Vice-President Christensen said there is no quote^w in granting tenure at Iowa State University. The faculty has been conscientious about awarding tenure and recognizes its importance to the university. He noted that the number of faculty on tenure in the university fluctuates from year to year and that retirements bring in nontenured people.

President Petersen received Iowa State University's Annual Report on Tenure on behalf of the board.

University of Northern Iowa

Vice-President Martin reminded the board that there will be some revisions in the University of Northern Iowa's tenure policy. He said the changes would not be extensive or significant.

Collective bargaining rules require that the faculty be notified about these changes by September 15. The administration is presently consulting with a faculty committee. The issue will not be put before the Faculty Senate because of the collective bargaining conditions.

President Petersen received the University of Northern Iowa's Annual Report on Tenure on behalf of the board.

PROFESSIONAL AND SCIENTIFIC PAY PLAN PROPOSAL. The board was asked to approve the University of Iowa pay plan proposal.

The Board Office noted that the university adjusted its professional and scientific pay plan by an overall average of 7%. The midpoint of grade 9 was adjusted by 7% with each midpoint of each grade being adjusted to achieve an 8% incremental difference between midpoints.

The Board Office noted that while this was a different approach than taken by the other institutions and board office, it appeared that this method would respond to some of the unique circumstances encountered by the university. It will correct excessive clustering at the minimum salary levels in the entry level positions in the lower grades. It will enhance ability to retain and recruit for specific positions occupying the upper grades. It will return the pay plan to the original percentage relationships established in 1973.

The proposal afforded compliance with Senate File 485, Senate File 499, and board policy. Individual and aggregate salary adjustments are not locked in to any step increment plan. Therefore, adjustments may be made by institutional discretion within grades to accommodate board policy.

MOTION: Mr. Wenstrand moved that the board approve the University of Iowa pay plan. Mr. Bailey seconded the motion and it passed unanimously.

The university's pay plan is on file in the Board Office.

PROFESSIONAL AND SCIENTIFIC PAY PLAN PROPOSAL. The board was asked to approve the Iowa State University pay plan.

The Board Office noted that Iowa State University provided the necessary adjustments in the professional and scientific pay plan for 1980-81 in order to comply with Senate File 485, Senate File 499, and board policy.

The 1979-80 pay plan was adjusted through increasing the pay grades by 7%. According to salary survey information, the adjustment was warranted to remain competitive.

This is the same method of pay plan adjustment that was taken by the two special schools and the Board Office. Since the pay grades do not have specific steps, there is more flexibility for administration of the policy established by the board in May. The absence of specific steps in the pay grade structure precluded requiring that each employee receive 7% simply because the grade changes by that amount. Therefore, the university will be able to maintain the necessary administrative discretion to effect merit increases in salaries for 1980-81 by this approach.

MOTION: Mr. Brownlee moved that the board approve the Iowa State University pay plan proposal. Mrs. Jorgensen seconded the motion and it passed unanimously.

PROFESSIONAL AND SCIENTIFIC PAY PLAN PROPOSAL. The board was asked to approve the University of Northern Iowa pay plan proposal.

The Board Office explained that the University of Northern Iowa adjusted the 1979-80 pay plan through increasing the minimum by 7% and by increasing the maximum by 7%. This was identical to the method used by the Board Office and the two special schools.

This approach provided the necessary adjustments in order to comply with Senate File 485, Senate File 499, and the Board policy established in May.

The University of Northern Iowa does not have established steps within each grade. Therefore, there is more flexibility in administration and distribution of the discretionary 2% merit increase pay and there is no requirement that a 7% increase be granted merely because the grade was adjusted by 7%.

Since the 7% was based on salary survey, university compensation practices, recognized appropriated funding guidelines, and was compatible with approaches taken by other institutions, the Board Office said the proposal appeared to be reasonable.

MOTION: Mr. Bailey moved that the board approve the University of Northern Iowa pay plan proposal. Mr. Wenstrand seconded the motion and it passed unanimously.

REPORT ON FEDERAL RELATIONS. The board was asked to receive the report of the Regents Federal Relations Committee.

The Board Office noted that in April 1979 the board requested that it receive reports on federal activities impacting the Board of Regents and its institutions.

Vice-President Daniel Zaffarano, a member of the Federal Relations Committee, was present at the board meeting to answer questions and summarize the committee's report.

Vice-President Zaffarano said that this is a rather difficult time in Washington, D.C. because things are in a state of transition there. A Department of Education has been recently formed. The Council of Graduate Schools is undecided about whether it thinks the Department of Education should be involved in graduate education.

The National Science Foundation (NSF) is losing top management and is experiencing a change in leadership. Its budget seems relatively secure and is expected to be over a billion dollars this year.

Last week the House and Senate agreed on a budget resolution to limit funding to \$640 billion. The appropriation committee is not limited to this amount but it is expected that the committee will not try to exceed it.

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In regard to energy, Vice-President Zaffarano said it appears the country is going to start building larger methanol plants. He thought the industry has been hesitant to do this because of uncertainty about how the government will support a plant once it is started.

The Department of Energy has a new head who is doing a reasonably good job of establishing stability.

The State of Iowa is a member of a 12-state Midamerica Solar Energy Complex. The headquarters of the complex is in Minnesota. Following the establishment of a solar research institute in Colorado, four regional institutes were set up by Congress. Iowa belongs to MESA. It has been asked what can be done to commercialize solar energy in this region. A proposal was developed for the Department of Energy which rejected it. At present there is 5.4 million federal dollars in the midwest for this project. In Iowa this funding has been used to build solar homes and hold workshops for citizens, architects, and engineers on the utilization of solar energy. There has been a problem of articulation in Washington about what they are willing to fund and what the regional organization thinks should be funded. Vice-President Zaffarano said he believes this problems are slowly being straightened out.

Vice-President Zaffarano noted that an item of great interest to the state has been the capitation grants. In October 1980 President Carter recommended that the capitation grants be rescinded. The House rejected the President's recommendation and the Senate agreed to rescind half of the capitation grant. At present this issue is in conference committee. Members of the Council of Graduate Schools are attempting to pressure the committee to work this out. It appears that over the next three years capitation grants will be phased out.

The Higher Education Act (S. 1839), Vice-President Zaffarano said, is a huge bill which contains all kinds of items. Due to pressure from the Council of Graduate Schools and the Association of Graduate Schools, more support has been added for graduate students. There is a series of three sets of traineeships in Title IX of the Higher Education Act: 1) support of fellowships in the humanities and social science, 2) support for those who are economically deprived, and 3) consolidation of existing traineeships in the federal government into one package. There is more support for graduate training in the reauthorization of the Higher Education Act.

In response to a question from Regent Shaw about the university having a role in the larger sense as well as in individual projects in energy, Vice-President Zaffarano said it is difficult to have any real input into decisions in Washington unless there is someone from the universities there all the time. It is very expensive to do this. He noted that decisions about appropriations that will affect this country are being made now and unless a university representative is sitting in on the hearings, it is hard to have a proper voice.

Regent Bailey asked about new cost principles for determining costs in federal grants and contracts. Vice-President Zaffarano replied that university business offices must now keep track of time spent by staff and faculty on every project, on teaching, and on committee work. If these figures are less than what was indicated in a proposal, the federal government may not pay for it.

President Boyd noted that the Annual Tenure Reports of the three universities were modified to comply with federal requirement.

Vice-President Madden said that the federal government is unclear on how the definitions of the new rules are going to be interpreted and applied. The federal government is attempting to define and tighten these issues. There will be a major problem in the next few years because auditors are behind in their audits. This means that in two or three years the auditors may tell the universities they are not allowed to do something after the fact.

President Boyd noted that the issue is not whether the work has been done or the quality of work but is on reporting the effort. President Petersen said there may be a tendency in the future to look at time spent rather than problems solved. She said the universities want to be accountable but the main concern of the universities is to solve problems through research and to find new knowledge. It would be unfortunate if the reporting procedures were to get this concern out of focus.

President Petersen received the report of the Regents Federal Relations Committee on behalf of the board.

FINAL LEGISLATIVE REPORT - 1980 SESSION. The board was asked to accept the Final Legislative Report.

The following bills were identified by the Board Office as being of some interest to the board or one or more of the Regent institutions.

One bill and one resolution were passed which were of direct interest to the board:

H.F. 2593 - This bill amends Section 270.9, subsections 1 and 2, of the Code to provide for reimbursements to parents of children residing at Iowa School for the Deaf and Iowa Braille and Sight Saving School for transportation costs at a rate set by the Board of Regents annually. Reimbursement is provided for transportation of children to each institution on a daily basis and it is provided from the institution to the residence of the parent or guardian and return to the institution for residents of the institution. The bill provides for not more than 11 trips per year to the parent's or guardian's residence.

The act becomes effective July 1, 1980.

H.C.R. 111 - authorizes the Board of Regents to issue up to \$18,000,000 in bonds to pay part of the cost of an addition to the University Hospitals and Clinics.

There were three bills of interest dealing with appropriations to the board and agencies:

H.F. 2580 - This is the Omnibus Operating Appropriations bill which is explained on pages 606-608 of the May minutes. The Governor item-vetoed section 36 which called upon the Census Data Center Coordinating Unit to negotiate a joint statistical agreement with the United States Bureau of the Census and designated that unit as the agency in Iowa to approve all such agreements with the Bureau of the Census.

H.F. 2595 - This bill deals with capital appropriations matters and is reported on page 608 of the May minutes.

S.F. 2374 - This bill provides supplemental fuel and purchased electricity appropriations as reported on page 608 of the May minutes.

The following bills deal with education matters:

H.F. 471 - This bill amends Section 258.9 of the Code dealing with local advisory councils for vocational education. It has indirect impact on Board of Regents' operation. The code would read

The board of directors of a school district that maintains a school, department, or class receiving federal or state funds under this chapter shall, as a condition of approval by the state board, appoint a local advisory council for vocational education composed of public members with emphasis on persons representing business, agriculture, industry, and labor. The local advisory council shall give advice and assistance to the board of directors and the establishment and maintenance of schools, departments, and classes that receive federal or state funds under this chapter. Local advisory councils may be organized according to program area, school, community, or region. The state board shall adopt rules requiring that the memberships of local advisory councils fairly represent each sex and minorities residing in the school district. Members of an advisory council shall serve without compensation.

The bill is effective July 1.

H.S. 2275 - This bill provides additional allowable growth for financing programs for gifted and talented children for the 1980-81 school year. It sets out the procedures by which the Department of Public Instruction shall establish such programs and fund them.

H.F. 2425 - This bill makes several changes in the educational requirements of schools. Environmental awareness is added to teaching requirements in grades 1-6 and is added to minimal teaching requirements in grades 7 and 8. Environmental awareness and conservation of natural resources is added to science units for high school.

The Department of Public Instruction, on an annual basis, is allowed to waive the foreign language requirement upon the request of the board of directors of the school district, etc., if the board or authorities can prove that a certificated teacher was employed and assigned a schedule that would have allowed students to enroll in the foreign language class, the foreign language class was properly scheduled, students were aware that a foreign language class was scheduled, and no students enrolled in the class.

Physical education requirements are changed to provide that a 12th grade student can be excused from the physical education requirement by the principal of the school, if the parent or guardian of the student requests in writing that the student be so excused. A student who wishes to be excused must be enrolled in a cooperative or work study program or other education program authorized by the school which requires a student to leave the school premises for specified periods of time during the school day. The student must seek to be excused from the physical education requirement in order to enroll in academic courses not otherwise available to the student.

H.F. 2533 - This bill adds to Chapter 237A of the Code a definition of the term "pre-school" defined as being:

a child day-care facility which provides children ages 3-5, for periods of time not exceeding three hours per day, programs designed to help the children to develop intellectual skills, social skills, and motor skills, and to extend their interest and understanding of the world about them.

The bill states that rules for facilities which are pre-school shall be drawn so that any staff-to-children ratios which relate to the age of the children enrolled shall be based on the age of the majority of the children served by a particular class rather than on the age of the youngest child served.

H.F. 2551 - This bill makes a number of changes relating to educational programs in the public schools. Highlights of the bill are that it sets forth new procedures for transportation reimbursement, it makes changes relative to the state foundation base, and it further defines eligibility for taking part in the state's gifted and talented children program. The new procedures for transportation made H.F. 2593 necessary because neither Iowa School for the Deaf or Iowa Braille and Sight Saving School could qualify under the formulas established.

In the area of state government matters, the following bills were of interest:

H.F. 18 - This bill makes the state documents depository law more flexible by closer definition of what constitutes a state publication.

This bill is effective July 1, 1980.

H.F. 687 - This bill amends Section 68B.2 of the Code dealing with gifts. It is explained on page 491 of the March minutes.

The bill is effective July 1, 1980.

H.F. 2240 - This bill adds to confidential records those of a library which, by themselves or when examined with other public records, would reveal the identity of a library patron checking out or requesting an item from the library.

The bill was effective upon publication on March 27.

H.S. 2245 - This bill deletes board from fringe benefits provided to executive heads of institutions under the Department of Social Services.

The bill was signed by the Governor and is effective July 1, 1980.

H.F. 2464 - This bill relates to the duties and membership of the Legislative Fiscal Committee, including the establishment and administration of a legislative data base. Highlights are:

- a. The Legislative Fiscal Committee is reorganized to be composed of chairpersons or their designated committee member and the ranking minority party members or their designated committee members of the committees of the House and Senate responsible for developing a state budget and appropriating funds; the chairpersons or their designated committee members and the ranking minority party members or their designated committee member of the committees on ways and means; and two members, one appointed from the majority party of the Senate by the President of the Senate and one appointed from the majority party of the House by the Speaker of the House.
- b. The Legislative Fiscal Committee is responsible for determining the policy for the content and the administration of a legislative data base.
- c. The Legislative Fiscal Committee is responsible for determining the information needs of the General Assembly and reporting them to the State Comptroller who shall consider such needs in establishing the operating policies for a data base management system.

The bill would be effective January 12, 1981.

H.F. 2587 - This bill relates to the administration of the motor fuel and special fuel tax law. The only section that might be of interest to the institutions is a change in Section 324.72 of the Code which would provide that if any fuel taxes, penalties, or interest has been erroneously or illegally collected by the appropriate state agency for the licensee, the appropriate state agency may permit the licensee to take credit against the subsequent tax return for the amount of the erroneous or illegal payment, may apply the overpayment against any tax liability outstanding on the books of the department against the claimant, or shall certify the amount to the State Comptroller who shall draw a warrant for the certified amount on the Treasurer of State payable to the licensee. The refund shall be paid to the licensee immediately.

The bill sets forth a method upon which the claim shall be made and also provides that such overpayments can be discovered within three years and that the appropriate state agency shall credit the amount against any penalty, interest, or taxes due or to become due or shall refund the amount to the person.

S.F. 205 This is a comprehensive bill dealing with certain natural resource agencies of the state. Highlights are:

- a. Reestablishes and reorganizes the Environmental Quality Commission and sets forth its duties. This revision will have some future impact upon the Board of Regents in relationships with the Department of Environmental Quality.
- b. Section 69 of the bill amends Chapter 206 of the Code which deals with pesticides and provides that an advisory committee to the Secretary of Agriculture is created which, among its members, would include the Dean of the College of Veterinary Medicine, Iowa State University, or his or her designee, and the Dean of the College of Medicine, University of Iowa, or his or her designee. The advisory committee is responsible for assisting the secretary and obtaining scientific data and coordinating agricultural chemical regulatory enforcement, research, and educational functions of the state. The advisory committee shall recommend rules regarding the sale, use, or disuse of agricultural chemicals to the secretary.
- c. Currently, the state geologist is appointed by the geological board, which consists of the Governor, the Auditor of State, the Presidents of Iowa State University, University of Iowa, and the Iowa Academy of Science. In Section 71 of the bill this appointment is changed to be made by the Governor and the salary shall also be determined by the Governor. The geological board is abolished. Those terms would expire December 1, 1980.
- d. The Environmental Quality Commission is given responsibility on hazardous wastes, including adoption of rules establishing criteria for the identification of land areas or sites which are suitable for the operation of a treatment or disposal facility. Section 59 of the bill states "This section does not authorize the state to own or operate a hazardous waste treatment or disposal facility and the state shall now own or operate

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such facility." Instead, procedures are set forth whereby the State Executive Council, upon the recommendation of the Environmental Quality Commission, may lease land purchased under this section to any person except the state or a state agency.

S.F. 477 - This bill relates to the control, abatement, and prevention of air pollution by the Department of Environmental Quality. It deals with "major stationary sources" which means a stationary air contaminate source which directly emits or has the potential to emit 100 tons or more of a pollutant, as determined by rule by the commission or the administrator of the United States Environmental Protection Agency.

The Board Office noted further study is needed on S.F. 477 and S.F. 205 to determine their impact on the Board of Regents' operations.

S.F. 2098 - This bill provides that the Senate shall adopt rules governing the investigation and confirmation of appointments to positions which require confirmation by the Senate. The bill repeals the provisions whereby a nomination would not be considered by the Senate until it had been referred to a committee of five senators. The implementation vehicle is found in S.F. 2301.

S.F. 2301 - This bill makes comprehensive changes in the method of handling gubernatorial appointments which are subject to confirmation by the Senate. Section 53 does change the terms of Board of Regents' members to provide that terms on the board run from May 1 and expire six years later. The Governor is required to either make an appointment or file a notice of deferred appointment by March 15 for any appointment that is subject to confirmation by the Senate which would begin on May 1 of that year, or on appointments to fill a vacancy existing prior to the convening of the General Assembly in regular session of that year, or to fill a vacancy that occurred prior to the convening of the General Assembly and which would be filled by May 1 of that year. The Senate is required by April 15 to either approve, disapprove, or by resolution, defer consideration of confirmation of the appointment. Sixty days after a person's appointment has been disapproved by the Senate, that person shall not serve in that position as an interim appointment or by holding over an office, and the Governor shall submit another appointment or file a notice of deferred appointment before the 60-day period expires. Confirmation of every appointment submitted to the Senate requires the approval of 2/3 of the members of the Senate.

S.F. 2269 - This bill establishes a Communications Review Committee which shall consist of three members of the Senate and three members of the House. The committee is charged to review the present and proposed use of communications by state agencies and the development of a statewide communications plan, including a review of the work of the State Communications Advisory Council. Members of the Police Communications Review

Committee shall serve as members of the Communications Review Committee until January 12, 1981, or until their successors are appointed.

S.F. 2274 - This bill deals with unemployment compensation and was reported for informational purposes. It provides that a state agency, board, commission, or department, except a State Board of Regents institution or the State Fair Board shall, after approval of the billing for a governmental reimbursable employer, submit the billing to the State Comptroller. The State Comptroller shall pay the approved billings out of any funds of the state treasury not otherwise appropriated. A state agency, board, commission, or department shall reimburse the State Comptroller out of any revolving, special, trust, or federal fund from which all or a portion of the billing can be paid for payments made by the State Comptroller on behalf of the agency, board, commission, or department. The bill had a publication clause and is retroactive to January 1, 1978.

In the area of personnel matters, the following bills are of interest:

H.F. 690 - This bill changes the requirements of the rules for the merit system to require that the appointing authority select from the highest six scores, rather than from the highest 10% on the eligible list.

This bill has been signed by the Governor and would be effective January 1, 1981.

S.F. 2598 - This bill relates to the IPERS program. Sections of interest are:

- a. Section 17 increases maximum benefits for active members retiring on or after January 1, 1976, who have four or more complete years of service. The result is that maximum retirement benefits increase from \$9,200 annually to \$9,400 annually, calculated at 47%, rather than 46%, of the \$20,000 capped level.
- b. Section 21 provides increases for prior retirees based upon a formula which provides 50¢ per month for each complete year of service for the first ten years of service, \$1.00 per month for each complete year of service for the 11th through 20th year of service, \$1.50 per month for each complete year of service for the 21st through the 30th year of service.
- c. The Legislative Council is requested to establish an interim study committee for the purpose of studying the public retirement systems of this state.

Retirement allowance changes granted in the act take effect on July 1, 1980, unless otherwise specified.

In the area of health matters, the following bills are of interest:

S.F. 358 - This bill provides for certification of ophthalmic dispensers. This is a person who prepares and dispenses ophthalmic lenses, spectacles, optical devices, and contact lenses by signed, written prescription, verbal order, or signed copy of a written prescription, by a physician and surgeon, osteopathic physician, osteopathic physician and surgeon, or optometrist licensed to practice in this state or a person who prepares and dispenses ophthalmic lenses for spectacles to the intended user by duplication, by neutralization if the prescribing physician or optometrist practices in another state. The bill sets forth the requirements to practice as an ophthalmic dispenser and makes the State Department of Health responsible for administration of the program.

S.F. 2102 - This bill makes some minor changes relating to the hospitalization of mentally ill persons. The Board Office suggested that University Hospitals become familiar with the details of the bill.

The following bills relate to construction matters:

H.F. 315 - This bill provides a maximum statute of limitation for actions arising out of improvements to real property. It provides that an action arising out of the unsafe or defective condition of an improvement to real property based on tort and implied warranty and for contribution and indemnity and founded on injury to property, real or personal, or injury to the person or wrongful death, shall not be brought more than 15 years after the date of occurrence of the act or omission of the defendant alleged in the action to have been the cause of the injury or death.

This act was vetoed by the Governor.

S.F. 2006 - This bill increases the estimated cost of a proposed public improvement above which a city must hold a public hearing and advertise and receive sealed bids. At the present time, the law requires such actions whenever the total cost of a public improvement exceeds the sum of \$10,000. This bill changes that to \$25,000 for cities only. It does not impact upon the Board of Regents' requirements of \$10,000, as action to bring such a bill to passage was unsuccessful.

The following bill is related to agriculture:

S.F. 2243 - This act provides for assistance to beginning farmers and business persons by establishing the Iowa Family Farm Development Authority, authorizing the issuance of bonds, prescribing its powers and duties, and providing for its administration of the Bankhead-Jones Farm Tenant Act funds, and authorizing the issuance of revenue bonds under Chapter 419 of the Code by municipalities for acquisition of land,

buildings, or improvements by beginning business persons. The executive director and staff of the Iowa Housing Finance Authority shall also serve as executive director and staff of this authority. It is also noted that the trust, assets, and liabilities of the former Iowa Rural Rehabilitation Corporation under the jurisdiction of the Department of Social Services shall be transferred to the jurisdiction of the authority on the effective date of the act.

Miscellaneous bills of interest are:

S.F. 500 - This bill deals with the franchise tax and is explained in detail on pages 492-493 of the March minutes.

S.F. 2282 - This bill relates to the rates of interest payable on interest bearing obligations issued by public agencies and on special assessments levied by public agencies. The Board Office said further study of this bill is needed to determine whether it has any impact upon Board of Regents' operations. Initial reading indicates that it does not.

S.F. 2320 - This bill deals with corrections to erroneous, inconsistent, or obsolete provisions of the Code. Mr. McMurray said this bill is an important matter which does affect the Board of Regents. It contains a clarification of the retirement system in the state.

S.F. 2371 - This bill makes some minor language changes in Section 29C.20 which deals with the use of the state contingent fund for repairing, rebuilding, or restoring state property injured, destroyed, or lost by fire, storm, theft, or unavoidable cause. The changes do not affect the administration of the program, except as it relates to loans granted by the Executive Council to governmental subdivisions.

The Board Office noted that there were several resolutions. Most of them called for a study of some sort by an interim committee. The Legislative Council is making decisions on which studies will be conducted during the interim. A report on this matter will be given at the August board meeting.

President Petersen thanked the Board Office and legislative liaison people for their help in working with the legislative process and keeping the board informed on a regular basis. She noted that it is not easy to keep track of the great number of legislative actions and bills.

President Petersen accepted the report on behalf of the board.

REGENTS MERIT SYSTEM PAY PLAN AND RULES. The board was asked to approve the following recommendations for the Regents Merit System to be effective July 1, 1980:

1. The pay matrices for nonorganized employees and blue collar, security, and technical employees were developed in accordance with the provisions of Senate File 499, and negotiated bargaining agreements. Pay for employees whose salaries exceed the maximum of their assigned pay grade were to be increased 5.4%.
2. New advanced starting steps for the following classes which are proposed in accordance with previously approved policy:

<u>Class</u>	<u>Grade</u>	<u>Step</u>	<u>Rate</u>
Press Operator	209	9	\$13,874
Printer	209	9	13,874
Linotype	209	9	13,874
Offset Plate Maker	209	9	13,874
Compositor	207	9	12,518
Farrier	210	5	13,297
Electronics Technician I	409	5	12,713
Electronics Technician II	414	5	15,712

3. The addition of a new class, Emergency Communications Center Dispatcher, in pay grade 409, and revised class descriptions or changes in minimum qualifications (with no changes in pay grades) for eight other classes listed below.

Seed Analyst III	Houseparent III
Draftsman-Design and Packager	Machinist
Houseparent I	Animal Caretaker II
Houseparent II	Animal Caretaker III

4. Proposed revisions in merit rules as shown on pages 699-700 and the deletion of Nonacademic Personnel Committee and the Interinstitutional Merit System Classification and Compensation Committee as board established committees (reference Procedural Guide, Sections 1.10 and 1.15).

The Board Office provided the following explanations for the proposed changes. The salary appropriations bill enacted in 1979, Senate File 499, provides for an average increase in the Regents Merit pay plan for non-organized employees of 5.4% for the fiscal year beginning July 1, 1980. The current pay plan consists of 16 steps. Employees on steps 1 and 2 are eligible for merit increases to steps 3 and 4 respectively after six months of service. Employees on steps 3 through 15 are eligible for merit increases after one year of service. Employees at step 16 and those whose rates of pay are red circled (i.e., those whose pay exceeds the amount provided at step 16) are not eligible for merit increases.

The matrix proposed for employees not covered under collective bargaining contracts was developed by increasing steps 1 and 2 of the current matrix by 4.6%; steps 3 through 15 by 5.4%; and step 16 by 7% for an average increase of 5.4%. Under this proposal all current employees, except those whose pay is red circled, will be eligible for a minimum increase of 7% during the coming fiscal year. It was proposed that red circled employees who are not under collective bargaining agreements receive an increase of 5.4%.

In accordance with the provisions of Senate File 499 and the collective bargaining agreements negotiated for blue collar, security and technical employees, the pay matrices for those employees were developed by increasing each step of the current matrices by 5.4%. Employees whose pay exceeds step 16 will also be increased by 5.4%.

The Board Office noted that proposed adjustments for the 1980-81 pay plan for nonorganized merit system employees are similar to what was proposed to and approved by the board, State Merit Commission, and the Executive Council for the fiscal year beginning July 1, 1979. While the State Director of Employment Relations, Gene Vernon, concurred with the adjustments proposed in 1979, he raised objections to the proposal for the fiscal year beginning July 1, 1980, because it differs from the 5.4% increase that will be applied to each step of the pay plans for blue collar, security, and technical employees covered under collective bargaining agreements and the pay plan for nonorganized State Merit employees. Mr. Vernon requested that each step in the pay plan for nonorganized Regents Merit System employees be increased by 5.4%. The Board Office responded to this request by saying that there are valid reasons and precedents for some variances in percentage adjustments to pay plans.

The new starting rates listed above were recommended in accordance with a policy approved by the board in 1976. That policy provides for the biennial review of previously approved advanced rates and the review of starting rates of other classes for which the institutions experienced recruiting difficulties.

In February 1980 a survey of starting salaries was conducted for jobs comparable to the Merit System classes for which advanced starting rates had been previously approved and for jobs comparable to other classes for which the institutions were experiencing difficulties in recruiting. Data was obtained from Iowa Job Services offices in several Iowa cities.

Starting steps previously approved by the board for other classes are to be retained.

The Emergency Communications Center Dispatcher classification has been developed as a result of the development of Air-Care Emergency Helicopter Service at University of Iowa Hospitals. In early stages of operations the existing classification of Motor Vehicle Dispatcher was utilized. However, that classification does not properly reflect the duties performed by the dispatchers in the Air-Care Emergency Helicopter Service. The proposed classification will be assigned at the same pay grade level as that previously used.

Revisions recommended for the other classes do not result in any change of pay grade assignment. The Seed Analyst III and Draftsman-Design and Packager classes were recommended for revision to eliminate gender-oriented terminology. Classifications of Houseparent I, II, and III were recommended for revisions to more accurately spell out the duties and responsibilities of each class and thereby provide for clearer promotion opportunities at Iowa School for the Deaf and Iowa Braille and Sight Saving School. Revisions in minimum required qualifications were recommended for Machinist and Animal Caretaker II and III. In the case of the Machinist classification, the change is to allow post high school training programs to be considered for meeting the minimum qualifications. In the Animal Caretaker classifications the revisions are to allow certification by a national association in the field to be considered in meeting the minimum qualifications for the classification.

The Board Office explained the revisions in the merit rules.

3.85 Project Appointment (see page 698). The proposed addition is intended to clarify the entitlements of employees who are given project appointments. Under the rule, such appointments would not confer any right of position, transfer, demotion or promotion. Project appointments of more than 120 days would entitle the incumbent to earn sick leave and vacation.

3.101(5) Promotion by Non-Competitive Examination (see page 698). The proposed change requires that prior to making a non-competitive promotion, the qualifications of all other eligible employees in a department be reviewed. The revision was proposed to comply with revised federal standards for state merit systems which now require that all eligible employees be given consideration for non-competitive promotions. This recommendation was made following a review of positions by the Federal Office of Personnel Management last July.

3.127 Appeals of Position Classification (see page 698). The rule currently provides for appeal to a classification review committee appointed by the Board of Regents. The board has delegated that responsibility to the Merit Director. The revised rule will provide for appeal to a classification review committee appointed in accordance with procedures approved by the board.

3.128 Appeals on Application, Examination, and Certification Procedures (see page 698). The proposed additions will specifically provide appeal procedures in the merit rules for applicants alleging illegal discrimination in selection. Heretofore, allegations of illegal discrimination in employment have been resolved in accordance with institutional EEO procedures. Revised federal standards for state merit systems require that appeal procedures to resolve such disputes be provided in merit system rules. This recommendation was made following a review of positions by the Federal Office of Personnel Management last July.

3.39 Administration of the Pay Plan (see page 699). In this rule no specific notation has heretofore been made which provides for increases effected by appointments based on the scarcity of applicants or exceptional

qualifications. For those circumstances the merit system has relied on the timing for merit increases specified in the general merit increase provision in the rules. To be consistent with other rules concerning changes in pay, it was recommended that the proposed paragraph concerning the timing of merit review dates be added to the rule regarding scarcity of qualified applicants and exceptional qualifications.

The Board Office noted that the establishment of the Regents Merit System, the organization of employee staff councils and committees, the advent of collective bargaining, and the use of various ad hoc and other committees of administrators has affected the need for and usefulness of the need for the Interinstitutional Committee on Nonacademic Personnel. The Interinstitutional Merit System Classification and Compensation Committee is no longer needed because collective bargaining has provided other channels for consultation with bargaining unit employees and consultation with nonorganized employees is accomplished directly with employee staff councils and committees. The recommendation to delete these committees did not imply any lessening of consultations with employees and administrators. The Board Office noted that recommendations or decisions resulting from meetings with employees and administrators will be brought to the attention of the board and other public bodies as appropriate before being finalized.

It was noted that a public hearing was held on the Merit System proposals for 1980-81 was held May 13, 1980 and that the above recommendations were discussed and developed with appropriate institutional representatives and administrators.

Regent Shaw opened discussion on the recommendations for the Merit System by noting that in this system jobs are graded and determinations are made of what they are worth in relation to each other. He felt this results in an almost automatic system of people moving from the bottom to the top of the pay grade. He objected to giving a greater percentage of increase to employees at the top of the scale because he said those employees are already being paid everything that their jobs are worth. He suspected that members of the committees working on this issue might be well along on the scale and that some of those people could serve their own interests by recommending the greater increase at the top of the scale.

President Petersen pointed out that the people at the top of the scale are long-time employees and are career oriented. She said it would be unfair to penalize them, along with inflation, with an arbitrary ceiling because of their long-term employment.

Asst. Vice-President Small said that each of the staff councils at the institutions was asked to comment on making this kind of adjustment. She understood that all of the councils recommended that the adjustment be made and that by approving the recommendation the board would demonstrate its responsiveness to employees.

Recommended Rule Revisions

- A. 3.85 Project appointment. When it is known ~~in-connection-with~~ that a particular job, project, grant or contract will require the services of an employee will-be-needed-only for a limited duration, a project appointment may be made. Such an appointment will not be made for more than six months, however with the approval of the resident director it may be extended for one additional six-month period. Any extension beyond one year must be approved by the merit system director on the basis of a limited need that could not otherwise be efficiently and effectively filled. Successive project appointments will not be allowed.

Such appointments will not confer to the individual any right of position, transfer, demotion, or promotion, but incumbents shall be eligible for vacation and sick leave and other employee benefits, except that a project appointment made for less than 120 days or 960 hours will be considered a temporary appointment under rule 3.82 without conferring rights or eligibility for vacation, sick leave, or other benefits.

- B. 3.101(5) Promotion by noncompetitive examination. Upon written request from an employing department indicating the reasons therefor, and following a review of the qualifications of all other eligible employees in a department (except where an incumbent's position is reclassified to a classification of a higher level), a resident director may approve a noncompetitive promotion within a department and certify for such a promotion a permanent employee who has passed the appropriate examination and otherwise meets the qualifications for the class. Such a request will be approved by the resident director only if the reasons specified are in the interests of efficiency and effectiveness in the operation of the department.
- C. 3.127 Appeals on position classification. . . . If the employee or department head is not satisfied with the merit director's decision, that person may appeal . . . to a qualified classification review committee appointed in accordance with procedures approved by the Board of Regents.
- D. 3.128 Appeals on application, examination and certification procedures.

Add the following unnumbered paragraph:

Appeals by applicants alleging improper discrimination on the basis of political or religious opinions or affiliations, or national origin, race, sex, disability or age in selection, will be filed at step 3 in the grievance procedure provided in 3.129 or at a comparable step of a procedure approved under 3.129(1).

E. 3.39 Administration of the pay plan.

Add an unnumbered paragraph following 3.39(1)b:

Increases of two or more pay steps authorized and granted to other employees as the result of appointments based on the scarcity of qualified applicants, 3.39(1)a, or appointments based on exceptional qualifications, 3.39(1)b, will establish new merit review dates for affected employees. Merit review dates will not change when such increases are less than two steps.

MOTION:

Dr. Harris moved that the board approve the recommendations for the Regents Merit System as outlined above. Mr. Neu seconded the motion. The motion passed with Mr. Shaw opposed.

PROFESSIONAL AND SCIENTIFIC EMPLOYEES PAY PLAN. The board was asked to approve the professional and scientific pay plan adjustments for the Iowa School for the Deaf and the Iowa Braille and Sight Saving School and for the Board Office.

The Board Office explained that Senate File 485 provided appropriations for base salaries with merit increases for the professional and scientific employees of the Board of Regents for the 1980-81 fiscal year. Senate File 499 provided for the allocation of a minimum increase of 4% for 1980-81 for each professional and scientific employee of the Board Regent institutions and Senate File 485 provided appropriations for 3% discretionary increases.

Senate File 499 also provided that the base salaries of Board Office employees be increased by an average amount not to exceed 5.4% for 1980-81. Senate File 485 provided appropriations for 3% discretionary increases. It was noted that professional employees in the Board Office are on the state central payroll and are treated similarly to other employees on the central payroll in terms of basic salary policy and fringe benefits.

In May the Board of Regents approved a policy for salary increases for 1980-81 providing a 5% increase for each professional and scientific employee in the institutions and funding for an additional 2% for merit increases. The acts noted above provided the necessary funds to implement the policy of the 5% across-the-board increase, leaving 2% for discretionary distribution of merit increases based on performance.

Salary schedules for the Iowa School for the Deaf and the Iowa Braille and Sight Saving School were increased by 7% for each grade. The superintendents of each school were in agreement with this approach and the recommendation is consistent with board policy established in May.

At Iowa School for the Deaf the position of Personnel Director underwent review as a result of a recommendation made by the Governor's Efficiency and Economy Study Committee. As a result of that review, the position was revised and retitled to reflect those duties and responsibilities currently being performed and to be performed. The Board Office said this position should not be eliminated, contrary to the recommendation of the Governor's committee.

The Board Office study of this position revealed that the title of Personnel Director does not adequately reflect the scope of the position. It was determined that the administrative personnel responsibilities should

be transferred to the Business Manager and that specific functional areas were to report to the revised position, making it more supervisory. The title of the revised position is Administrative Associate for Support Services. The superintendent, administrative staff, and Board Office agreed this would result in more efficient and effective use of the time and talents of persons involved. There was no adjustment of pay grade recommended.

The salary ranges for each of the pay grades of the 1979-80 professional and scientific pay plan for the Board Office have been adjusted in the same manner as noted above. There has been an increase of 7% on the minimum and 7% on the maximum. The salary adjustments for the employees of the Board Office will be consistent with the acts discussed earlier.

A modification was proposed in the Board Office professional and scientific pay plan for 1980-81. It was proposed that the position of Research and Information Analyst, pay grade 5 (\$17,472-\$25,792) be changed to Assistant Director, Research and Academic Affairs, pay grade 6 (\$19,578-\$29,640). The proposal was consistent with board action taken in 1979 involving a change in the title of Director of Research and Information to Academic Affairs Consultant and Director of Research.

The revised position was reevaluated on the duties and responsibilities of the position and qualifications necessary to execute them by the Director of the Regents Merit System. He found the higher pay grade to be warranted. The Board Office noted that no additional increase in pay or budgetary impact will result at this time from approval of this recommendation and this is understood by the unit director as well as the current incumbent.

MOTION:

Mr. Brownlee moved that the board approve the professional and scientific pay plan adjustments as outlined above for the Iowa School for the Deaf and Iowa Braille and Sight Saving School and for the Board Office. Mr. Wenstrand seconded the motion and it passed unanimously.

The professional and scientific pay plans are on file in the Board Office.

TEACHER PAY PLANS - IOWA SCHOOL FOR THE DEAF AND IOWA BRAILLE AND SIGHT SAVING SCHOOL. It was recommended that the board approve the pay plan for Iowa School for the Deaf and Iowa Braille and Sight Saving School for the 1980-81 academic year and approve the amendments to the rules for administering the pay plan.

The Board Office said the recommended faculty salary schedule for the next academic year contained an increase of 7% across the board.

It was noted that Lane VII was changed from an Ed Specialist or MA + 45 to an Ed Specialist lane alone. The superintendents felt that, while recognition should be given to the Ed Specialist degree, the same increases were not warranted where the degree was not earned.

Faculty employment provisions were amended to add a paragraph which will permit the superintendents to assign faculty members to special assignments and to pay a reasonable hourly or daily stipend for such extra duties. The compensation paid for these special assignments should be subject to review and audit by the Board Office.

The Board Office noted that the superintendents and other administrators participated in the development of the pay plan for 1980-81 and associated administrative rules.

The Board Office recommended that the pay plan for the special schools for the academic year 1980-81 be approved and that the amendments to the rules for administering the pay plan be approved.

Superintendent DeMott suggested some corrections for the faculty employment provisions. He noted that under the provision for sick leave, grandchildren were not included as members of the immediate family. He said in order for the rule to be consistent with the Procedural Guide, grandchildren should be included. President Petersen agreed that this change should be made. See "Final Faculty Employment Provisions," Section A, 8b, page 3,

In the same category above, Superintendent DeMott noted that children and their spouses were also not included as members of the immediate family. Mr. Richey noted that children and their spouses are included in the Regents Merit System and this should be consistent for all classes of employees.

In the category of personal leave, Superintendent DeMott said he believed the sentence "Personal leave shall be allowed only for general business which can not be conducted outside of the working day" had been deleted previously. He said there were problems in administering this rule. President Petersen agreed that the last sentence should be deleted. See 8c, "Personal Leave" "Final Faculty Employment Provisions."

With respect to the paragraph about a new salary schedule in accordance with an employee's education and increments based on service, Superintendent DeMott suggested it be deleted since this provision has already been phased in. President Petersen agreed to this. This was initially item 8 in "Rules for Administering Faculty Pay Plan," Section B.

Mr. Richey noted that the Board Office worked very closely with the superintendents of the special schools in developing this pay plan. He said the schools face a serious problem with respect to salaries. They have a unique problem because the competition in the public schools is receiving 12% increases. Mr. Richey said these plans provide for a 7% increase in the value of the scale and that other increases would be based on satisfactory performance and improved qualifications.

Mr. Richey said the budgets of the two schools were reviewed carefully to be sure they can finance these increases. There is a limit to how much they can finance and still meet other responsibilities and potential state appropriation reversions.

President Petersen said it is important to maintain the faculty at the schools so the state can serve the clients it has and expressed appreciation for the schools' commitment to that.

MOTION:

Mr. Wenstrand moved that the board approve the pay plan for Iowa School for the Deaf and Iowa Braille and Sight Saving School for the academic year 1980-81 and approve the amendments to the rules for administering the pay plan with the corrections noted above. Mr. Bailey seconded the motion and it passed unanimously.

The pay plan is on file in the Board Office.

EDUCATIONAL LEAVE POLICIES FOR IOWA SCHOOL FOR THE DEAF AND IOWA BRAILLE AND SIGHT SAVING SCHOOL. It was recommended that the board approve the proposal for an Educational Assistance Program for the Iowa School for the Deaf and the Iowa Braille and Sight Saving School.

The Board Office noted that in April 1980 the board deferred a request from Iowa Braille and Sight Saving School for approval of a policy providing educational leave for its faculty. The proposal is similar to procedures used in other state agencies, with modifications as necessary to adapt to the schools and to provide consistency with prior tuition remission plans.

The superintendents of the two special schools have agreed that this program will provide an effective policy, although they noted continued interest in a broader educational leave policy, comparable to that in the Procedural Guide, 408.

The Board Office summarized the Educational Assistance Program which is designed to provide for staff development in areas of institutional need, particularly in areas in which there is a scarcity of qualified applicants. The program is applicable to any full-time permanent employee at the two schools after one year of service and provides for enrollment in courses related to the employee's position in any accredited institution of higher education in Iowa. The following are permitted:

1. Tuition reimbursement for courses taken on a part-time basis, stipulating that evening and Saturday classes will be taken where possible, and that, when necessary, work schedules will be modified to accommodate class hours, but that the individual generally will be expected to make up the time.
2. Full-time educational leave without pay: if approved by the superintendent and the Board of Regents, an employee may be granted educational leave without pay. The employee will pay all educational expenses, but will have the right to return to the position at the same level with the same classification.
3. Full-time educational leave with stipend: the school may award full or partial tuition reimbursement and/or stipend to individuals who are on approved leave without pay.

4. Full-time educational leave with pay: if approved by the superintendent and the Board of Regents, an employee may be granted a full-time leave, with pay, for one academic year at one-half pay or the equivalent of one-half of an academic year at full pay.

All awards are dependent on institutional needs and the availability of funds. Courses approved for reimbursement must have prior written approval of the superintendent. Tuition reimbursement requires proof of successful course completion.

The superintendents will submit requests for full-time educational leaves for board approval and will submit yearly reports. Staff members receiving tuition reimbursement, or full-time educational leave with pay, shall be required to remain in active employment for specified minimum periods, or to repay such compensation as received.

Regent Bailey asked if there was any precedent for the full-time educational leave with pay. Superintendent Giangreco responded that this is consistent with present state policy.

President Petersen said she assumed this was included to give the institutions maximum flexibility if they hire someone with real potential of serving the institution but who does not have all the necessary credits. The institution would not have to wait two or three years for that person to acquire credits.

Mr. Richey said these institutions are very limited in terms of salaries and that this plan is in the interest of the institutions. They have experienced serious problems with respect to the qualifications of their faculty. This proposal is an excellent idea from an employment relations point of view.

Regent Bailey noted the proposal would not cost anything except on the basis of approving it. It was his opinion that it is better to put money in to salaries rather than in to fringe benefits.

In response to a question from Regent Shaw, President Petersen said the board would be consulted when there is any leave with pay involved. Regent Shaw cautioned that there is a situation of declining enrollment and the board should be careful that this kind of program is not used as a way to keep people busy. President Petersen said that while enrollments have gone down, work loads have not lessened because the schools now serve the severely and multiply handicapped.

Superintendent DeMott said that this program would provide a mechanism for retraining some of the people at the schools who are rendering valuable service. Because of changes in the Code, individuals must be licensed and the institution has lost or will lose people. He said the plan should not be a substitute for a competitive salary schedule.

Superintendent DeMott said an advantage of the program is that it can be implemented quickly to serve some immediate needs. In response to a question from Regent Bailey, Superintendent DeMott said he did not view this proposal as a sabbatical.

Mr. Richey noted that an earlier proposal had been presented to the board that was traditional. After discussion, that plan was amended to tie in with the state's general education policy to which other teachers are subject. There is a state-wide employee unit for this class of personnel and it was felt there should be consistency with what is applied to other employees in that class.

Regent Shaw recalled that here had been some difficulty in the past about remaining in active employment for minimum periods and that everyone should understand what those terms are. Mr. Richey said that appropriate language would be added to the plan to take care of this. In response to another question from Regent Shaw, Mr. Richey said the board has statutory power to implement this plan in Chapter 262.

MOTION: Mr. Shaw moved that the board approve the proposal for an Educational Assistance Program for Iowa School for the Deaf and Iowa Braille and Sight Saving School. Mr. Wenstrand seconded the motion.

President Petersen noted that the policy would spell out the pay back provisions consistent with other policies.

VOTE ON MOTION: The motion passed unanimously.

TRANSPORTATION REIMBURSEMENT POLICY - IOWA SCHOOL FOR THE DEAF AND IOWA BRAILLE AND SIGHT SAVING SCHOOL. This item was deferred.

Mr. Richey noted that this is a complicated issue. The two special schools have been operating under a law which was recently changed by House File 2593. The Regents are now allowed to set travel reimbursement rates and policies for parents or guardians of children for both commuter students and resident students.

SEMIANNUAL REPORT ON PURCHASING OPERATIONS. The board was asked to accept the semiannual report on purchasing operations including institutional exhibits.

The Board Office noted that the Regent Procedural Guide requires that semiannual reports be made to the board in May and November on institutional purchasing activity. The May report was deferred to June at the request of the Executive Secretary.

It was noted that two additional purchasing studies are in progress. One study addresses conflict of interest considerations in purchasing across all Regent institutions and the other addresses general aspects of Regent purchasing policy and institutional purchasing practices.

The Board Office said since the November 1979 semiannual report there have been two Regent ad hoc purchasing officer meetings and one inter-agency ad hoc purchasing officer meeting. Highlights of those meetings were:

Regent Ad Hoc Purchasing Officers Meeting, November 28, 1979

- Drafted a purchase and disposal policy for 1980 model vehicles.
- Reviewed a final draft of a code for negotiated or non-competitive contracting by State of Iowa agencies.
- Confirmed that the Regent large lamp contract maintained cost-saving differences between it and the Department of General Services contract. A new bid was solicited and confirmed.
- Noted that changing competitive conditions in the computer hardware field brought into question the need to continue purchasing discount agreements with such computer hardware corporations.
- Affirmed continued purchases from Iowa State Industries and received reports of materials purchased.
- Confirmed that statistical information compiled in the semiannual report was not consistent among the universities and schools.
- Confirmed that there appears to be a potential for some repayment to Regent institutions based on anti-trust action against the corrugated carton industry. None of the institutions anticipate significant reimbursement.

Interagency Ad Hoc Purchasing Officers Meeting, January 15, 1980

Representatives from the Board of Regents institutions, the State Department of General Services Purchasing and Risk Management Divisions, and the Department of Transportation Supplies and Equipment Management Division participated in this meeting.

- Reviewed recommendations of the Governor's Economy Committee '79 relating to centralized purchasing and vehicle fleet management.
- Distributed to non-Regent agencies a list of joint contracts which are part of the board's purchasing operations which could possibly be expanded to include other state agencies.
- Met the new Director of Risk Management for the Department of General Services. The Board of Regents will come under the Iowa Code (18.160-.169) for risk management effective July 1, 1980. This is expected to affect policies and practices regarding vehicle insurance and surety bonding.
- Reviewed the Department of Transportation purchasing program with a timetable showing items purchased.
- Discussed the matter of standard specifications relating to the acquisition of high energy usage items purchased with guests from the Energy Policy Council. Life cycle costing analysis of these high energy-using items was reviewed by the Department of Transportation representative.
- Discussed the vehicle management information system being developed for Department of Transportation use.

Regent Ad Hoc Purchasing Officer Meeting, June 4, 1980

- Received reports from the institutions on vehicles purchased and disposed since the previous meeting.

GENERAL

June 18-19, 1980

- Received a report from the Board Office on the Governor's Economy Committee '79 recommendation relating to the centralization of fleet management in the Department of Transportation. Preliminary conclusions of those involved in this issue were that it is not clear that any savings could be effected by centralizing fleet management in the Department of Transportation.
- Discussed preliminary vehicle purchase needs for the 1981 model year.
- Called for a draft of the 1981 vehicle year purchasing and disposal policy for vehicles.
- Affirmed the awarding of large lamp and envelope contracts for Regent institutions for the contract year.
- Reviewed the proposed Governor's Life Cycle Purchasing Advisory Committee proposal. It was reported that the Regent's Executive Secretary recommended that the Board of Regents, as well as other state agencies with centralized purchasing be represented on the committee itself, rather than as staff support to enhance cooperation and communication.
- Received confirmation from attending institutions that Iowa State Industry purchases continue.
- Reviewed the semiannual purchasing reports of the institutions. A review of statistical data prior to the next semiannual report is planned to determine all elements of non-comparable information.
- Confirmed that the universities would transmit to the Board Office information available to them on the experiences of higher education in Kansas and Wisconsin, as it relates to centralized state purchasing.
- Discussed the preparation of surveys in progress on conflict of interest at Regent institutions as it relates to purchasing and the general purchasing survey.
- Affirmed the need to review goals and reporting requirements of the Ad Hoc Purchasing Officers Committee.

The Board Office made some generalized statements of conditions in institutional purchasing activity. Prices continue to rise rapidly. In regard to vendor relations, the University of Iowa reported that a significant number of vendors are refusing to offer firm prices on long-term purchasing contracts. This has resulted in shorter contract periods with more frequent bidding or other competitive arrangements to gain some degree of price protection for the institution. Increased vendor competition was reported and attributed to a general business slowdown. The University of Northern Iowa reported increased vendor inquiry about when payments for merchandise will be received.

A most dramatic change in prices involved the price change on silver and its impact on products using silver, such as x-ray film and other photographic and graphic arts supplies.

Savings of thousands of dollars were recorded on numerous types of transactions, primarily resulting from central purchasing procedures designed to minimize costs.

Administrative procedures were changed at Iowa State University resulting in selected small value purchases, typically from sole source suppliers, without the writing of purchase orders. Time saved in reducing purchase order preparation was valued at \$18,000 across the campus. The University of Iowa reported a joint pharmaceutical drug contract, in cooperation with other state agencies, that resulted in more favorable prices for all agencies. The University of Northern Iowa reported that it initiated an on-line or direct entry of selected purchasing data into a computer data base with the objective of establishing an operational on-line system by the end of this calendar year. It is expected this will reduce manual filing substantially and improve information retrieval time significantly.

The Board Office said a review of the first six month's experience for FY 1979-80 in selected areas of centralized purchasing show a continued growth in activity. Total dollar value of purchases increased 15% from the first six months of 1978-79 to the first six months of 1979-80, which is a function of price inflation. The average value of each purchase order increased substantially from the same period a year ago. Realized cash discounts remained constant over the last three years. Total cash discounts realized for a full year should be over \$300,000 for all Regent institutions.

The Board Office reported the statistics for the July to December period:

Summary of Semiannual Purchase Statistics

<u>Purchase Category</u>	<u>First Six Month's Activity</u>		
	<u>1977-78</u>	<u>1978-79</u>	<u>1979-80</u>
Grand total purchases*	\$60,523,622	\$65,335,793	\$75,445,971
Cash discounts realized	131,975	163,103	168,437
Regular purchase orders written	65,582	67,617	76,535
Regular purchase order value	44,954,200	51,915,319	58,634,280
Blanket contract and local small orders	22,365	22,910	26,451
Blanket contract & local small order value	5,366,568	5,477,491	7,605,566

*Includes only those categories directly attributable to centralized purchasing.

The Board Office recommended that the semiannual report and institutional exhibits be accepted.

Mr. Richey noted that the general survey being prepared on Regent purchasing policy and institutional purchasing practices is extremely important to the board because there is some indication there is a push to centralize purchasing activities at the state level. He said it is important to make sure that all of the practices and procedures used are completely above reproach and are highly professional so that the institutions will be able to retain their independence in this area.

Mr. Richey noted that the Board of Regents has not taken a definitive stand on the recommendation made by the Governor's Economy Committee '79 in this regard and that it may wish to reconsider this because of the impact such centralization could have.

President Petersen accepted the report and institutional exhibits on behalf of the board.

The institutional exhibits are on file in the Board Office.

PROCEDURAL GUIDE CHANGE ON PUBLIC HEARINGS ON CERTAIN CAPITAL PROJECTS.
In response to a request from a board member, amendment to Section 9.01 of the board's Procedural Guide, through the Administrative Rules process was proposed. The board would delegate initial public hearings on all capital projects which exceed \$10,000 to the institutional level and, thereby, eliminate board-held public hearings on construction contracts funded by academic revenue bond or hospital revenue bonds proceeds. This action is subject to bond counsel review.

Mr. McMurray said that bond counsel has requested additional time to research this matter and recommended that this item be deferred.

AFFILIATED ORGANIZATION REPORT - THE UNIVERSITY OF NORTHERN IOWA FOUNDATION.
The board was asked to receive the report of the University of Northern Iowa Foundation.

The Board Office said the foundation's annual report for 1979 indicated substantial growth since 1970. It was reported that, during this period, assets increased from just over \$100,000 to over \$1 million. The University of Northern Iowa Dome capital campaign raised over \$2.8 million. The total number of contributors increased, the phone bank was inaugurated, and the annual fund was developed. Donations were primarily for scholarships, research, art, books, and support for campus improvements.

During 1979, emphasis on the annual fund was increased and over \$30,000 was raised; the foundation reduced its interest rate for Dome obligations by sale of industrial revenue bonds; and the board approved reduction of the obligation to the foundation for the dome by \$210,000, with this amount added to the university's share of funding.

Total fund balances increased from \$354,539 in calendar year 1978 to \$608,578 in 1979. Revenues, excluding transfers, increased from \$666,815 in 1978 to \$767,671 in 1979, with over \$500,000 in contributions. Expenditures increased from \$378,012 in 1978 to \$153,632 in 1979.

President Petersen remarked that these foundations often make the difference between mediocrity and excellence.

President Petersen received the report of the University of Northern Iowa Foundation and expressed appreciation to the foundation.

PRELIMINARY BUDGETS - 1980-81. Several actions regarding preliminary budgets were recommended to the board:

1. That allocations of \$39,000 and \$61,000 to the University of Iowa and Iowa State University respectively for Continuing Education - Western Iowa be approved.
2. That amounts of \$160,000, \$300,000, and \$140,000 as allocated previously to the University of Iowa, Iowa State University, and the University of Northern Iowa for enrollment increase funding be reaffirmed.
3. That allocations of \$349,621 and \$50,379 to the University of Iowa and Iowa State University, respectively, to replace federal funds losses for medical education be approved.
4. That the executive secretary be authorized to approve final budgets subject to affirmation by the Board of Regents at its August meeting.

The Board Office summarized the proposed preliminary operating budgets for 1981 and identified issues that impact the budget for 1980-81.

The proposed preliminary budgets for 1980-81 for the institutions aggregate to \$406.7 million which amounts to an 8.2% increase over the budget of \$376.0 million for 1979-80. The proposed budget is to be supported by appropriations of \$262.0 million which amount to a 9.9% increase over \$238.4 million for 1979-80. The remaining support of \$144.7 million is from institutional income. This is a 5.2% increase over \$137.5 million for 1979-80.

It was proposed that the resources of \$406.7 million be expended as shown in the following table:

<u>Expenditure Category</u>	<u>1979-80</u>	<u>1980-81</u>	<u>Percent Increase/ (Decrease)</u>
Fac. & Inst. Officials' Salaries	\$135,956.4	\$146,698.8	7.9
Prof. & Scientific Salaries	65,769.3	71,927.4	9.4
General Service Staff Salaries	88,396.1	96,226.9	8.9
Fuel & Purchased Electricity	16,958.1	19,051.6	12.3
Supplies and Services	55,147.2	59,863.0	8.6
Equipment	4,242.3	4,075.1	(3.9)
Books	4,650.0	5,094.3	9.6
Building Repairs	4,876.9	3,794.7	(22.2)
<u>Total Operating Expense Budget</u>	<u>\$375,996.3</u>	<u>\$406,731.8</u>	<u>8.2%</u>

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Increases in funds for personnel categories are 7% for salary increases for faculty and institutional officials and professional and scientific staff and 8.4% for general service staff.

The additional support for faculty and institutional officials provides for some additional positions and is funded by appropriations for enrollment increase and institutional income. The additional support for professional and scientific staff and general service staff provides for additional positions primarily in the University Hospitals and Clinics and is funded by income from paying patients as well as appropriations.

The following percentages were used in developing the appropriations to fund each of the expenditure categories. Institutions have made some adjustments to meet changing needs, to respond to inflationary cost growth and to incorporate funds for essential program adjustments and enrollment increase funding.

<u>Expenditure Category</u>	<u>Percentage Increase</u>
Faculty and Institutional Officials	7.0%
Professional and Scientific Staff	7.0%
General Service Staff	8.4%
Fuel & Purchased Electricity	11.0%
Supplies and Services	5.0%
Equipment	15.0% (average)
Library Books	10.0%
Building Repairs	10.0% (average)

Other adjustments were included for health insurance, lump sum sick leave payout, and vehicle mileage reimbursement from the state salary adjustment funds.

The University of Iowa General University budget for 1979-80 includes \$93,176 for operating the Quad Cities Graduate Study Center which would become \$97,835 for 1980-81 on the basis of a 5% increase.

The Board Office noted that there are special purpose appropriations of approximately \$3 million for 1980-81. Items needing action of the board in connection with development of institutional preliminary budgets were: Continuing Education Western Iowa; Enrollment Increase Funding, and Replacement of Federal Fund Losses for Medical Education. The board was asked to affirm its earlier decision of amounts approved for allocation for enrollment increase funding for 1980-81. The other two items involved a new appropriation in amounts identical to 1979-80 and proposed allocations were also identical. The Board Office recommended that the proposed allocations be approved.

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The Board Office noted that the following issues may have an impact on the budget for 1980-81.

The Governor's Economy Committee '79 developed recommendations pertinent to specific institutions under the jurisdiction of the Board of Regents and other state agencies that would impact Regent institutions with regard to functions, organization, interagency relationships, and budget.

Some of the committee's recommendations have been implemented and others require substantial study and special reporting.

It was reported that the salary adjustment fund was underappropriated for all state agencies by \$600,000. Regent institutions are \$302,000 short. The treatment of this deficit in the budget base for 1980-81 and in the budget request for 1981-83 remains to be determined.

Because the next meeting of the board is not scheduled until August, it was noted there would be a problem of authorizing institutions to issue payrolls against the final budget for 1980-81. It was recommended that final budget books, narrative explanations, and summary financial statements be submitted to the Board Office which would review final budgets. The executive secretary will approve them subject to board approval at the August board meeting.

Regent Jorgensen asked for more explanation about the salary adjustment fund deficit. Mr. Richey explained that in recent years the Legislature has been making appropriations to the State Comptroller for salary increases, general increases, etc. The State Comptroller distributes this money to all agencies and institutions and has indicated to the Board Office what its allocation will be. The amount is \$302,000 short. The State Comptroller's Office was contacted about this and the problem is being discussed. If this problem is not resolved, the board will be faced with the first part of any appropriation reversion it may have to assume in 1980-81.

Vice-President Moore suggested that the board consider whether its position should be to continue receiving appropriations in this manner or to indicate a desire to have appropriations made to the Board of Regents.

Mr. Richey noted that this issue could affect areas other than the salary issue such as fuel and purchased electricity. He said there is cause for concern because Regent appropriations are not always available when they are needed.

MOTION:

Mr. Brownlee moved that the board approve the recommendations as listed above. Dr. Harris seconded the motion and it passed unanimously.

PRESENTATION REGARDING UNIVERSITY OF NORTHERN IOWA LABORATORY SCHOOL.
The board heard a presentation by Mrs. Carol Shelton, Chair, Parent-Advisory Board of the laboratory school.

Mrs. Shelton emphasized that she represented only the parents of the laboratory school and did not represent the Advisory Committee of the School which is a special interest committee.

She said the parents are concerned about the quality of their children's education and feel that the Price Laboratory School gives their children the best quality education available. The parents recognize it is expensive to operate the school but believe the experiences the children are having justify its existence.

Mrs. Shelton said the parents recognize their responsibilities to the school and are aware of the professional responsibilities of the teachers at the school. The parents accept that the teachers must be absent from time to time to attend professional meetings or conferences. They feel that their children's learning experiences continue in spite of the teacher's absence. It is felt that such professional involvement provides significant professional growth for the teachers. These teachers share their expertise throughout the state and nation and because of their personal commitment to the children and university, this is time well spent.

Mrs. Shelton said the laboratory school has a reputation of excellence. The parent group believes that excellence is based on the classroom teacher. The dedication and commitment of the teachers contributes significantly to the excellence of the institution. Teacher commitment and humaneness is measured through the term of master teacher. The university should hire as many master teachers as it can.

The parent group accepts that the first obligation of the administration at the University of Northern Iowa is to the university student. The university and laboratory school can not operate without each other as long as their primary objective is education.

Mrs. Shelton presented a list of the activities of the teachers at the laboratory school and noted that they spend a great deal of voluntary time at the school. She challenged the board to find ways to broaden the experiences of the teachers. She expressed concern about how vacancies will be filled in order to maintain established standards.

President Petersen assured Mrs. Shelton that the board has already given instructions to the administration to fill those lines necessary to meet classroom assignments. This also applies to the laboratory school.

Mrs. Shelton said the parent committee is well aware of the board's responsibility in the state and that as parents they were appealing to get good teachers, keep the good teachers, keep the quality of the school, and keep the school going because it is important as far as the state is concerned.

Regent Shaw was glad that the parent group acknowledged that the principle reasons for the existence of the laboratory school is its affiliation with the university. He said it is desirable that the children have the option of one of the better school systems in the state. He noted that the parents do have another option and therefore this school must compete in a field where there are alternatives.

President Petersen expressed appreciation for the concerns mentioned by the parents and said they join a long list of concerns for quality education, not only at the laboratory school but in higher education, that have been confronting the board for a number of years. She said the board could not promise to address all of the parents' concerns in a way satisfactory to them but assured them that the concerns had been heard.

PROPOSED BOARD OFFICE BUDGET, 1980-81. The following recommendations were made to the board:

1. That it approve the detailed budget for the Board Office in the amount of \$602,371.
2. That it indicate to the Governor its recommendation for the salary of the Executive Secretary for 1980-81.

The Board Office said the proposed budget of \$609,849 was based on the appropriations made by the General Assembly and the general salary policies established for Board Office employees in the appropriation act. The budget may need to be increased by approximately \$2,500 in August when the Comptroller has indicated the allocations of other salary funds, including travel expense, that were appropriated to that office for state agencies.

The proposed salary budget involves an increase of 8.6 percent for direct salaries. This figure would have been 8.4 percent, except for special action taken last winter with respect to the salary of the Research and Information Analysis. The proposed salaries for the professional employees and Merit System employees were within pay schedules proposed to the board in other sections of these minutes. A careful performance review of each employee was made and recommended salaries reflect that review. The salary of the Academic Affairs Consultant and Director of Research reflects both merit consideration and the competitive market. The salary of the Director of Employment Relations was proposed to be within the ceiling established in the professional pay plan for the office, which allows an increase of only 3 percent.

The proposed budget for board per diem and expenses was approximately the same as originally anticipated for the current fiscal year. Expenditures are estimated to be approximately \$24,000 in the current fiscal year and \$27,665 next year. The amount of \$27,665 is conservative but should be adequate in terms of current board experience.

The budget for office travel of \$19,390 is higher than the anticipated expenditure of \$16,486 for the current year. There are significantly higher travel expenses in even-numbered years because of collective bargaining negotiations. Out-of-state travel for the professional staff is being restricted because of the state's austerity program. Approximately \$1,000 of the increase in office travel expense will be required because of automobile depreciation, occasioned by the purchase of a new automobile a few months ago.

The proposed general office budget of \$34,225 compared to estimated expenditures of \$33,100 for the current year and \$37,000 for 1978-79. The reason for the large amount in the past year was related to the move to the Lucas Building. This area of the budget is quite austere because there will be expense of printing of budget documents for the biennium during the fiscal year. That cost usually amounts to about \$1,500 and will require more than the amount of increase shown. Therefore, every effort will need to be made to cut expenses to offset price inflation of perhaps 10 percent in this budget category. The fiscal year will be started with more modest inventories than usual because of the state's current program of curtailment of purchases.

In the area of telephone expense, the proposed budget was for \$14,500, as compared to estimated expenditures in the current year of \$14,168. Expenditures in the current year increased significantly because of a new method of attributing costs for the the WATS system that more accurately reflect the use of the system. The office uses the telephone heavily to avoid travel expense and the cost is obviously high. Any increase in telephone rates would require a reduction in telephone use or a budget adjustment from some other source.

The the area of equipment and furniture, the proposed budget of \$1,180 was primarily for miscellaneous replacement of small items of equipment. The installation of a computer terminal at a cost of \$3,000 was deleted. It has been necessary to shift some of these funds to other budget categories to take care of unavoidable costs due to inflation. If funds become available for the computer terminal during the fiscal year, the Board Office would propose to reinstate it because it would be helpful in tracking legislative bills and in getting fast information on the stage's budget and the budgets of the office from the state's computer.

The budget for contractual services was contained primarily in the merit unit and the employment relations unit. The amount proposed for fiscal 1981 was below the current year because of moving expenses for two new employees. It was requested that the board approve the proposed budget with the understanding that there may be a possible adjustment in the amount of appropriation allocated to the office and that the budget would be revised accordingly and resubmitted for action in August.

Regent Bailey noted that in the board per diem and expenses and office travel categories, that reimbursement for mileage will be increased from 18¢ to 20¢ per mile after July 1. Mr. Richey indicated there may be a possibility of some adjustment after appropriations are known. This won't be known until after June 30. He noted that the institutions were still waiting for money for sick leave payouts and personal vehicle reimbursement mileage for the fiscal year ending June 30, 1980.

MOTION: Mr. Bailey moved that the board approve the detailed budget for the Board Office in the amount of \$602,371 as proposed by the executive secretary. Mrs. Jorgensen seconded the motion and it passed unanimously.

President Petersen noted that the Governor annually sets the salary of the executive secretary of the board. Each year the board makes a recommendation to the Governor about this salary. She said it was important that the responsibilities and abilities of the incumbent be recognized in terms of salary. There is a dependence of the board on the office of the executive secretary for information on the executive branch and so on.

Regent Brownlee said the board should continue, as in the past, to press for an equitable salary for that position in state government. He noted there are some other positions in state government at the same pay grade which do not require as much responsibility as the position of the executive secretary of the Board of Regents. He proposed that the salary of the executive secretary be commensurate with the responsibilities of the position and be set on the same level as those of the Superintendent of Public Instruction, Commissioner of Social Services, and Director of the Department of Transportation. He noted that the Board Office oversees the largest enterprise in the state and said it is incredible that the salary is not commensurate, particularly in view of the competency of Mr. Richey. Other members of the board noted the dependence of the board, the Governor, and the Legislature on the office of the executive secretary for information and work.

President Petersen said she would communicate the board's view to the executive branch.

MOTION: Mr. Brownlee moved that the board indicate to the Governor its recommendation for the salary of the executive secretary for 1980-81. Mrs. Jorgensen seconded the motion and it passed unanimously.

Mr. Richey noted that the position of Director of Employment Relations in the Board Office was vacant, that he proposed to fill it on October 1, 1980, and asked the board to indicate its pleasure with respect to filling that position. He noted that an application to the State Comptroller and Office of the Governor would need to be made to fill this position indicating the need for the position.

Regent Bailey said a useful function is served by this position every two years during collective bargaining negotiations but wondered if the person was busy at other times. Mr. Richey indicated that the person has been used in a general staff capacity at other times to work on educational leaves, salary plans, etc.

President Petersen noted that another role the director has been helpful in has been incases that have gone to arbitration. It has been the director's responsibility to carry these cases forward. President Petersen said that in order to maintain the board's integrity in keeping the collective bargaining process together and not allow units to get out of kilter, the Director of Employment Relations is needed. If the board is to retain its authority and responsibility, it must have this kind of help in the Board Office.

MOTION: Regent Bailey moved that the board direct the executive secretary to fill the position of Director of Employment Relations in the Board Office by October 1, 1980. Mr. Wenstrand seconded the motion.

Regent Jorgensen inquired about how long the position will have been open. Mr. Richey indicated that the position would be filled as of October 1 and therefore the position will have been open about 4 months. There will be a saving of about 3½ months in salary because of accumulated vacation taken by the last director. This will be offset if moving expenses need to be paid for the new director.

VOTE ON MOTION: The motion passed unanimously.

APPOINTMENTS TO COMMITTEES. President Petersen indicated that she had reviewed committee assignments with those involved and everyone had agreed to serve. The following committee appointments were proposed:

E.T.V. Board

Regent Jorgensen for a three-year term ending June 30, 1983

ISU Memorial Union Board

Regent Wenstrand for a three-year term ending July 31, 1983.

Iowa Coordinating Council

Reappointments of Regents Wenstrand and Harris for three-year terms ending July 31, 1983

Mr. Richey and Regent Jorgensen for three-year terms ending July 31, 1983
President Boyd and Dean Hubbard for three-year terms ending June 30, 1983

Mental Hygiene Committee

Regent Neu for a three-year term ending July 31, 1983.

Iowa State University Alumni Achievement Board

Regent Wenstrand for a three-year term ending July 30, 1983

Committee on Educational Coordination

Vice-President Christensen and Vice-President Brodbeck for three-year terms ending June 30, 1983.

The Board Office noted that in May President Petersen asked Regents Brownlee, Shaw, and Neu to serve on an ad hoc committee to do a study and make recommendations with respect to the services of a bond consultant. Since then Regents Brownlee and Shaw have asked to be relieved of this assignment. President Petersen asked Regent Jorgensen to serve on the committee with her and Regent Neu.

MOTION: Regent Bailey moved that the board approve the committee appointments as outlined above.
Dr. Harris seconded the motion and it passed unanimously.

ELECTION OF BOARD PRESIDENT FOR 1980-82 TERM. The Board Office noted that Section 262.9 of the Code provides that the board shall elect from its members in each even numbered year "a president of the board who shall serve for two years and until a successor is elected and qualified."

MOTION: Mr. Brownlee moved that the board reelect Mrs. Petersen as president and thank her for the service she has rendered. Mr. Bailey seconded the motion and it passed unanimously.

President Petersen thanked the board and indicated that she would serve until May 1 of next year. She noted that there have been some changes in leadership responsibility. She said this is a board of a lot of ability and wisdom and that she had every confidence in it as it works toward the reallocation of leadership responsibilities.

SUMMER COMMENCEMENT DATES. The dates for summer commencements at the Regent universities are as follows:

University of Iowa - Friday, August 1, Hancher Auditorium
Iowa State University - Thursday, August 14, Hilton Coliseum
University of Northern Iowa - Friday, August 1, University of Northern Iowa Dome

President Petersen asked members of the board to indicate on a sign-up sheet if they wanted to attend the commencements.

Regent Bailey asked how important it was to have a Regent at the summer commencements and President Boyd responded that it is very important because this is an important event for those students involved.

President Parks said Iowa State University would be pleased to have a Regent present at the commencement, but it was not required.

BOARD OFFICE PERSONNEL REGISTER. The following action was shown on the Board Office Personnel Register and was recommended for ratification:

Change of Status:

Barbara Orend Baker, Secretary III to permanent status after 6 months probationary status. No change in salary, effective 5/23/80.

Jacqueline J. Soloman, Secretary II to permanent status after 6 months probationary status. No change in salary, effective 5/23/80.

Merit Increase:

Paula J. Andersen, Clerk-Typist III to \$4.62 per hour and permanent status after 6 months probationary status and merit evaluation, effective 5/23/80.

In the absence of objections, President Petersen ratified the actions shown on the Register of Personnel Changes for the Board Office.

SCHEDULED DOCKET ITEMS FOR FUTURE MEETINGS. The Board Office noted the following schedule for budget and tuition discussions:

- August 21-22 - Consideration of operating and capital budget requests for the 1981-83 biennium
- September 18-19 - Final consideration of the budget requests for operating and capital purposes for the 1981-83 biennium
- Consideration of tuition policy for the 1981-83 biennium
- October 15-16 - Final consideration of tuition policy for the 1981-83 biennium

NEXT MEETINGS.

JULY	NO MEETING	
August 21-22	University of Northern Iowa	Cedar Falls
September 18-19	University of Iowa	Iowa City
October 15-16	Iowa School for the Deaf	Council Bluffs
November 13-4	University of Northern Iowa	Cedar Falls
December 17-18	Iowa State University	Ames

President Petersen noted that the October meeting will now be held on Wednesday and Thursday rather than Thursday and Friday.

President Petersen then asked board members and institutional executives if there were additional matters to be raised for discussion pertaining to the general docket. There were none.

EXECUTIVE SESSION. President Petersen announced that the board needed to enter into an executive session to discuss strategy in regard to collective bargaining, Section 20.17, Subsection 3 of the Code. On a roll call vote as to whether to enter into executive session, the following voted:

AYE: Brownlee, Harris, Jorgensen, Neu, Shaw, Wenstrand, Petersen
NAY: Bailey
ABSENT: Belin

The board, having voted at least a two-thirds majority, resolved to meet in executive session beginning at 4:00 p.m. and arose therefrom at 4:45 p.m.

GENERAL

June 18-19, 1980

The following business relating to general or miscellaneous items was transacted on Thursday, June 19, 1980.

COUNTY CONTACT PROGRAM. Vice-President Hamilton said the public information officers and legislative liaison had been working on the county contact program and a general information program to get ideas into the communities. He gave a presentation of a possible slide program to be used for this purpose. He noted that the program was at this point very basic and that it had not been dressed up. He asked board members and institutional representatives for their ideas and suggestions about the presentation and said these comments needed to be given to Max Hawkins, Dave Henry, Don Kelly, Tom Tobin, and himself as soon as possible.

Vice-President Hamilton said the final program would not necessarily be in slide form - it could be printed material, slides, or some other form. The material needed to be completed in the next six weeks.

Several suggestions were made about the slide presentation. Some of these suggestions included using outstanding captions on charts to get a person's mind easily focused on precisely what is involved, making sure the figures used are accurate so they can't be undermined, and to show that there has been a change in emphasis and priority in the state in the last ten years which has caused a disparity in funding resulting in the Regents falling behind.

Another suggestion was to show the amount spent in state appropriations per student at the institutions in terms of 1970 dollars versus 1980 dollars. This would focus the presentation on the Regents. It was also suggested that the need for balance in funding be pointed out.

Another idea was to be prepared to answer questions on salary surveys and to compare the average salaries at the three institutions with other institutions that are truly comparable. Regent Neu said it was important to base these comparisons in relationship to competitiveness.

President Petersen noted that the presentation should focus on the problems of the Regent institutions. There is a story to tell in terms of salaries, erosion in purchases and general supplies, etc. but the focus should not be spread out so much that attention is diverted away from the problems of the institutions. She said it would be helpful to compare the Regent institutions against themselves with respect to what has happened to appropriations per student and appropriations per capita income.

Another suggestion was made that it would be better to quote people who have not received publicity; to use some unknowns.

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It was pointed out that the difference between a budget cut and an inflation caused cut should be illustrated.

President Parks said that a point to begin the presentation would be with what the Regent institutions mean to a community. Before people can become concerned about professors leaving for greater salaries, they must know how this will effect them. Regent Neu agreed and noted that the people associated with either of the special schools have a strong emotional commitment. It should be pointed out that increases in salaries at those schools will not match those in the public schools.

Dr. Harris suggested that different presentations are needed for different groups because all of the groups will not be in the same income category.

Another idea was to begin the presentation on a positive note, present what has happened, and circle back to a positive conclusion for a good circle.

Instead of comparing who gets the educational dollars, it was suggested that the Regents' share of the total state budget be shown, again keeping the focus on the Regent institutions.

Regent Bailey said an important psychological point to be used would be to show that these institutions belong to the people. Their children and grandchildren will suffer if they deteriorate. The Regents are not asking the people to do something for the board.

Vice-President Small suggested that the presentation needed a controlling theme of what the institutions have to tell of what the Regent institutions have meant to Iowans' sense of themselves as a people.

Dr. Harris noted that the presentation must have wide appeal. He defined the goal of the presentation as trying to influence the Legislature to make more funds available to the institutions and to have the citizens of this state assist in that effort. He said this message should be delivered as simply and efficiently as possible.

President Petersen thanked the committee for the work they had done and said the board looked forward to the work they had yet to do. She urged anyone with suggestions about the mechanisms of the presentations and other ideas to contact the committee as soon as possible.

Secretary's Note: Regent Constance Belin died of cancer on June 23, 1980.

STATE UNIVERSITY OF IOWA

The following business pertaining to the State University of Iowa was transacted on Wednesday, June 19, 1980.

ANNUAL REPORT ON TENURE. Discussion on this item can be found in the general section of these minutes, pages 679-681

PRELIMINARY BUDGET SUMMARIES, 1980-81. The actions recommended to the board were to:

1. Approve the preliminary budget proposals for the general educational fund contingent upon further information relating to salary adjustment funds and appropriation reversion requirements with budget ceilings as follows:

<u>Appropriation Unit</u>	<u>1980-81 Budget Ceiling (Zeros omitted)</u>
General University	\$125,518
University Hospitals and Clinics	92,509
Psychiatric Hospital	6,311
State Hygienic Laboratory	2,262
Hospital School	3,686
Oakdale Campus	2,193
Total	<u>\$232,479</u>

2. Approve a 10.1% rate increase for University and Psychiatric Hospitals effective July 1, 1980.

The university prepared a substantial amount of supporting materials. These documents are on file in the Board Office.

For the general university in the category of enrollment, actual full-time equivalent enrollment for 1978-79 was 21,346. Estimated full-time equivalent enrollment for 1979-80 is now set at 21,684. Proposed enrollment for 1980-81 is 21,669 full-time equivalent students. The increase in 1979-80 over 1978-79 is approximately 1.6% while full-time equivalent enrollment for 1980-81 indicates a 0.1% decline. The biennial enrollment increase amounts to an estimated increase of 1.5%.

Fall headcount enrollments were 22,990 in 1978-79 and increased to 23,349 in the fall of 1979. The university is estimating a fall headcount enrollment of 23,559 for fall 1980. Headcount enrollment is expected to increase by 2.5% over the biennium. The general university's ability to meet its institutional income estimates is tied in part to meeting enrollment forecasts.

The following table summarizes General University institutional income components for FY 1979-80 and estimated for 1980-81:

<u>Income Source</u>	<u>Budgeted 1979-80</u>	<u>Proposed 1980-81</u>
Student Fees	\$21,524	\$21,695
Sales and Services	60	-
Other Income	8,248	8,308
Total (000s omitted)	<u>\$29,832</u>	<u>\$30,003</u>

Proposed institutional income increases amounted to 0.6%. Institutional income in total is 23.9% of all general educational income proposed for 1980-81. In the table above other income includes indirect cost reimbursement from grants and contracts. It also includes fines and late charges which, in 1979-80, was defined as sales and services.

The Board Office indicated that the average student fee income per student full-time equivalent and per fall headcount for 1980-81 is consistent with 1979-80 estimates.

The following table compares General University expenditure categories budgeted for 1979-80 to those proposed for 1980-81.

<u>Expense Category</u>	<u>Budgeted 1979-80</u>	<u>Proposed 1980-81</u>
Personnel	\$ 92,201	\$100,273
Fuel & Purchased Electricity	6,213	6,880
Supplies & Services	12,461	13,088
Equipment	1,327	1,326
Books	2,356	2,580
Building Repairs	2,168	1,371
Total (000s omitted)	<u>\$116,726</u>	<u>\$125,518</u>

The proposed budget ceiling for 1980-81 is 7.5% more than the revised budget ceiling for 1979-80. Within the \$8.8 million increase, \$8.7 million may be attributed to price changes and \$0.1 million to program adjustments. Salary and other personnel costs amount to \$8.1 million of the total proposed increase of \$8.8 million.

Program change, as defined for preliminary budget preparation, is essential program adjustment support, new enrollment funding, material reallocations of existing funds, and any added support made possible from revised institutional income. The Board Office listed several highlights of program changes.

STATE UNIVERSITY OF IOWA
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The Board Office noted that subsequent to the development of the preliminary budget proposal, it was learned that salary adjustment funds for 1980-81 are currently available at only 99% of the calculations used in the proposal. Any adjustments will be addressed in final budget proposals to be presented in August 1980.

A rate increase for the University Hospitals and Clinics and Psychiatric Hospital of 10.1% was proposed. This rate increase would produce more than \$6 million for the University Hospitals and Clinics. It would produce more than \$130,000 for the Psychiatric Hospital. Approximately 90% of the proposed rate increase was attributed to price inflation and the balance was attributed to enhancement of services capability.

It was reported that University Hospital rates will have increased 71.3% during 1972-1981 as compared to the national average of approximately 96.6% in the same period. It was also reported that the 10.1% proposed rate increase fell within the 14.1% inflation-adjusted expenditure goal of the national voluntary cost containment effort of the American Hospital Association and the American Medical Association.

The following tables show institutional income budgeted for 1979-80 and proposed for 1980-81:

<u>Income Source</u>	<u>Budgeted 1979-80</u>	<u>Proposed 1980-81</u>
<u>University Hospitals</u>		
Sales and Services	\$63,412	\$70,399
Other Income	297	327
Total (000s omitted)	<u>\$63,709</u>	<u>\$70,726</u>
<u>Psychiatric Hospital</u>		
Sales and Services	\$ 1,346	\$ 1,494
Other Income	217	217
Total (000s omitted)	<u>\$ 1,563</u>	<u>\$ 1,711</u>

Revenue increases at both hospitals were a function of rate change and service volume. Total institutional income was proposed to increase 11% at the University Hospitals while the overall increase for the Psychiatric Hospital was 9.5%. The level of other income estimated for 1980-81 at the Psychiatric Hospital was the same as in 1979-80. This tended to draw down the overall rate of increase.

The proposed expenditure plan for 1980-81 projected \$92.5 million for the University Hospitals and Clinics and \$6.3 million for the Psychiatric Hospital. The former represented a 10.4% overall expenditure increase while the latter represented an 8.0% increase. The differences in the rate of expenditure change when compared to the rate of institutional income change can be attributed to the appropriation share of total expenditures. Overall, the proposed total expenditures supported with institutional revenue for University Hospitals was 76.5% while the appropriation level of support was 23.5%. For the Psychiatric Hospital the level of

institutional revenue support was proposed at 27.1% while the appropriated level of support was proposed at 72.9%.

The following tables summarize expenditure patterns estimated for 1979-80 and proposed for 1980-81. The standard set of expenditure categories is reduced to personnel and all other for ease of review:

<u>Expense Category</u>	<u>Budgeted 1979-80</u>	<u>Proposed 1980-81</u>
<u>University Hospitals</u>		
Personnel	\$58,385	\$64,425
All Other	25,436	28,084
Total (000s omitted)	<u>\$83,821</u>	<u>\$92,509</u>
<u>Psychiatric Hospital</u>		
Personnel	\$ 4,964	\$ 5,348
All Other	877	963
Total (000s omitted)	<u>\$ 5,841</u>	<u>\$ 6,311</u>

The Board Office noted that substantial changes in institutionally generated revenue occurred in 1979-80 as a result of increased activity. Changes in support services continuing into 1980-81 were treated in an institutional narrative which is on file in the Board Office.

Institutional income for the State Hygienic Laboratory was estimated for 1980-81 at \$477,000. In 1979-80 the State Hygienic Laboratory received an unanticipated increase in contracts amounting to \$175,000. Modified service contracts in 1980-81 required a more conservative revenue forecast.

The following table summarizes the proposed expenditure pattern for the laboratory for 1980-81:

<u>Expense Category</u>	<u>Budgeted 1979-80</u>	<u>Proposed 1980-81</u>
Personnel	\$ 1,836	\$ 1,977
All Other	519	285
Total (000s omitted)	<u>\$ 2,355</u>	<u>\$ 2,262</u>

Forecast expenditures for 1980-81 amounted to 96% of the level expended in 1979-80. This was the direct result of a reduction in estimated laboratory income for 1980-81 as noted above.

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In the area of program change, the Board Office noted that the \$76,000 appropriated in 1979-80 for purchase of equipment to complete the development of the Des Moines branch of the laboratory was dropped from the appropriation base in 1980-81.

Proposed institutional income for the Hospital School for 1980-81 remained at the same level as the revised current year budget, \$403,000. This was \$50,000 more than originally estimated for 1979-80. Improved revenue levels through Medicaid, Blue Cross, and other insurer billing is being carried forward into 1980-81.

Total expenditures for the Hospital School in 1980-81 were proposed at \$3,686,000. This compared to the revised budget ceiling for expenditures in 1979-80 of \$3,436,000. The 1980-81 estimate is 7.3% higher than the 1979-80 budget ceiling. The following table summarizes proposed expenditures for 1980-81.

<u>Expense Category</u>	<u>Budgeted 1979-80</u>	<u>Proposed 1980-81</u>
Personnel	\$ 2,909	\$ 3,134
All Other	527	552
Total (000s omitted)	<u>\$ 3,436</u>	<u>\$ 3,686</u>

It was noted that the personnel category of expense at the Hospital School accounts for 85% of total expenditures. This is the highest ratio of personnel expenditures to total expenditures for any of the six University of Iowa appropriation units.

Institutional income proposed for 1980-81 for the Oakdale Campus is \$337,000. This is the same as the revised institutional income estimated for 1979-80. During 1979-80 institutional income was increased \$140,000. That \$140,000 included an additional \$50,000 from cafeteria sales and \$90,000 from additional recovery of indirect cost reimbursement. Both are included in 1980-81.

Proposed expenditures for 1980-81 were \$2,193,000. This compared to \$2,050,000 estimated for 1979-80. The proposed increase in expenditures amounts to 7%. The following table summarizes proposed expenditures for 1980-81:

<u>Expense Category</u>	<u>Budgeted 1979-80</u>	<u>Proposed 1980-81</u>
Personnel	\$ 1,274	\$ 1,365
All Other	776	828
Total (000s omitted)	<u>\$ 2,050</u>	<u>\$ 2,193</u>

The additional \$140,000 added to expenditure authority in 1979-80 and carried forward into 1980-81 was divided between two lines: \$50,000 added to supplies and services and \$90,000 added to building repairs.

The Board Office recommended that the preliminary budget proposals be approved.

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In response to a comment by President Petersen about finding ways to augment salaries and still meet responsibilities of potential reversions, President Boyd said everyone felt very strongly about compensation for faculty and staff. He said the university's budget is a very tough one because it is compounded by the prospect of reversion.

President Boyd noted that services and advising must be provided for students. He said decisions about the budget were very difficult because they were compounded by the salary appropriation and by the prospect of reversion which must be held to a minimum and by erosion of salaries and other items caused by inflation.

President Petersen encouraged the universities to find ways to hold on to some people who are desperately needed and noted that this is a severe problem. Regent Jorgensen said she was also concerned in this area.

President Petersen then said that the salaries of the institutional executives should be set. She said the board wanted to express its appreciation to them and it tries to do that in many ways. One way of doing this is by rewarding people through salaries. President Petersen said she had a request from all of the university presidents that, in view of the financial crises, they did not want their salaries to be increased at the 7% level. She said this was a request from the presidents and was an important consideration. However, she said the board had a responsibility to increase those salaries in some kind of range with the knowledge that they are low compared to other institutions. She suggested that a 6% salary increase for the presidents of the universities would be reasonable. It would indicate a vote of confidence and recognize the financial problems of the institutions. It would be a symbolic increase at a lower level than what was possible. The new salaries of the institutional executives would be \$67,156 at the University of Iowa, \$67,156 at Iowa State University, and \$62,720 at the University of Northern Iowa.

MOTION:

Mr. Bailey moved that the board approve salary increases of 6% for the presidents of the universities resulting in \$67,156 at the University of Iowa, \$67,156 at Iowa State University, and \$62,720 at the University of Northern Iowa. Dr. Harris seconded the motion and it passed unanimously.

MOTION:

Mr. Bailey moved that the board approve the preliminary budget proposals for the general education fund, contingent upon further information relating to salary adjustment funds and appropriation reversion requirements with budget ceilings as listed on page 729 and that the board approve a 10.1% rate increase for University and Psychiatric Hospitals be approved, effective July 1, 1980. Mr. Shaw seconded the motion and it passed unanimously.

The following business pertaining to the State University of Iowa was transacted on Thursday, June 19, 1980.

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

APPOINTMENTS OF UNIVERSITY SECRETARY AND TREASURER. The board was asked to approve the following appointments with salary as budgeted:

1. Ray B. Mossman as Treasurer of the University for 1980-81.
2. Leonard R. Brcka as Secretary of the University for 1980-81.

MOTION: Mrs. Jorgensen moved that the board approve the appointments of Mr. Mossman as Treasurer of the University and Mr. Brcka as Secretary of the University for 1980-81. Mr. Wenstrand seconded the motion and it passed unanimously.

OTHER PERSONNEL TRANSACTIONS. The board was asked to approve the following appointment:

Geraldene Felton as Dean of the College of Nursing and Professor of Nursing, at a salary of \$53,000, effective March 1, 1981.

MOTION: Dr. Harris moved that the board approve the appointment of Geraldene Felton as Dean of the College of Nursing and Professor of Nursing at a salary of \$53,000, effective March 1, 1981. Mr. Brownlee seconded the motion and it passed unanimously.

President Boyd expressed appreciation to Vice-President Brodbeck for her work with the College of Nursing and Dean Search Committee in the search for a dean of the college. He also expressed appreciation to Sue Rosner for her service as acting dean of the College of Nursing.

DEPARTMENTAL EXECUTIVE OFFICER APPOINTMENTS. The board was asked to approve the following appointments and reappointments of departmental executive officers in the College of Liberal Arts to be effective August 28, 1980, unless otherwise indicated.

1. Laird C. Addis, Jr., as Chair, Philosophy, for a three-year term.
2. George D. Cain, as Chair, Zoology, for a three-year term.
3. Julia M. Davis, as Chair, Speech Pathology and Audiology, for a three-year term, effective July 1, 1980.
4. John B. Henneman, as Chair, History, for a three-year term.
5. Robert V. Hogg, as Chair, Statistics, for a three-year term.
6. Richard A. Hoppin, as Chair, Geology, for a three-year term.
7. James B. Lindberg, As Chair, Geography, for a three-year term.
8. David A. Parton, as Chair, Sociology, for a three-year term.

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9. Jeffry T. Schabilion, as Chair, Botany, for a three-year term.
10. Leonard Feldt, as Chair, Division of Educational Psychology, Measurement and Statistics, for a three-year term, effective July 1, 1980.

MOTION: Mr. Bailey moved that the board approve the appointments of departmental executive officers in the College of Liberal arts as listed above. Dr. Harris seconded the motion and it passed unanimously.

UNDERGRADUATE DEGREE DESIGNATION IN ENGINEERING. The Board Office recommended that the university's request that the six bachelor of science degrees currently offered in the College of Engineering be replaced with a single degree of Bachelor of Science in Engineering be referred to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

The university indicated that the change will not affect accreditation status and that it will emphasize the common basis of all of the college's undergraduate programs. It will bring the college's degree practice into conformity with the other colleges at the university and extend the practice for graduate degrees to undergraduate degrees.

MOTION: Dr. Harris moved that the board refer the undergraduate degree designation in engineering to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation. Mr. Brownlee seconded the motion.

Vice-President Brodbeck noted that the proposed degree designation is similar to what is done at Iowa State University.

VOTE ON MOTION: The motion passed unanimously.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. It was reported that the final register had been received, was in order, and was recommended for approval.

The board was asked to ratify award of the following construction contracts which were awarded by the executive secretary:

University Hospitals--Orthopaedic Minor Surgery Remodeling
Award to: R.K's Home Improvement, Iowa City, Iowa

\$23,646.00

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Hospital School--Window Replacement, Phase II

Award to: O. F. Paulson Construction Co., Cedar Rapids, Iowa \$37,900.00

This project is also included on the register under "New Projects." Total budget is \$52,500 funded from Hospital School RR&A. The Physical Plant Department was selected as engineer and inspection supervisor. The construction contract was budgeted at \$43,000. Award was below that amount.

Medical Laboratories Building - Remodel Rooms 218-235

Award to: Universal Climate Control, Inc., Iowa City, Iowa \$29,840.00

Oakdale Water Treatment Renovations

Award to: R. M. Boggs Co., Inc., Iowa City, Iowa \$58,450.00

University Hospitals--South Pavilion, Phase A--Utility Relocation

Division I: Parkview Company, Iowa City, Iowa \$397,739.30

Division II: AAA Mechanical Contractors, Inc., Iowa City, Iowa \$173,895.35

Art Building--Rooms W12-W14--Modify Ventilation System

Award to: Jones Plumbing and Heating, Inc., Iowa City, Iowa \$17,750.00

Quadrangle Dormitory--Education Resource Center

Awards to:

General: McComas/Lacina Construction Co., Iowa City, Iowa \$75,308.00

Mechanical: Modern Piping, Inc., Cedar Rapids, Iowa \$40,523.00

Electrical: Midwest Electrical Contractors, Inc., Iowa City, Iowa \$17,406.00

Children's Hospital--Reoccupancy Remodeling, Phase I

Awards to:

General: Paulson Construction Co., West Branch, Iowa \$104,916.00

Mechanical: Charipar Plumbing, Inc., Cedar Rapids, Iowa \$83,388.00

Electrical: DeBrie-Klosterman Electric, Inc., Hills, Iowa \$49,000.00

Oakdale Waste Storage Facility

Awards to:

General: Frantz Construction, Iowa City, Iowa \$155,400.00

Mechanical: Jones Plumbing and Heating, Iowa City, Iowa \$44,350.00

Electrical: Gerard Electric, Inc., Iowa City, Iowa \$18,840.00

Lindquist Center--Phase II--Site Development

Award to: Parkview Company, Iowa City, Iowa \$64,509.45

Hawkeye Sports Arena--Storm Sewer Improvements

Award to: Parkview Company, Iowa City, Iowa \$250,964.00

This was the first bid package on the arena. An explanation of bidding procedures and a review and presentation of the schematic design can be found on pages 736-744.

Gilmore Hall--Remodel First Floor South

Wards to:

General: R. K.'s Home Improvement, Inc., Iowa City, Iowa \$29,890.00

Mechanical: Jones Plumbing and Heating, Inc., Iowa City, Iowa \$39,250.00

Trowbridge Hall--Roof Repair

Award to: Western Waterproofing Co., Inc., West Des Moines, Iowa \$21,845.00

Only one bid was received, but five other contractors had obtained plans and specifications. Evidently bidders' choice was involved in a decision not to bid. Two bidders indicate no bid was due to inability to bid specialized type of roofing selected. The single bid was well within the estimated construction budget for the project.

Pharmacy Building--Hydrogenation Laboratory

Award to: McComas/Lacina Construction Co., Inc., Iowa City, Iowa \$45,872.00

Only one bid was received, but a number of contractors had obtained plans and specifications. Bidders' choice evidently was involved in decision not to bid. The single bid received was well within the estimated construction budget.

Basic Sciences Building--Install Cage Washer

Award to: Burger Construction Co., Inc., Iowa City, Iowa \$56,157.00

Only one bid was received, but several other contractors obtained plans and specifications. A check of the contractors indicated bidders' choice was clearly involved in decision not to bid. The single bid received was well within estimated construction budget on the project.

Lindquist Center--Phase II--Landscape Development

Award to: Pleasant Valley Orchards and Nursery, Inc., Iowa City, Iowa \$23,855.24

Only one bid was received, but several other contractors obtained plans and specifications. A check of the contractors indicated bidders' choice was clearly involved in decision not to bid. The single bid received was well within estimated construction budget on the project.

There were two unusual circumstances during the month with bid security submittals. In each instance, the apparent low bidder furnished unspecified bid security in the form of a cashier's check. The board is not allowed to accept cashier's checks according to statute or administrative rules.

Calvin Hall--Exterior Repairs

Award to: William Sewell & Company, Solon, Iowa

\$40,755.00

The executive secretary waived the irregularity of the cashier's check since: 1) the low overall bid was \$13,147 lower than that submitted by the sole other bidder; 2) the bidder substituted a certified check at its own option on May 29; 3) recommendation was made by the university after the bid security substitution was made; and 4) the Owner is given the right in the specifications to waive irregularities or technicalities in any bid and substitution of bid security appeared to be clearly in the best interest of the Owner.

Gilmore Hall--Remodel First Floor South

Award to:

Electrical: Town and Country Electric, Iowa City, Iowa

\$12,300.00

The executive secretary waived the irregularity of the bid security since: 1) the low bid was \$400 lower or 3% lower than that submitted by the second low bidder; 2) the bidder substituted a bid bond at its own option on June 2; 3) recommendation was made by the university after the bid security substitution was made; and 4) the Owner was given the right in the specifications to waive irregularities or technicalities in any bid and it appeared substitution of bid security was clearly in the best interest of the Owner.

Regent Bailey asked about the status of the delegation of authority to the executive secretary to approve contracts. He wondered if there was a fiscal limit set on the amount of contracts that the executive secretary can award. Mr. McMurray said there is no fiscal limit on this and that awards are made by the executive secretary on the basis of the degree of irregularity in the recommendation. If a budget requires major review, the contract recommendations are brought to the board for approval. President Petersen noted that all contracts awarded must be ratified by the board so there is no way they can go forward without board knowledge of them.

Mr. McMurray noted that according to section 9.03 of the Procedural Guide, institutions may proceed to draw plans and take bids on projects under \$100,000. The decision to proceed with a project is made at the institutional level. Vice-President Bezanson pointed out that the universities work closely with the Board Office in making these decisions.

Regent Bailey expressed concern about delegating authority on capital projects. Mr. Richey pointed out that all actions on capital projects are reported to the board for ratification and approval and President Petersen said board members should feel free to make comments and ask questions about the Capital Registers.

Vice-President Bezanson said the board sees quite a bit of the process on capital projects. Most are presented for preliminary budget approval, when engineers or architects are selected, and when bids have been received.

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The following construction contracts were recommended for approval:

Iowa Memorial Union Footbridge--General Reconditioning

Award to: McComas/Lacina Construction Co., Inc., Iowa City, Iowa \$166,228.00

The university submitted a revised project budget increasing the cost of the project to \$198,728 funded totally from General University Building Repairs. The university indicated that the overrun in comparison to the earlier estimate was due to liability for potential paint spray draft and construction time available for the project.

Regent Bailey said the liability for paint spray drift sounded like insurance and asked if it was a very sizable amount of the budget and what was involved. Vice-President Bezanson said timing for this project was critical because of the use of the bridge and a need to have the work done as soon as possible because students will be returning to campus in the fall. As for the spray paint drift, he said there is some environmental concern and there was a question of insurance coverage.

Recreation Building Addition

Award to: McComas/Lacina Construction Co., Inc., Iowa City, Iowa \$510,935.00

The university submitted a revised project budget totaling \$610,000. The budget increased by \$29,000 funded by General University Building Repairs. The major reason for the increase was the addition to the budget of a project to eliminate a water problem on the Recreation Building.

President Petersen observed that many of the recent contracts have been within or below project budgets and hoped that this was a sign that this is an era of getting more for the money spent in capital construction.

The following new projects were recommended for approval:

Iowa Memorial Union--Construct Storage Room

Source of Funds: General University Building Repairs	\$11,600	
Iowa Memorial Union Reserve	<u>6,000</u>	
TOTAL		<u>\$17,600.00</u>

The Physical Plant Department was selected as engineer and inspection supervisor. This project continues the process of renovating space formerly occupied by the bowling lanes in the union. The board approved two projects on this matter at its last meeting.

University Hospitals--Intensive Care Unit Stat Laboratory

Source of Funds: University Hospital Building Usage Fund \$71,700.00

The University Architect's Office was selected as architect and inspection supervisor.

Hawkeye Drive Apartments--Replace Gutters and Fascias--Phase II

Source of Funds: Dormitory Improvement Reserve

\$74,600.00

The Physical Plant Department was selected as inspection supervisor. The board was requested to ratify institutional selection of Pierce King Architect & Associates, Iowa City, Iowa, to provide full range architectural services on the project on an hourly rate basis to a maximum compensation of \$3,830. This calculated to 6.4% of the estimated cost of construction of \$60,000.

University Hospitals--General Hospital Emergency Power Renovation

Source of Funds: University Hospital Building Usage Fund

\$450,000.00

The University Architect's Office was selected as inspection supervisor. The board previously ratified selection of Kimmel-Jensen-Wegerer-Wray, Rock Island, Illinois, as architect/engineer at compensation of \$22,600.

Regent Bailey noted that the University Architect's Office was being used for a number of projects and said this was commendable.

The board was asked to ratify the following architectural/engineering services awards:

University Hospitals--Dock Elevator

Ratify selection of Shive-Hattery & Associates, Iowa City, Iowa, to provide full engineering services on this project on an hourly rate basis to a maximum of \$9,8000. The board has not approved a project budget to date.

University Hospitals--Orthopaedic Clinic Expansion

Ratify selection of Hansen Lind Meyer, Iowa City, Iowa, to provide architectural services through final design on an hourly rate basis to a maximum of \$3,800. This is part of the Carver Pavilion, Phase B project and will complete shell space on that project.

Coal Elevator Replacement and West Coal Silo Replacement

Ratify selection of Stanley Consultants, Inc., Muscatine, Iowa, to provide contract administration and project quality control during construction of these projects. Cost is on an hourly rate basis to a maximum of \$7,700. Stanley Consultants is the engineer on the projects, which are interrelated.

Hydraulics Laboratory--Remodel Portion of Second Floor

Ratify selection of Harvey W. Henry, Architect, Coralville, Iowa, to provide full range of architectural services on this project on an hourly rate basis to a maximum of \$4,000. The board previously approved a project totaling \$54,100 funded by General University Building Repairs.

University Hospitals--Radiology Department, Computer Addition--Air Conditioning
Ratify selection of Gene Gessner, Inc., Iowa City, Iowa, to provide architectural services through final design on an hourly rate basis to a maximum fee of \$1,380. The board has not approved a project budget to date.

University Hospitals--Tunnel Doors

Ratify selection of Engineering Associates, Cedar Rapids, Iowa, to provide final design services on this project on an hourly rate basis to a maximum of \$1,000. The board previously approved a project totaling \$39,600 funded from Psychiatric Hospital Building Usage Funds. At that time, the University Architect's Office was selected as architect and inspection supervisor.

Oakdale Water Treatment Renovations

Ratify selection of Shoemaker & Haaland, Cedar Rapids, Iowa, to provide contract administration and project quality control during the construction of this project on an hourly rate basis to a maximum of \$6,200. The board previously ratified selection of Shoemaker & Haaland, Cedar Rapids, Iowa, as engineer on the project. Cost of preliminary engineering studies was up to \$8,000. Final design services was an additional maximum of \$8,000. The project is on the capital register with contract award,

Regent Bailey expressed concern about the amount of engineering fees in the projects. For example, he noted that in the Oakdale Water Treatment Renovations there appeared to be \$22,200 in engineers' fees on a \$58,000 budget. Mr. McMurray said that part of the costs are directly attributable to the project and that some of those costs will be recoverable at another time as the study looked at potential future water treatments needs at Oakdale. Vice-President Bezanson pointed out that the fees were not fixed fees but were on an hourly basis. The amounts listed were the maximum rates. He noted that this project involves a major renovation for utilities. Vice-President Bezanson indicated that the university tries to instill competition in awarding these contracts. There are three or four engineers that regularly work for the university and there is competition among them on a project by project basis. The university attempts to keep the work moving around so it can test the quality of work and compare it to the work of others in order to get the best possible service for the limited amount of dollars available.

Regent Bailey then noted that all of the consultant contracts presented were for ratification and thought that historically the board has approved the negotiations rather than ratifying a past act. Mr. McMurray noted that those procedures were changed and the proper procedure is contained in Section 9.13 of the Procedural Guide. An institution may enter into a consultant contract for \$25,000 or under with prior notification to and review by the Board Office. If a contract is for more than \$25,000, the institution must ask the board for permission to negotiate a contract and then bring the contract forward for approval.

President Petersen asked if everyone was comfortable with this process. There were no negative responses.

MOTION: Dr. Harris moved that the board approve the Register of Capital Improvement Business Transactions for June 1980; ratify award of construction contracts made by the executive secretary; approve the recommended construction contracts; approve the revised budgets; approve the new projects; ratify award of consultants contracts services; and authorize the executive secretary to sign all necessary documents. Mr. Shaw seconded the motion and it passed unanimously.

COLLEGE OF LAW BUILDING. The board was asked to approve the schematic plans, the project, and the preliminary budget for use in the university's capital askings to the board for consideration in the 1981-83 biennial capital requests of the Board of Regents.

The Board Office noted that the 1979 Legislative Session appropriated \$600,000 in capital funds for planning for space needs at the university in communications, addition to the theater, and a law building.

In November 1979 the board approved a two-phase architectural contract with Gunnar Birkerts & Associates with Wehner, Nowysz, Pattschull and Pfiffner, Iowa City, Iowa, on the law building. The initial phase of the contract was for programming, schematic design, and design development at a fixed fee of \$309,100 plus reimbursable expense maximum of \$5,000. That fee was intended to take the project through programming and 40% of a normal full-services contract. It was intended to carry design development further than normal in recognition that planning might be postponed for a period prior to beginning construction documents. The second phase, which has not been initiated, involved completion of contract and design services through the life of the project at an additional fixed fee of \$368,375. That contract will need to be renegotiated to reflect inflationary pressure on the anticipated construction cost at the time those services are provided.

In February 1980 the board approved the Varsity Heights site for future construction of a new College of Law facility and approved the relocation plan for Varsity Heights activities.

The Board Office further noted that \$340,000 of the \$600,000 planning monies was deauthorized by the Legislature and reappropriated as of July 1, 1981. The \$260,000 remaining is sufficient to bring all three projects through the schematic design stage. Planning will be suspended at that point on all of the projects until funds become available in fiscal year 1981-82.

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The Board Office said that with the exception of a study on a passive solar wall application, the schematic plans for the College of Law Building are now complete. The building program calls for construction of approximately 181,600 gross square feet at a preliminary budget cost of \$18,548,000.

The present schematic plans appeared to contain approximately 4,000 gross square feet more space and the cost appeared to increase by approximately 23% as compared to plans the university presented in November 1979. Cost per gross square foot is \$97.91. Reasons for these increases appeared to be significantly increased site development costs because of the move to the Varsity Heights site, substantial increase in utility extensions because of the building location, and an increase in contingencies to more properly reflect what contingencies should be on a project of this scope.

The Board Office listed some items not included in the preliminary budget which would need to be added to the budget. These were: an adjustment in cost for inflation up to actual funding and to express those costs for mid-point of construction, furnishings and equipment which would add from \$1.8 to \$2.8 million to the total cost, and adjustment in construction budget for inclusion of a passive solar wall on the south face of the building should the university elect this option which could add as much as \$350,000 to the total budget.

In summary, a total project cost including movable equipment of approximately \$24.5 million was anticipated. This level of cost assumed significant funding of the project by the 1981 Legislative Session. The state's commitment to the project at this point was limited to a deduct from those total costs of approximately \$131,000 allocated to the project from the \$600,000 planning appropriations made in the 1979 Session.

The university hopes to have schematic plan presentations by the architects for both the Communications Building and the Addition to the Theatre at the August board meeting. This would be an opportune time, said the Board Office, to fit those costs into the university's capital askings to the board for the 1981-83 biennial capital requests. The 1980 Legislature was asked to fund those two buildings, without equipment, at a cost of \$9.4 million. Equipment costs would add slightly more than \$1 million to the costs. Adjustments for inflation would add about \$1 million additional. The total projects costs of all three buildings, to be put forth to the Legislature at some point, is approximately \$36.5 million. The state has funded \$600,000 toward this.

The university presented schematic plans by Gunnar Birkerts & Associates. Dean Hines began the presentation by noting the deficiencies of present law building. It is difficult to find rooms in which to schedule classes and there is a shortage of space for the library collection. About one-fourth of the library collection is stored off-site. After some consideration about whether to expand the present building or to erect a new building, it was decided that the only practical way to solve the space problems is with a new building.

Dean Hines said that in the planning of the new building there was a focus on program needs. There was continuous consultation with the faculty, administration, the university campus planning committee, and the Regents. He said the law faculty are very excited about the proposed building. It is imaginative and practical and also cost effective. The building will make a statement about the law profession on the campus. Dean Hines said the building would be one of the best law buildings in the country because of the hard thinking that went into capturing the spirit of the Iowa law school and its program and by retaining flexibility for future program changes. This building will not lock the college into a particular kind of educational theory.

Gunnar Birkerts, architect of the proposed building, continued the presentation. Mr. Birkerts said that architectural work deals with concepts which can be seen and judged. The concepts can be projected on paper or in model form. The process of design is one of synthesizing all known factors. One of the important factors is the site and that was taken into consideration in the design of the law building. Another factor considered was that the law program was well formulated and complete.

An important part of the design concept is to look for the soul of the building because this soul will be reflected on the face of the building and that will become the building's image. Law is the cornerstone of the world, communities, country, and academic society so the building could be a very impressive and expressive structure.

When the architects began considering the form of the building, they searched for a simple form. The circle is the purest form and can not be compromised. This was the shape chosen for the proposed new building.

Mr. Birkerts showed several slides of the proposed law building. In the first slide, he noted that the building will command a good view of the Iowa River and the campus. It will be an important umbilical point on the campus. The surroundings of the building were taken into consideration in the planning process. Almost half of the site is wooded on the northeast side and part of the west side. The site is also surrounded by traffic arteries and it was necessary to think about protecting the visual and acoustical privacy of the building so the processes of thinking, teaching and learning could go on. The form of the building pulls up a shield that accomplishes that.

The form within the circle is dictated by functional requirements on each particular level. There is a strong east-west access on the diameter which is the meeting line for the law library and academic space containing classrooms and court rooms. There is an equal division between these. The classrooms are projected toward the south.

The next slide depicted the library which will be protected by a wall with views across the river to the east where it is possible to penetrate the wall.

Another slide showed the development of the south wall which will have a glass wall on the exterior backed with a masonry wall. The central cylinder contains the main vertical circulation element and has a major solar energy collecting capacity.

Another slide depicted the way daylight is introduced into the library space. The building is penetrated and provides vision to the outside by an incision in the building. An indirect light source is needed because not too much ultra violet light is wanted. There are views to the outside.

There is passive solar collection mounted on the south wall. No effort was made to achieve solar collection through technology. Solar collection is accomplished in a passive way by having glass admit light and heat through it on to a masonry wall where the heat is stored. The heat can then be used throughout the building.

Mr. Birkerts' next slide showed the incision in the wall of the building. The incision is toward the north and is a light well. Daylight can come in from either direction and is then bounced around. A consideration in the cut out is the tree around which the building is being erected. Even if the tree does not survive, an opening to the east side of the campus is needed.

Mr. Birkert then showed slides of the various levels of the proposed building and arrangements of classrooms, the library, faculty offices, the student lounge, etc. He noted that the student lounge, a classroom, and faculty offices are all on the top floor to provide interaction between faculty and students.

Another slide showed the dome of the proposed building. The dome is a form that is used in the State of Iowa and is true to the form of this building.

Mr. Birkerts' last slide dealt with the structure of the building which is to be concrete. This ties in with the geologic base of the site which is limestone. The concrete is very earthy and sturdy he said.

Dr. Harris opened discussion about the proposed new law building by asking about the size of the classrooms. Mr. Birkerts said the classroom capacity ranged from seminar rooms for 15 students to 100-seat classrooms. There is an appellate court room that could seat as many as 400 which could be used for speakers. All rooms in the building are designed to function as classrooms.

President Petersen noted that while she was enthusiastic about the cut that opens and surrounds the existing tree, she thought it could be very expensive and it would not be possible to use that space if the cut is used.

Mr. Birkerts said that provision for outside light must be made and this is usually done through window openings. In this case there is a continuous window that is four floors high. He said he had no qualms about using the incision to do that. This space could be filled in as an economy move in the future when space need dictates that it is needed. Tony Gholz, of the architectural firm, noted that the rest of the curved wall is opaque and there are no direct windows in the book areas. This method is a matter of putting all windows in one area where the seating facilities are and having use of that section.

Regent Brownlee asked if there were comparisons with other buildings about the useful space per gross square foot. He wanted to know how much building there would be for the dollar. Dean Hines said such comparisons are

difficult except with quite new buildings. Older buildings were built with the same handicaps the present College of Law building has. As to more recent buildings, Dean Hines said that compared to the law building in Minnesota, the proposed building has significantly higher net gross efficiency. The proposed building would be comparable to the building at Nebraska.

Dean Hines noted that the major increases in the proposed building are library space, which will go from 30,000 square feet to over 65,000 square feet, and classroom space, which is not as great an increase. An attempt was made to provide ready access and to receive the outside world into the law school. There are two court rooms for student training and demonstration needs. The appellate court room should be able to accommodate the Iowa Supreme Court and all of the law school's programs. It is hoped to accommodate continuing educational programs. There is a large multipurpose room which could be used for a classroom in an emergency. Dean Hines noted that this kind of flexibility is very demanding as far as space is concerned. He said that because of the design of the proposed building, it is quite efficient and functional from most points of view and compares well to other buildings. Various areas of the building are close together and this creates interaction. It is designed to encourage people to pass by each other to and from their work stations. He said that analysis of the building suggests that, while the form is exotic, the building is functional from the standpoint of efficient use of the space available.

In response to a question from Regent Brownlee about construction costs, Dean Hines said that this project is competitive with regular scale kinds of buildings. Richard Gibson, Director of Facilities Planning, noted that project budgets are now above those presented last year but did not think the budget was out of range of a reasonable price for this building. Vice-President Bezanson said the price per gross square foot and per net square foot is within the range the university has experienced generally and anticipated in the construction industry.

Regent Wenstrand asked if there are any advantages or disadvantages in the construction cost in the construction of a circular design. Vice-President Bezanson said there are a lot of functional advantages. Dean Hines said in some designs it is possible to compress space in one part of a building to make more room elsewhere. In this building, the compression was done in the library. Compared to a typical building with offices, classrooms, and a library, this building is quite efficient even though there are some things built into it that other law schools do not have. For example, some law buildings do not have appellate court rooms. This building is not just a teaching building but is also for law and legal study.

Regent Bailey asked if the proposed building is adequate but not excessive in size for the current enrollment. Dean Hines said it was designed for the current 600 student population. He thought the demand for legal education will fall off somewhat in the future. The proposed building will handle the current operation very comfortably and can handle continued growth in every year for the next 25 years.

Regent Shaw said it appears that half of the building is related to the library and not to the size of the student body. He noted that the pool from which all law schools draw students is likely to decline and that there is a limited number of out-of-state students. He wondered if enrollments would be kept up so that the facility would be fully utilized. He asked if a building for 600 students was being built when a building for only 300 students may be needed. He asked Dean Hines for his judgment on this.

Dean Hines said that as the competition in the national market for law students increases, the Iowa law school will be one of those that will continue to have a national draw because of the new building and because of the program. There is a lag factor in the school's reputation and this should catch up with the school in a decade. Dean Hines said he was confident that there would be a maximum of 20% in enrollment declines so there would be 500 students instead of 600. He said it would not be wise to erect a building that could not handle the long-term future. He said the school should not get bigger, that it is about the right size to make the program work. The proposed building is not designed for a substantial explosion of students although there could be changes in the program and acquisition of books.

Regent Brownlee asked if the design of the building would accommodate continuing education programs. Dean Hines said yes, there is an amphitheater for this purpose. He said the college is hoping to capture that business back. He noted that there may be a problem with parking.

Regent Bailey expressed much concern about the parking situation and asked for further explanation. Dean Hines said the only on-site parking available will be for outside visitors and the handicapped. Parking for the law school can be accommodated to the south and there will be parking where the Hygienic Laboratory is presently located. There is also parking on Melrose about two blocks south and there is parking immediately across Burlington Street and south of Burlington Street in the storage lot. Parking on the immediate site has been sacrificed in order to preserve the natural environment and not destroy the tree top line. Most of the major trees are programmed to be preserved and it would be possible to remove those to put in parking. Dean Hines thought this would be an unfortunate thing to do. Consideration was also given to putting in an underground garage but this would have meant raising the building and excavating into bedrock.

Regent Bailey asked why the building wasn't planned to go higher and use a smaller area. He said that type of construction is cheaper and more of the area would be preserved. This would also emphasize the site. Dean Hines said a judgment about the number of floors in the building by the faculty played a major role in designing the building. It was felt that in high rise buildings communication is lost because people don't traverse the building. The building becomes segmented in an undesirable way from an educational point of view.

Regent Bailey felt that if five floors were used efficiently, it would be possible to use a much smaller area. Dean Hines explained that instructions were given to the architect to capture the feel, sense of operation, and class of the present site. Everyone feels that one of the advantages of the present building is that it is a warm, humane building. The architect was instructed to carry the feel and sense of place of the current facility and that is captured in the open area on the south. This provides an opportunity to get out of the building briefly and enjoy the forest area to the south. This is a judgment about what kind of an educational building is desired.

Regent Bailey said that if people don't come because of lack of access, the building will not serve the public. He agreed that the feeling of the present building should be preserved but said it was more important to have access to the building.

Vice-President Bezanson said there is space for parking. He noted that at present many of those in the law school use the Hancher lot which is about a block away. Within that same distance of the new site there will be as much parking available because of the lots used for athletic events. In response to a question from Regent Brownlee, Vice-President Bezanson said there would be 250 spaces in the Myrtle street lot which is one and a half blocks south of the building, 50 spaces where the Hygienic Laboratory is presently located, and 200-300 spaces in two lots to the west. Regent Brownlee asked if these lots are in use now and Vice-President Bezanson said they are used for storage parking and Field House parking. He noted that users of various lots change from time to time as the parking committee and university decide how the parking spaces are to be allocated among faculty, staff, storage parking, and commuter parking. Substantial parking lots will be built in connection with the Hawkeye Arena and it is hoped that these can be used as commuter lots and thus free space in many of the other lots.

Regent Bailey noted that there is not really any total access at the present time to the new building from Grand Avenue. Vice-President Bezanson said there is a total capacity for parking on the campus of 7,000. There are no plans to increase that capacity, except for the lots connected with the Hawkeye Arena. The university believes that this is adequate because people are using bus transportation and there has been a decline in demand for parking on campus. The university must be able to adjust the uses of those lots to meet needs associated with buildings that are constructed from time to time.

Regent Bailey noted that expanding continuing education efforts would be good from the standpoint of an educational program and gaining public support. He said it would not be helpful to public relations if people come to attend seminars and can't find places to park and have to walk in bad weather. If this happens, they probably won't come back very often.

Regent Bailey wondered if there were any other round law schools in the country. Dean Hines said the building design was not based on any existing design in legal education. He suggested that the building should not be judged by what is conventional in the world of law schools.

President Boyd said the University of Iowa law school is unusual because it is the only one in the country that makes a great point of senior and junior faculty working with students. The circular arrangement of the proposed building would assure that. This building design has been tailored to the program rather than the program being tailored to the building

Regent Bailey expressed a concern for excellence of the campus as a whole. He noted that this building will be fairly visible and said it doesn't seem to tie in with any other structure on the campus. He did not think a round building was the proper design. On the other hand, Regent Jorgensen thought the circular design was well within the concepts of what is trying to be accomplished in the law program. Regent Harris said he thought it was a beautiful building. He liked the physical setting and surroundings and did not think the exterior should be altered to provide for more parking. He thought the parking problems could be worked out.

Regent Brownlee said the parking issue should be carefully worked out noting that there could be a problem with larger groups. Dr. Harris suggested that it is possible to predict when there are large groups coming to the facility and provisions can be made for them such as providing buses from parking ramps for first class service directly to the doors of the law school.

Dean Hines pointed out that the campus planning committee has said the campus should not be planned for cars; academic programs must have priority. When decisions were made on parking, keeping the character of the building was most important. He said the parking provided is adequate for everyday use although it may conflict with the occasional user. However, there would be more flexibility than is now possible. Regent Bailey suggested that this may be an age when those part-time persons are important and their needs should be considered. Dean Hines agreed that these people are important.

Regent Wenstrand asked about the design and flexibility of the library. Dean Hines said the library is being designed to go into the 21st century without internal adjustment. The lower level floor will accommodate a potential compact storage facility and the efficiency of that is better than open stack storage. The building has the flexibility to be expanded if that becomes necessary. It is possible to begin putting stacks at the open south end without doing violence to the building. When the new building is open, the library will be at 50% of its capacity. Regent Wenstrand expressed concern about having the cut in the building and in the future finding that more space is needed. Mr. Gold said that at some time in the future it would be possible for the outside plaza on the south side to be scraped back and added on to the building to accommodate whatever program is needed. Dean Hines said the cut produces an opportunity for expansion with a minimum of redesign in the future.

Regent Neu recalled that in the past the law school library had a problem with books disappearing. Dean Hines said an electronic monitor system was installed to deal with this problem. This system would also be incorporated into the new building.

President Petersen noted that the responsibility of the College of Law is not only to look at problems but to have a vision for the long range and future. She said this building has vision that carries forward through the 21st century, although it isn't conventional. She said she was pleased with the design but concerned about the cut. She noted that this is a problem with which the architects must deal.

Regent Brownlee said he hoped the parking problem would be addressed some more. He noted that a great deal of tax payers' money will be spent on this project and said the board and university would be derelict if they did not make sure people can use the facility as they desire. President Boyd said a report would be made to the board on this issue in the future.

MOTION: Mr. Neu moved that the board approve the schematic plans, the project, and the preliminary budget for use in the university's capital askings to the board for consideration in the 1981-83 biennial capital requests of the Board of Regents. Dr. Harris seconded the motion.

Regent Bailey asked if the solar energy aspect was still undecided at this stage. Vice-President Bezanson said the final nature of the use of solar energy is still in the process of being examined. It appears that the use of solar energy for air conditioning and the like is not feasible because with the passive solar system the costs of heating and air conditioning are so low that it takes too many years to pay back the initial capital investments for a more exotic solar heating system. This has not been finalized and the university is still looking at needs and what would be economically feasible. Mr. Gibson said the university is in the process of conducting a cost feasibility study on the passive solar system. If there is not a reasonable dollar return, it will be recommended that the design be restyled and the passive solar concept deleted.

VOTE ON MOTION: The motion passed unanimously.

HAWKEYE SPORTS ARENA AND RECREATION FACILITIES PROJECT. The board was asked to hear a presentation by university officials on schematic plans for the Hawkeye Arena and method of bidding for the project and to approve a revised project budget.

According to the Board Office, the first contract on the Hawkeye Sports Arena was in the amount of \$250,964 for storm sewer improvements. The project is being "fast-tracked" with the intention of project completion for the 1982 basketball season. There will be more contracts than is normal because smaller bid packages will be put together rather than conventional construction methods of awarding general, mechanical, and electrical contracts.

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The university presented a revised project budget totaling \$23,222,950 for board approval. The budget primarily reflected changes made during the schematic design, as well as adjustments caused by the past legislative session failing to directly fund the planned new West Campus Roadway project.

The total project budget showed total funds available for the project, overall, of \$26,032,645. Total project budget includes bonds issuance cost, the Kinnick Stadium loan, debt service reserve, student fees, and ticket surcharges collected prior to June 30, 1980, and utilization of the full bond proceeds for the project.

The revised project budget deleted any roadway funding. It is anticipated that the university will request, as part of the 1981-83 capital asking, funds for construction of the roadway. The budget also showed a significant increase in utility costs due primarily to inclusion in that category of what had been included in the roadway budget for a storm sewer and drainage system. The university showed the utilities funding at \$1,673,000. House File 2595 allows usage of utility monies at the University of Iowa for other projects. The university has \$1,855,000 deauthorized until July 1, 1981, for the Water Plant Sludge project. The Board Office noted that the university evidently intends to utilize those funds for the Hawkeye Arena project after July 1, 1981, and then request funding for the Water Plant Sludge project from the 1981 Session.

The Board Office noted that the university has received letters from both project architects and construction manager expressing their opinions that the project for which schematic design has been submitted can be constructed within the proposed budget. The first contract was awarded at about \$60,000 to \$70,000 below the estimated construction costs.

Vice-President Bezanson showed several slides depicting the schematic design of the Hawkeye Arena project. He noted that some modifications were made in the plans that were presented earlier. The arena was shifted in direction to fit the ravine a little better in terms of excavation. Office areas will now be at the north end of the building and an ancillary portion of the building will go underneath the bowl to take advantage of open space.

Regent Bailey asked if there will be drainage under everything. Vice-President Bezanson said the drainage will be diverted away from the site; it will not go down the ravine.

Vice-President Bezanson noted that there will be a parking lot immediately to the west and there will be a lot to the south. Access to the lots from the west will be by the West Campus Road but funding for this road has been deferred. The project is proceeding without the road and this had major influence on the budget. First, the revised budget was lower than the preliminary budget because of allocations for the road. Second, the utility portion of the revised budget was \$700,000 higher because the storm sewer and drainage system was shifted into that category from the road portion of the project. It will still be necessary to move

the water. Although the West Campus Road has been deferred, a spur road in the same design will be constructed from the east to provide access to the parking lots. This will not be ideal, but it will work. The university will continue to seek funding for the West Campus Road and if successful, will be able to begin on that in the near future.

In response to a question from Regent Bailey, Vice-President Bezanson said the access from the west will be from Newton Road or Melrose Avenue. There will be a lot of parking in the stadium area. He noted there would be some congestion with just one entrance into the parking lot.

One of the slides Vice-President Bezanson showed was of the entrance into the arena. The entrance has been changed so that it is completely from the top. Before, it was possible to go down at the halfway point. This change was made because a tremendous amount of space was used in the previous plan and there was an effect of moving people further away from the floor. There was also a factor of cost. The new design will be more economical to construct.

The design of the roof was not changed. There will be structural steel at the bottom of the roof and a built up roof on top of the steel. The supporting structure is above the roof. This adds more strength with less weight. The roof has been tested by engineers in terms of load. The design is satisfactory and probably superior to other alternative structures.

Another slide depicted a cross view of the arena from above. There will be a large concourse area and many windows looking into the natural environment around the site.

Regent Harris asked for the distance from the outmost perimeter to the playing floor. He was told that it is 154 feet from the sides and 186 feet from the ends of the building to the midpoint of the playing court. In answer to another question from Regent Harris, Vice-President Bezanson said there can be no more than 14 seats between the aisles. That is the reason for the spur aisles.

There will be entrances around the entire facility and Bill Barnes said 4 of those entrances would be manned during game time. After completion of the game, all entrances will be opened.

In response to a question from Regent Bailey, Vice-President Bezanson explained that the bowl on the north end would contain a suite of offices for the athletic administration, the Iowa Room, and the Big Ten Room for use during halftime and during games. There will also be offices for coaches, a locker facility and a wrestling practice area. These will be on the top floor.

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On the bottom floor of the bowl will be a locker room for visitors, treatment and training areas, some classroom space, and physical support.

Vice-President Bezanson then said that the first bid package on this project was let a couple of weeks ago, the budget was a little over \$300,000 and bids came in at \$250,000. He suggested this will be a favorable time for construction. He said the university will be letting bids on work over many months in a series of separate bid packages. The next set of bids will likely relate to excavating the bowl and grading of the site and to acquisition of steel this summer depending on the market. Some contracts will be let next fall. He said he believed the project can be completed on schedule in 1982 if no unusual problems arise.

Regent Bailey asked several additional questions and in response Vice-President Bezanson said that the steel would be bid and erected. Drainage for the site will run into the river and into the existing storm sewer system for water to the north. In the west it will run down into the lower nine area. The drainage system will be put in in such a way that when funds for the West Campus Road become available, it will fit naturally into the original plan.

Vice-President Bezanson noted that the university has received some bond issuance bills including \$18,000 for legal fees and Mr. Speer's, the bond consultant, fees and some miscellaneous expenses. He said these fees were reasonable.

MOTION:

Dr. Harris moved that the board approve the revised budget of \$23,222,950. Mr. Shaw seconded the motion and it passed unanimously.

LEASE RENEWAL: DEPARTMENT OF HEALTH, CITY OF OTTUMWA, TO HOUSE THE SE REGIONAL OFFICE FOR STATE SERVICES FOR CRIPPLED CHILDREN. The board was asked to approve the renewal of a lease for office space for the SE Regional Office for State Services for Crippled Children for one year, commencing July 1, 1980, at an aggregate cost of \$3,600.

The Board Office said the offices are located at 317 Vanness Avenue, Ottumwa, Iowa, and consist of three rooms for a total of 523 square feet. The lease included heat, lights, water, air conditioning, and janitorial services.

It was reported that the rental rate and terms appeared to be fair and equitable. The proposed cost per square foot was \$5.40. The cost per square foot in the previous year was \$5.20. The proposed cost for additional clinic space was \$65 per month. The cost for use of clinic space in the previous lease period was \$60 per month. Overall, the total increase in cost for this lease was 4.2%.

The Board Office recommended that the lease renewal be approved.

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MOTION:

Mr. Bailey moved that the board approve the renewal of a lease for office space for the SE Regional Office for State Services for Crippled Children be renewed for one year, commencing July 1, 1980, at an aggregate cost of \$3,600. Mr. Wenstrand seconded the motion. Upon a roll call, the following voted:

AYE: Bailey, Brownlee, Harris, Jorgensen,
Neu, Shaw, Wenstrand, Petersen

NAY: None

ABSENT: Belin

The lease was approved.

LEASE OF PROPERTY TO ST. ANDREW PRESBYTERIAN CHURCH. The Regents were asked to approve a one-year lease, commencing June 1, 1980, between the University of Iowa, the lessor, and St. Andrew Presbyterian Church, the lessee, for undeveloped land adjacent to the church. The university will receive \$100 per year for the term of the lease.

The Board Office noted the undeveloped land adjacent to the church is approximately 0.57 acres. The land will be used for a play area and additional parking space for the church. The university had no planned use for the space.

It was reported that the rental rate and terms of the lease appeared to be fair and equitable. The Board Office recommended approval of the lease.

MOTION:

Mr. Bailey moved that the board approve a one-year lease, commencing June 1, 1980, between the University of Iowa, the lessor, and St. Andrew Presbyterian Church, the lessee, for undeveloped land adjacent to the church. The university will receive \$100 per year for the term of the lease. Mr. Shaw seconded the motion. Upon a roll call, the following voted:

AYE: Bailey, Brownlee, Harris, Jorgensen,
Neu, Shaw, Wenstrand, Petersen

NAY: None

ABSENT: Belin

The lease was approved.

PARKING RATES. The university asked that reserved parking rate increases approved in April 1980 be deferred for one year.

MOTION:

Mr. Bailey moved that the reserved parking rate increases at the University of Iowa be deferred for one year. Mr. Shaw seconded the motion.

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The Board Office noted that the 1980 General Assembly adjourned without acting on supplemental salary adjustments for faculty and staff. In recognition of this situation, the university believed a deferral of one year on implementation of parking rate increases was equitable and feasible. Reduced levels of revenue resulting from the deferral of rate increases will be offset by a deferral of selected parking lot maintenance and repairs. Other measures would be considered if necessary to maintain the fiscal integrity of the parking system.

The Board Office recommended that implementation of the rate increases for reserved parking at the University of Iowa be deferred for one year.

Vice-President Bezanson noted that rate increases from ramp and meter hourly parking and overtime parking sanctions will still be implemented in accordance with the rate schedule approved in April 1980.

Regent Jorgensen noted that when the university proposed the rate increases, it was concerned about the long-range fiscal soundness of the parking system. She expressed concern about the fiscal integrity of the parking system if the previously approved increases were deferred.

Vice-President Bezanson said the university recognized the cost of the deferral. The cost will be \$45,000 in the first year and \$49,000 in the second year. The fiscal integrity of the system will be maintained by cutting back expenses. The university will lose revenue for two years and will also have reduced expenditures by the same amount. There will be deferral of some maintenance in the system, such as reducing snow removal.

Regent Jorgensen said she was not willing to put the system in jeopardy in the face of the unknown economic future.

Regent Shaw asked if there was any flexibility in regard to the second year of rate increases. Vice-President Bezanson said the increases would be phased in over a two-year period.

Regent Bailey noted that there were two different issues involved, the fiscal integrity of the parking system and the morale of the faculty and staff. He said it appeared this deferral was requested in order to make the faculty feel more secure and to pacify them with regard to state fiscal restraints. He said faculty morale was more important than the fiscal integrity of the parking system. President Boyd said the university was very concerned about the faculty and staff and that it was trying to balance these issues. Regent Jorgensen said she was also concerned about the faculty and staff but objected to side stepping operating cost issues in this way.

Regent Shaw said there were long-range and a short-range views to this action and it was recognized that eventually each issue will have to stand its own.

VOTE ON MOTION: The motion passed with Mrs. Jorgensen opposed.

TENANT PROPERTY RENTALS. The university requested approval of revised monthly rate increases for the next rental year for university apartments, rooms, and special use facilities, exclusive of residence system housing, for the period September 1, 1980, through August 31, 1981.

The increases for the next rental year ranged from \$3 per month for selected rooms through \$20 per month for selected residences. Proposed increases for apartments ranged from \$5 to \$10 per month. It was reported that all rate increases were 8% or less.

Rates for special space use are expected to cover repair and maintenance costs. Rental rates for other units are intended to be comparable to facilities in the community.

There were 138 units proposed for revised rates. Apartment and residence rates ranged from \$110.50 to \$365 per month. Monthly rental rates for rooms ranged from \$40 to \$85 per month. Proposed rates for preschools, day care centers, and student senate co-op housing, which fall in the category of special space use, were \$75 per month.

The Board Office recommended that the proposed rental rates for university tenant property be approved.

MOTION: Mr. Bailey moved that the board approve the revised rental rates for university apartments, rooms, and special use facilities, exclusive of residence system housing, for the period September 9, 1980 through August 31, 1981. Mr. Shaw seconded the motion. Upon a roll call, the following voted:
AYE: Bailey, Brownlee, Harris, Jorgensen,
Neu, Shaw, Wenstrand, Petersen
NAY: None
ABSENT: Belin
The revised rental rates were approved.

A list of the revised rates is on file in the Board Office.

BUDGET CEILING INCREASES for 1979-80. The board was asked to approve a proposed increase of \$1,250 in the 1979-80 budget to \$137,331 for the Iowa Mental Health Authority. It was also asked to approve a proposed increase of \$15,000 in the 1979-80 budget to \$1,100,000 for the Statewide Family Practice Training Program.

The Board Office noted that funds in the amount of \$136,081 have been appropriated to the Iowa Mental Health Authority for 1979-80. A budget increase of \$1,250 was proposed based on additional income derived from the interest on investment of program cash balances as estimated from ten months actual experience.

The Board Office noted that supervision for disbursement of funds is under the Board of Regents in accordance with Section 4, Chapter 225B, 1977 Code.

The \$1,250 of additional income will be used for the Mental Health Authority's Grants-in-Aid Program.

The Board Office recommended that the proposed budget ceiling increase for the Mental Health Authority be approved.

In the Statewide Family Practice Training Program, there was additional interest income from investments of program cash balances in the amount of \$15,000 estimated on the basis of actual experience for the first ten months of the fiscal year. It was proposed that the budget ceiling be increased by the amount of the additional income to \$1,100,000.

The additional income will be used to cover inflationary price increases for supplies and services. A portion of the additional funds will be used for the visiting professor programs in response to requests from community-based affiliates.

The Board Office recommended that the budget ceiling increase for the Statewide Family Practice Training Program be approved.

MOTION:

Mr. Brownlee moved that the board approve the proposed increase of \$1,250 in the 1979-80 budget to \$137,331 for the Iowa Mental Health Authority and that the board approve the proposed increase of \$15,000 in the 1979-80 budget to \$1,100,000 for the Statewide Family Practice Training Program. Mr. Wenstrand seconded the motion and it passed unanimously.

HOSPITAL REVENUE BONDS, SERIES 1980. The board was asked to adopt two resolutions regarding the South Pavilion--Phase A project at University Hospitals. The first resolution was to authorize and provide for the issuance and securing the payment of \$18,000,000 Hospital Revenue Bonds, Series 1980, for the purpose of defraying the cost of constructing an addition to the General Hospital on the campus of the State University of Iowa. The second resolution was to direct the advertisement and sale of \$18,000,00 Hospital Revenue Bonds, Series 1980.

The South Pavilion--Phase A project involves the addition of approximately 163,000 gross square feet to the University Hospitals complex. There would be two levels of inpatient facilities consisting of 91 beds and three levels of clinic space and mechanical space located immediately south of the Roy J. Carver Pavilion. With the completion of this project, the university would eliminate 91 of its current 376 non-conforming beds.

Total project costs of \$21,947,755 are funded by \$18,000,000 in revenue bond proceeds and \$3,947,755 in University Hospitals Building Usage Funds.

The Board Office noted that the 1980 Legislature, in accordance with requirements of Section 263A.2 of the Code, enacted House Concurrent Resolution 111. This authorized the board to issue bonds for this project. Key points of the first resolution are:

- Bonds would be dated September 1, 1980, and in \$5,000 denominations. A bond ceiling of 9% was set, although current indications are that the bond market will be well below that amount. Interest payments will begin March 1, 1981, and semi-annually thereafter on the first days of September and March of each year. Bonds will mature in equal maturity payments of \$1,000,000 each beginning September 1, 1983, with the last payment made in 2000.
- Bonds are callable after September 1, 1994, at a premium of 4% decreasing to 1% of the principal amount of any such bonds called for redemption on or before August 31, 1997.
- Paying agents include the treasurer of the University of Iowa, the principal office of Citibank, N.A., New York, New York, and the Continental Illinois National Bank and Trust Company of Chicago, Illinois.
- Bond registrar will be the treasurer of the State University of Iowa.
- The funds of various accounts established in the resolution are the same as currently exist for presently outstanding hospital revenue bonds.
- Section 5.07 sets forth the recordkeeping and audit requirements.
- Section 5.08 sets forth insurance requirements wherein the board covenants to carry business liability insurance, as well as property insurance on the hospitals. The policies will not be required if there is established one or more actuarially sound self-insurance programs in the state.

The resolution providing for the advertisement and sale of the bonds called upon the executive secretary to advertise in the Des Moines Register that the sale of bonds will take place at 1:00 p.m., Central Daylight Savings Time, on August 21, 1980, in Board Room #207 of Gilchrist Hall at the University of Northern Iowa, Cedar Falls, Iowa. The resolution also authorized the executive secretary to cause to be prepared and distributed such further statements as may appear desirable in order to give wide publicity to the sale. This will include distribution of the Official Statement and any other coordination efforts that are necessary for a successful sale.

The Board Office listed the following schedule on the bonds and the project:

- | | |
|-------------------------|---|
| Approximately August 12 | Receive bids on the project at the University of Iowa |
| August 21 | Sale of bonds and award of construction contracts |

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Approximately September 15

Bond execution and funds delivery

January, 1983

Project substantially complete.

The executive secretary will closely coordinate this issue including careful surveying of market conditions. Board members will be notified of any change in the schedule shown above and should receive copies of the Official Statement after the first week in August.

MOTION:

The board took up for consideration the matter of authorizing and issuing \$18,000,000 Hospital Revenue Bonds, Series 1980. Whereupon Mr. Brownlee introduced and caused to be read a resolution entitled, "A Resolution authorizing and providing for the issuance and securing the payment of \$18,000,000 Hospital Revenue Bonds, Series 1980, for the purpose of defraying the cost of constructing an addition to the general hospital on the campus of the State University of Iowa," and moved that said resolution be adopted. Mr. Bailey seconded the motion and, after due consideration by the board, the president put the question on the motion and upon the roll being called the following voted:

AYE: Bailey, Brownlee, Harris, Jorgensen,
Neu, Shaw, Wenstrand, Petersen

NAY: None

ABSENT: Belin

The resolution was adopted.

MOTION:

The board took up for consideration the matter of providing for the advertisement and sale of \$18,000,000 Hospital Revenue Bonds, Series 1980. Whereupon Dr. Harris introduced and caused to be read a resolution entitled "Resolution directing the advertisement and sale of \$18,000,000 Hospital Revenue Bonds, Series 1980," and moved that said resolution be adopted. Mr. Brownlee seconded the motion, and after due consideration the president put the question on the motion and, the roll being called, the following voted:

AYE: Bailey, Brownlee, Harris, Jorgensen,
Neu, Shaw, Wenstrand, Petersen

NAY: None

ABSENT: Belin

The resolution was adopted.

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RESOLUTION FOR PROPERTY ACQUISITION. The board was asked to adopt a resolution to acquire property on the Varsity Heights site, previously selected for construction of a new College of Law facility. The university owns all property on the site, except for one house.

The university entered into negotiations with the owner of the house and recommended the adoption of a resolution which resolves that the board proceed to acquire the property and that if efforts to negotiate a mutually acceptable purchase contract are not successful, that officers of the University of Iowa are authorized and empowered to take the necessary legal action under the powers of eminent domain, under the direction of the Attorney General.

If the university is successful in negotiating a purchase price, the matter will come back to the board for formal action on acquisition. If the university is unsuccessful, legal action would be initiated so that the site would be secured when it is needed.

MOTION:

Dr. Harris moved that the board adopt a resolution to proceed to acquire the property described therein which it deems necessary for campus developments now in the planning stages. The property is owned by Nick and Genevieve Lutgen. Also included in the resolution is that if efforts to negotiate a mutually acceptable purchase contract are not successful, the officers of the University of Iowa are authorized and empowered to take the necessary legal action under the powers of eminent domain all under the direction of the Attorney General of the State of Iowa. Upon a roll call, the following voted:
AYE: Bailey, Brownlee, Harris, Jorgensen,
Neu, Shaw, Wenstrand, Petersen
NAY: None
ABSENT: Belin
The resolution was adopted.

LEASE OF PROPERTY. The board was asked to approve the leasing of office space located at 325 Locust, Waterloo, Iowa, for 12 months commencing July 1, 1980, for use by the Waterloo Regional Office of State Services for Crippled Children at a yearly rental charge of \$3,900.

The Board Office noted that the Regents approved a one-year lease for this office for the period January 1, 1980, through December 31, 1980 but that lease was canceled when a need for substantially larger facilities developed.

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The proposed lease would accommodate the increased space needs. The new proposed lease was for 800 square feet including both office and clinic space at an annual cost per square foot, exclusive of electricity charges, of \$4.88.

Either the university or the proposed new landlord, Kivell Realty of Waterloo, Iowa, may cancel this lease upon 30 days written notice.

The Board Office recommended that the proposed lease for the Waterloo Regional Office of State Services for Crippled Children with Kivell Realty be approved.

MOTION:

Mr. Bailey moved that the board approve a lease for office space located at 325 Locust, Waterloo, Iowa, for 12 months, commencing July 1, 1980, for use by the Waterloo Regional Office of State Services for Crippled Children. The yearly rental charge will be \$3,900. Mr. Shaw seconded the motion. Upon a roll call, the following voted:

AYE: Bailey, Brownlee, Harris, Jorgensen,
Neu, Shaw, Wenstrand, Petersen

NAY: None

ABSENT: Belin

The lease was approved.

UNIVERSITY HOSPITALS PROJECTS--FINISHING THIRD AND FOURTH FLOOR, CARVER PAVILION. The board was asked to approve the project and project budget; to authorize the university to negotiate a contract with Hansen Lind Meyer, Iowa, City, Iowa, for architectural services; and to select the University Architect's Office as inspection supervisor.

The university noted that this project is part of University Hospitals' phased capital replacement plan. It is a \$7 million project to finish floors three and four of the Carver Pavilion to house urology and cardiology clinics. Total cost of the project is \$6,886,638 and it is funded by University Hospitals Building Usage Funds. The third floor will contain the urology clinic and faculty offices suite. The fourth floor will house a comprehensive cardiac diagnostic and clinic service. The project is to finish the interior of shelled-in space built as part of the Carver Pavilion project and involves 48,000 gross square feet.

The university indicated that the Architectural Selection Committee approved the selection of Hansen Lind Meyer as the architect for this project and requested permission to negotiate a contract with that firm.

The Board Office said this project will bring the hospital's capital replacement plan, completed or underway as of 1980, to expenditures of over \$107 million, all in self-generated capital replacement funds.

MOTION:

Dr. Harris moved that the board approve the project to finish floors three and four of the Carver Pavilion and approve the project budget; authorize the university to negotiate a contract with Hansen Lind Meyer, Iowa City, Iowa, for architectural services; and select the University Architect's Office as inspection supervisor. Mr. Brownlee seconded the motion and it passed unanimously.

VACATION OF COLLEGE STREET. The board was asked to authorize the executive secretary to approve easements regarding the vacation of College Street on behalf of the board with ratification of that action at a subsequent board meeting.

The university explained that it has successfully negotiated with the city of Iowa City to vacate College Street between Madison and Capitol. This action is needed to allow the university to proceed with landscaping on the north side of the Lindquist Center. The contract for the work has been awarded, but work can not proceed legally until the university receives the street vacation.

Vice-President Bezanson noted that the timing of the easement is somewhat difficult. The city of Iowa City has agreed to vacate College Street between Capitol and Madison but has indicated an interest in obtaining easements to maintain the utilities under the street. The vacation of the street and easements must be accomplished simultaneously since the city does not want to vacate the street without the easements and the university can not provide the easements unless it has the street.

In response to a question from Regent Bailey, Vice-President Bezanson indicated that title to the street will be in the state and that the easements must be approved by the Executive Council.

An alternative plan would have been for the city to vacate the street net of the easement rights, but it did not want to do that.

MOTION:

Mr. Bailey moved that the board authorize the executive secretary to approve the easements on behalf of the board with ratification of that action at a subsequent board meeting. Mr. Wenstrand seconded the motion. Upon a roll call, the following voted:

AYE: Bailey, Brownlee, Harris, Jorgensen,
Neu, Shaw, Wenstrand, Petersen
NAY: None
ABSENT: Belin

LEASE OF SPACE, MAYFLOWER APARTMENTS. It was recommended that the executive secretary be authorized to review and take action on behalf of the board on a final lease for 19 apartment suites in the Mayflower Apartments, 1110 North Dubuque Street, Iowa City, Iowa, subject to ratification at the August board meeting.

The university proposed to lease 19 apartment suites on one floor of the Mayflower Apartment building to accommodate overflow student resident housing applications for fall 1980.

The Board Office noted that the university had not fully worked out income/expense details of the proposal but the action requested of the board was needed to assure the availability of selected units to meet resident housing application overflow.

Estimated expense for the 19 suites, which would allow for housing an additional 76 students, could be in excess of \$98,000 for nine and a fraction months. The suites have two bedrooms, each with two beds, a kitchenette, and a bathroom. Proposed rates for the students would be based on previously approved dormitory rates for the 1980-81 academic year. All rooms would be leased to students at the double occupancy rate including a pro rata share of air conditioning, bath, and telephone. This was estimated at \$927 per student for the academic year. If all rooms were filled for the year at this rate, a deficit of approximately \$29,000 could be incurred. For each student contracting for both room and board, the aggregate deficit would be reduced. If all students contracted for both room and board, the operating statement for this option could show income covering all expenses.

It was reported that the resident housing system has numerous applications for which there is currently no housing. The proposed lease with Mayflower Apartments would offset in part the need for temporary housing. Final room application cutoff date for student housing was in May 1980.

It was noted that there are currently students who have contracted to live in the Mayflower independent of the proposed lease. The matter of equity in room rates was reviewed and reported by the university as manageable.

In order that negotiations for the proposed property lease may go forward and, in the interim full review of the cost/benefit implications may be considered, the Board Office recommended that the executive secretary be authorized to review and take action on the final lease proposed.

Vice-President Bezanson said the university believes it is prudent to have some additional space available with a residence hall character in the event there is not enough resident housing. He said there would be a residence hall advisor in the wing of the Mayflower proposed to be leased and that the administration in existing residence halls would be duplicated.

In the event the extra space is not needed, the university would lease it out through the residence hall system to students who have applied for housing but who do not have priority.

Regent Bailey, noting that there is a possible financial loss of \$29,000 and that students can contract directly with the Mayflower, asked why the university wants to assume this responsibility. Vice-President Bezanson replied that the university wants to duplicate the residence hall environment and enforce residence hall rules which are different from those in the Mayflower. He said the loss on the rent would be a marginal loss which could be offset by a marginal gain in board contracts. He said the university plan was predicated on the assumption that there would be marginal income and marginal expense.

He noted that rents at the Mayflower are higher than residence hall rates but they are for a quad unit so the differences are not that great. The space at the Mayflower must be leased for a 9-month period although the residence system operates on an 8-month period. The quad units will probably be rented through the residence hall system at about \$115 per month per person. The university believes this proposal will be basically self-supporting.

In response to a question from Regent Bailey, Vice-President Bezanson said the university wants to do this because of a feeling of responsibility to house freshmen that want university housing. He said that over past years there has been an attempt to improve the educational aspect of the residence halls and it is desirable to retain that aspect in the case of an overflow.

Vice-President Brodbeck said there was a great deal of concern that the advising system and educational program available in the residence halls also be available to students who are in the overflow because students have found these services helpful. She said there is a better retention rate when students receive this kind of attention in the residence halls.

Regent Shaw said he was bothered by this proposal because of the possible loss of \$29,000. He wondered if the university would be offering an opportunity below price to people who might prefer this way of life. Vice-President Bezanson said there is an assumption that freshmen will be housed in the Mayflower. He said the university has agreed to accommodate sophomores, juniors, and seniors who enrolled in the housing system under university rules. It is possible that those people may prefer to live in the Mayflower. These people will be a part of the residence system in one way or another. The university is not soliciting students. The application period for university residences has already been cut off. He noted that a fixed decision has not been reached about what group of residents will be housed in the Mayflower because of the possible interest of the sophomores, juniors, and seniors. It may be possible to place the freshmen in regular residence halls.

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Regent Shaw said he would prefer to see the freshmen in the dormitories. He thought this proposal might set a precedent of an ongoing basis for some people to live in the Mayflower and have the dormitory residence system pay part of the cost.

Vice-President Bezanson said this was not a long-term plan. The university expects only to do this for one year.

Regent Shaw advised that this should be checked carefully in the future.

MOTION:

Mr. Wenstrand moved that the board authorize the executive secretary to review and take action on behalf of the board on a final lease for 19 apartment suites in the Mayflower Apartments, 1110 North Dubuque Street, Iowa City, Iowa, subject to ratification at the August meeting of the board. Dr. Harris seconded the motion.

Upon a roll call, the following voted:

AYE: Bailey, Brownlee, Harris, Jorgensen,
Neu, Shaw, Wenstrand, Petersen

NAY: None

ABSENT: Belin

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

IOWA STATE UNIVERSITY

The following business pertaining to Iowa State University was transacted on Wednesday, June 18, 1980.

ANNUAL REPORT ON TENURE. Discussion on this item can be found in the general portion of these minutes on pages 679-681.

PRELIMINARY BUDGET FOR 1980-81. The board was asked to approve the allocation of \$50,379 to the university from the \$400,000 appropriated to the Board of Regents to replace federal funds losses and to approve the allocation of \$61,000 to the university from the \$100,000 appropriated to the Board of Regents for continuing education in western Iowa. The board was also asked to approve student health service fees of \$9 per quarter per student and \$24 per quarter per student spouse and \$4.50 per summer term for students and \$12 per summer term per student spouse to be effective with the fall term, 1980. Finally, the board was asked to approve preliminary budgets from general operations funds for 1980-81 as follows: General University - \$104,212,987; Experiment Station - \$11,667,160; and Cooperative Extension Services - \$12,994,230.

With regard to the general university, the Board Office noted that fall headcount enrollment was estimated at 23,555 students in the fall term of 1980 for an increase of 69 students above the actual 1979 fall quarter enrollment. The estimated fiscal year FTE students for 1980-81 are 23,437 or 61 FTE more than that estimated for 1979-80.

In addition to \$78.4 million of appropriations, the institution estimated \$25.8 million of institutional income to support the proposed General University preliminary budget of \$104.2 million.

The institutional income for 1979-80 as originally budgeted and as revised for the preliminary budget for 1980-81 is shown in the following table:

	Institutional Income		
	Original Budget 1979-80	Revised Budget 1979-80	Proposed Budget 1980-81
Student Fees	\$21,630,000	\$22,901,000	\$22,954,000
Federal Funds	247,000	247,000	247,000
Sales and Services	849,000	1,220,000	1,000,000
Other Income	1,597,000	1,745,000	1,600,000
Total	<u>\$24,323,000</u>	<u>\$26,113,000</u>	<u>\$25,801,000</u>

The "student fee" income increase in the revised budget for 1979-80 was attributed to tuition rate increases. An increase of \$53,000 for tuition fee income for 1980-81 was attributed to enrollment increases. The "student fee" income per student was approximately \$975 for both 1979-80 and 1980-81 and about 11% over 1978-79 which is due to the increase in the tuition rate.

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"Federal funds" receipts were expected to be about the same for 1980-81. The "Sales and Services" budget for 1980-81 showed a reduction of \$220,000 over the revised budget for 1979-80 because: \$160,000 for Student Health Service is to be transferred out of the General University account to a revolving account for better analysis of the relationship of income to costs; interest income from investments is expected to decline.

"Other income" was estimated to decrease by \$145,000 from the revised 1979-80 budget to \$1,600,000 for 1980-81. This reduction was based on anticipated reductions of reimbursed indirect costs, primarily from the federal government. Federal auditing practices and potential federal budget reductions are reported as causes.

In the area of expense, the Board Office said the budgeted expense increase of about \$7.3 million for 1980-81 from the revised budget of \$96.9 million for 1979-80 consisted of about \$7.1 million for cost inflation and merit salary increases and about \$155,000 for net changes in program improvements.

The institution proposed to increase salaries in accordance with policies discussed on page 682. Promotional increases for faculty and institutional officials were estimated to cost an additional 0.2% to be funded from salary savings.

Fuel and Purchased Electricity was budgeted in accordance with the amount appropriated. The university reported intent to conduct a major energy conservation program to significantly reduce fuel consumption with the hope of operating within its fuel budget. The budget includes about \$93,000 for opening new buildings.

Supplies and services was increased by 5% from appropriations which only partially offset inflation. The institution budgeted an additional \$365,000 due to high inflation and the need to respond to expanded enrollment.

Equipment was budgeted at \$165,000 below the revised budget for 1979-80, but \$11,000 more than the appropriation calculation. Library books were budgeted at \$1,871,000 in accordance with the appropriation calculation.

Although the proposed budget for building repairs of \$1.2 million was according to the legislative calculation and \$100,000 over the original budget for 1979-80, it was nearly \$300,000 below the revised budget for 1979-80. Considering inflation, actual buying power was probably some \$400,000 below that of the revised budget for 1979-80. The institution reported difficulty in maintaining a number of the newer buildings which have aged so that repairs are necessary.

The legislature reappropriated \$400,000 for the 1980-81 fiscal year to replace losses of federal funds for capitation grants in the health colleges at the University of Iowa and Iowa State University. It was recommended that \$50,379 of the appropriated amount be allocated to Iowa State University. This amount was identical with that allocated for 1979-80. The institution recognized a potential additional loss of \$284,779, in 1980-81 but did not budget funds to absorb such losses.

Of the \$100,000 appropriated to the Board of Regents for continuing education in western Iowa, the Board Office recommended that \$61,000 be allocated to Iowa State University in accordance with its request.

The Student Health Service will now be managed as a separate, self-supporting operation. To do so requires an increase in fees. The Student Health Advisory Committee and the Government of the Student Body were supportive of the proposed increase. The Board Office recommended that the proposed Student Health Service fees be approved effective with the fall term, 1980.

In the area of program changes, appropriations for essential program adjustments in the amount of \$236,000 were provided for opening the Music Building and the Horticulture Addition. Both were budgeted as originally proposed.

The \$800,000 committed to temporary teaching positions during 1979-80 will be allocated following detailed review of budget needs in each college. The institution anticipates committing \$80,000 to expanding interactive computing in response to accreditation reports that have cited need for this capability.

Of the temporary positions in effect during 1979-80, the institution proposed establishing permanent positions for 20 full-time equivalent employees. The cost, including fringe benefits, for these positions amounted to \$606,000. The university details the positions in materials available in the Board Office.

The Board Office noted that proposed budgets for equipment and building repairs represented a loss in buying power. These allocations allowed more funds for faculty at the expense of equipment and building repairs.

The Board Office recommended that the proposed preliminary budget of \$104,212,987 be approved.

The proposed preliminary budget of \$11,667,160 for the Agriculture and Home Economics Experiment Station represented an increase of \$1,010,160 from the original budget for 1979-80. The budget increase reflected the additional appropriations of \$773,000, and the additional federal funds of \$236,000 provided during 1979-80.

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The institution concluded that federal funding under the Hatch Act will continue at the current level. A budget change may be required when the exact allocation of federal funds is known. The budget proposed for sales and services is \$127,000.

Considering inflation, the various categories of expenditures were budgeted to maintain essentially the current program level except for supplies and services and equipment. Supplies and services were budgeted at an amount 19% above the figure for 1979-80. Equipment was budgeted at the level appropriated of \$234,000 which is \$79,000 below the revised budget for 1979-80. The equipment budget was probably reduced by approximately \$115,000 in buying power from the 1979-80 revised budget; however, a specific requirement for a mass spectrometer at a cost of \$75,000 was met with additional federal funds in 1979-80.

In the area of program changes the institution reported an effort in cooperation with the U.S. Department of Agriculture toward resolution of existing and long range needs/problems facing those involved with the production of food, feed, and fiber.

The institution reported that there continues to be concern expressed by federal officials regarding the possible substitution of federal funds for state funds.

The Board Office said the preliminary budget for the Experiment Station appeared to be consistent with the Board of Regents and federal policies and recommended it for approval.

The proposed preliminary budget of \$12,994,230 for the Cooperative Extension Service represented an increase of \$1,206,230 over the 1979-80 budget. There were no budget ceiling adjustments during 1979-80.

The budget increase was supported by \$905,958 of appropriations and an increase in federal funds in the amount of \$300,000.

The institution proposed expenditures for staff salaries in accordance with policies of the General University. Funds allocated for salaries allow for current expense wages to offset a shortfall of \$50,000 in federal earmarked projects.

The supplies and services budget was proposed to increase by \$242,989 over 1979-80 which amounted to \$319,000 over the appropriation calculation. The institution has encountered severe cost increases for travel, rent, postage, and communications. An effort is being directed to improve program

delivery systems by means of new media and computer techniques. The equipment budget was increased by \$110,000 over the appropriation calculation in order to obtain the proposed telecommunications and computer equipment.

In the area of program changes, the institution discussed activities in agricultural production and marketing and conservation of natural resources, home economics, 4-H and youth, and community resource development and public affairs.

The Board Office recommended that the proposed preliminary budget of \$12,694,230 be approved.

President Parks said he was pleased by the board's understanding of the university's need to find ways to preserve and enhance faculty and staff salaries.

MOTION:

Mr. Brownlee moved that the board allocate \$50,379 to Iowa State University from the \$400,000 appropriated to the Board of Regents to replace federal funds losses; that the board allocate \$61,000 to Iowa State University from the \$100,000 appropriated to the Board of Regents for continuing education in western Iowa; that the board approve the student health service fees in the amounts of \$9 per quarter per student and \$24 per quarter per student spouse and \$4.50 per summer term for students and \$12 per summer term per student spouse be approved effective with the fall term, 1980; and that the board approve the preliminary budgets from general operations funds for 1980-81 for the General University - \$104,212,987, Experiment Station - \$11,667,160, and Cooperative Extension Service - \$12,994,230. Mrs. Jorgensen seconded the motion and it passed unanimously.

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The following business pertaining to Iowa State University was transacted on Thursday, June 19, 1980.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for May 1980 were ratified by the board.

ESTABLISHMENT OF MINING AND MINERALS RESOURCES RESEARCH INSTITUTE. The board was asked to refer a proposal for the establishment of the Iowa State Mining and Minerals Resources Research Institute (ISMMRRI) to the Inter-institutional Committee on Educational Coordination and the Board Office for review and recommendation.

The Board Office noted that the institute is chartered by the Department of the Interior with a basic allotment grant of \$110,000 per year. The institute was designed to provide research support for a broad range of mining and minerals related areas, to contribute to the training of engineers and scientists in pertinent disciplines, and to provide individual grants for research projects.

The Board Office also noted that the approval of the institute was being sought six months after its initiation.

Vice-President Christensen noted that a project leader would need to be designated but that the formal designation of a leader could be postponed until the institute is approved.

MOTION: Dr. Harris, noting Vice-President Christensen's concern moved that the board refer the establishment of a Mining and Minerals Resources Research Institute to the Inter-institutional Committee on Educational Coordination and the Board Office for review and recommendation. Mr. Bailey seconded the motion and it passed unanimously.

APPOINTMENTS OF UNIVERSITY ADMINISTRATORS. The board was asked to approve the following appointments.

1. Ray W. Fisher as Director of the Mining and Mineral Resource Research Institute beginning January 1, 1980. Salary as budgeted.
2. Albert J. Rutledge as Chair of the Department of Landscape Architecture beginning August 1, 1980, and ending June 30, 1984 at a salary of \$37,000
3. Edward A. Powers as Chair of the Department of Family Environment beginning August 1, 1980, and ending June 30, 1985 at a salary of \$35,500.
4. Alan Atherly as Chair of the Department of Genetics beginning July 1, 1980, and ending June 30, 1985 at a salary of \$36,000.

5. Graham P. Crow as Chair of the Department of Aerospace Studies beginning July 15, 1980, and ending July 15, 1983. Salary paid by U.S. Air Force.
6. Ronald C. Coolbaugh as Chair of the Department of Botany beginning July 1, 1980, and ending June 30, 1985 at a salary of \$34,000.
7. Lennox N. Wilson as Acting Chair of Aerospace Engineering effective August 1, 1980 at a salary of \$43,750.
8. Linda J. Busby as Acting Chair of the Department of Speech effective July 1, 1980 at a salary of \$30,500.
9. Donald C. Dyer as Chair of the Department of Veterinary Physiology and Pharmacology beginning July 1, 1980, and ending June 30, 1985, at a salary of \$48,750.

MOTION: Mr. Bailey moved that the board approve the appointments as listed above. Mr. Shaw seconded the motion and it passed unanimously.

IOWA STATE UNIVERSITY 1981-83 CALENDAR. The board was asked to approve the Iowa State University calendar as proposed for fall semester 1981 through summer session 1983.

The Board Office said the proposed calendar reflected the change from quarters to semesters at the university, beginning with the fall semester 1981. Combined with the 1980-81 calendar, the proposed calendar provided for seven statutorially designated holidays and two specifically designated holidays in calendar years 1981 and 1982. It was consistent with state statute and generally comparable to semester calendars approved for the other universities.

MOTION: Mr. Bailey moved that the board approve the Iowa State University calendar as proposed for fall semester 1981 through summer session 1983. Dr. Harris seconded the motion and it passed unanimously.

PROPOSAL TO CHANGE THE NAME OF THE DEPARTMENT OF BACTERIOLOGY TO THE DEPARTMENT OF MICROBIOLOGY. The board was asked to refer this name change to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

The university's request noted that the name change was supported by departmental faculty and was endorsed by related departments. The present Department of Bacteriology originated in 1910 and the science of microbiology has diversified greatly since that time.

MOTION: Dr. Harris moved that the change in name of the Department of Bacteriology to the Department of Microbiology be referred to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation. Mr. Bailey seconded the motion and it passed unanimously.

LEASE EXTENSION, AREA EXTENSION OFFICE, SPENCER, IOWA. The recommended action was that the board approve a five-year lease extension, including amendments, for office space located at 1823 Highway Boulevard, Spencer, Iowa.

The Board Office noted that the Extension Office in Spencer has been at its present location since 1966.

The office space consists of 1,750 square feet. The current lease was at \$3.02 per square foot and the proposed lease was at \$4.29 per square foot. There is an escalation clause in the lease; however, terms were available that would allow for cancellation of the lease on the part of either party.

Total costs for the lease would be \$7,500 and would include payment for all building services and protection costs. These would include real estate taxes, utilities including sewer, heating fuel, and trash hauling.

The lessor agreed to approximately \$6,000 worth of remodeling which is an element of the revised cost per square foot.

An amendment, separate from the principal lease, established the availability of conference space at \$50 per month. The conference space may not be available for the full five years. The separate amendment could be cancelled without impairing the principal lease.

The Board Office recommended that the five-year lease for Extension Office space in Spencer, Iowa, with a separate amendment for conference space, be approved.

MOTION:

Mr. Bailey moved that the board approve a proposed five-year lease extension, including amendments, with Robert W. Sackett, Spencer, Iowa, for office space located at 1823 Highway Boulevard, Spencer, Iowa. Dr. Harris seconded the motion. Upon the roll being called, the following voted:

AYE: Bailey, Brownlee, Harris, Jorgensen,
Neu, Shaw, Wenstrand, Petersen

NAY: None

ABSENT: Belin

The lease extension was approved.

STUDENT TEACHING AGREEMENT FOR 1979-80. It was recommended that the 1979-80 student teaching agreements with certain school system be ratified.

The Board Office noted that the Iowa State University contract form for student teaching agreements with cooperating school systems for 1980-81 was approved by the board in March 1980.

MOTION:

Mr. Bailey moved that the board ratify the 1979-80 student teaching agreements as listed by the university. Dr. Harris seconded the motion and it passed unanimously.

HEATING PLANT PROGRESS REPORT. The Regents were asked to ratify the executive secretary's submittal of an Emission Reduction Program for the heating plant, as approved by the Air Quality Commission and to hear an oral report by William Whitman, Director of the Physical Plant, on progress to resolve problems in the heating plant operations.

The Board Office provided the following updates on the heating plant.

On May 8, 1980, the Iowa Air Quality Commission approved the Emission Reduction Program submitted by the executive secretary. Insofar as it could determine, the Board Office said the operations of the heating plant were in full compliance with the Emission Reduction Program. Performance test results are scheduled for October 15, 1980. Prior to that time, the university will take bids on and receive its coal for the 1980-81 contract year.

In March 1980 the board approved a Heating Plant Improvements--1980 project with a budget of \$1,490,000. The board later rescinded this action because of legislative deauthorization actions on capital. Now the university proposed to undertake a portion of this project estimated to cost \$280,000 which is intended to do the most critical items in the overall project. The project was recommended for approval and was dealt with in the Register of Capital Improvement Business Transactions.

The university and Board Office have been working with the Department of Environmental Quality on a proposal to test the feasibility of burning waste bedding generated at the Veterinary Medicine complex in the heating plant boilers. The bedding has a high content of woodchips and sawdust and would constitute approximately 1% of the total fuel burned in the heating plant. Equipment has been installed which will allow the mixing of the bedding with coal before it is fed to the boilers. Iowa State University has requested a demonstration permit for the heating plant from the Department of Environmental Quality.

In the Capital Improvements Business Transaction Register, the university submitted a project budget in the amount of \$600,000 to fund turbine generator repairs. This amount was authorized for expenditure from 1979 capital improvement balances at the May board meeting.

Mr. Whitman began his presentation by noting that in a report prepared by Stanley Consultants earlier in the year a recommendation was made to establish a new position of associate director in the Physical Plant to be in charge of the Heating Plant. At that time the university did not want to establish the position and planned to divide responsibilities between Mr. Whitman and other personnel. The university realized that these matters were taking more time than these personnel can afford and the position has been filled. Other personnel problems are also being solved.

Mr. Whitman said the rescission of some of the capital money has been a problem for the Physical Plant but it is taking care of the most critical items. He said that since approval of the Emission Reduction Program by the Iowa Air Quality Commission, some changes have come up. He said the Board Office was not yet aware of these items and they would be discussed with the Board Office.

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Mr. Richey suggested that unless the items are absolutely urgent and mandated, that they be delayed. If possible, it would be better not to ask for any changes until after tests are completed in the fall.

Mr. Whitman said the university began burning Iowa coal under pressure from various people in state government. The institution at that time took the position it would be happy to burn the Iowa coal if it worked in the university's boiler. This was done in good faith. The university is now using washed coal and the status of the plant being in compliance is the same as it was when tested two years ago. The university has agreed to the emission reduction program but the plant is already in compliance.

MOTION:

Mr. Wenstrand moved that the board ratify the executive secretary's submittal of an Emission Reduction Program for the Iowa State University Heating Plant, as approved by the Air Quality Commission.

PROPOSALS FOR UNDERGRADUATE MAJORS IN SURVEYING AND IN FINE ARTS: PROPOSALS FOR GRADUATE MAJORS IN AGRICULTURE, IN TRANSPORTATION PLANNING, AND IN HISTORY OF TECHNOLOGY AND SCIENCE. The Board Office recommended referring these proposals to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

The university requested approval of a Bachelor of Science Degree, major in Surveying, administered by the Department of Civil Engineering. It was noted that the Society of Land Surveyors of Iowa recommended such a change and that the new curriculum will provide broadly based knowledge needed for positions in surveying and mapping. Resource needs were not fully identified, but it was indicated that present staffing is adequate.

The university proposed the establishment of a Bachelor of Fine Arts in the Department of Art and Design in addition to the present Bachelor of Arts. The proposal indicated that the B.F.A. degree would provide a clearly identified professional degree, a program permitting a greater concentration in art and design, and clearer alternatives between professional and non-professional areas of study. The university indicated that it did not anticipate additional resource needs.

The university proposed establishment of an off-campus program, with a major in professional agriculture, leading to the degree of Master of Agriculture. The program was designed to provide opportunities for persons involved in professional agricultural careers to work toward an advanced degree without leaving their places of employment. It would be an interdepartmental program. It was indicated that resources needed will depend upon the demand and number of teaching sites. Support will be obtained in part from off-campus tuition fees.

The university proposed a new interdepartmental graduate major in Transportation. The proposed major was designed to provide preparation for careers in the planning of and development of policies for transportation systems and facilities. The university anticipated resource needs for graduate assistants and preliminary publicity, but indicated that present staff and courses will be utilized.

The university proposed upgrading of its present M.A. program in the History of Science and Technology to a Ph.D. program in History of Technology and Science. The program would emphasize the history of technology with a stress on agricultural technology and sciences. The university indicated that there are few comparable programs in the U.S. and that such a program is important in a society strongly influenced by scientific discovery and technological decisions. The only additional resources needed would be for graduate assistantships.

MOTION:

Dr. Harris moved that the board refer proposals for undergraduate majors in Surveying and in Fine Arts and proposals for graduate majors in Agriculture, in Transportation Planning, and in History of Technology and Science to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation. Mr. Shaw seconded the motion.

Regent Brownlee commented that the first four proposals mentioned did not require additional resources. However the proposal for a Doctor of Philosophy in History of Technology and Science appeared to be a new Ph.D. program. He said, as he mentioned earlier, that the institutions are facing financial problems of great stringency. He expressed grave reservations about whether, in good conscience, the board should approve the establishment of a new Ph.D. program at this time.

President Parks, noting the Regents' desire to be consistent in their positions and procedures, said that would be developed after the Interinstitutional Committee has made its recommendation and the university has had an opportunity to make a case for the program.

President Parks said that in the development of the social sciences area the university has been very competitive and selective. It has not tried to be all things to all people. The university has tried to develop areas of special interest in which it has real marked natural advantages. It has been developing the field of history of technology and science for two decades. He said it was the university's view that it was time to develop this into a Ph.D. program. The Interinstitutional Committee will deal with the issue of resources with care. He said he hoped the board would not harden its position on this issue before the university has a chance to present its case.

Vice-President Madden said the laboratory would contract directly for this addition because the building belongs to the laboratory and federal funds are being used. The university does have a concern that the building being comparable with other buildings on campus.

In response to a question from Regent Bailey, Vice-President Madden said the land the laboratory is on is university land. If the Ames Laboratory should ever cease operating, the university will have an opportunity to acquire the facilities.

President Petersen received the report on behalf of the board.

APPOINTMENTS OF UNIVERSITY SECRETARY AND TREASURER. The board was asked to approve the following appointments:

Bernard O. Randol, Controller, to be University Secretary for the fiscal year beginning July 1, 1980.

Warren R. Madden as University Treasurer for the fiscal year beginning July 1, 1980.

MOTION:

Mr. Bailey moved that the board approve the appointments of Mr. Randol as University Secretary and Mr. Madden as University Treasurer. Mr. Neu seconded the motion and it passed unanimously.

CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office reported that the final register for May 17 through June 19, 1980, had been received, was in order, and was recommended for approval.

There were no construction contract awards or recommendations on this register.

The board was asked to approve the following revised or amended budgets:

Energy Management Program--Phase I

In June 1979 the board allocated from its energy management appropriations to Iowa State University a total of \$1,740,000. The university and board entered into a contract with Brooks, Borg, and Skiles in the amount of \$76,000 to conduct an energy audit on a number of buildings on campus and with Brown Engineering Company for \$7,000 to conduct a study on energy management opportunities in the heating plant.

In April the first results of those audits were furnished to the board. The major difference in the program from that originally conceived is

that rather than totally modifying a single building, a far greater total return appeared to be present if certain measures are applied across the campus in buildings that have similar systems. In April the university presented a plan to expand the central control system to 32 buildings which would provide for occupied/unoccupied cycle optimum, start time, and supply air reset. The program would provide a payback of less than two years in every instance and installation could be completed for the start of the next heating season. The average cost for the purchase and installation of this system would be about \$20,000 per building in construction cost.

Approval of a project budget was deferred at the April meeting because of the impending legislative and executive action on deauthorization of 1979 capital funds. The university presented a revised budget recognizing the action taken to deauthorize funds and to reappropriate those funds effective July 1, 1981.

The board has available to it a total of \$900,000 for expenditure prior to July 1, 1981. This matter of allocation was discussed with Iowa State University and it was agreed that it's revised project budget should be in the amount of \$690,000 funded from \$390,000 in 1979 capital appropriations for energy and a one-time expenditure of \$300,000 of Physical Plant Equipment Funds.

Mr. McMurray noted that the revised project budget of \$690,000 is \$60,000 less than shown in the preliminary budget. Of the \$60,000, \$50,000 was recommended for allocation to fund two design agreements at the University of Northern Iowa and \$10,000 was reserved to initiate energy audits at the Iowa School for the Deaf. Regent Bailey asked if Iowa State University had any comments on the reallocation and if it was based on greater need or if the original allocation was out of proportion in assignment of funds.

The university did not object to the reallocation. Mr. McMurray said the reallocation was based on a need to more equitably distribute the \$900,000 which the board has left until after July 1, 1981.

The \$690,000 project will allow Iowa State University to connect approximately 24 buildings to its central control system. The intent of the university is to significantly reduce its anticipated fuel deficit of \$480,000 projected for 1980-81. It is hoped that the buildings can be connected in time to reflect positively on the heating bill for the university for winter of 1980-81.

Utilities Improvements--1979

In November 1979 the board allocated \$1,356,000 to Iowa State University from 1979 utility appropriations for the purpose of carrying out eight projects.

Legislative action on deauthorization reduced the amount available to the university to \$600,000 with the remaining \$756,000 not available until after July 1, 1980. The university recommended and the Board Office agreed that the project rescinded last month, Heating Plant Improvements--1980 be partially reinstated through a temporary transfer of part of the \$600,000 remaining in the Utility Improvements--1979 account.

The university intends to carry out two of the eight utilities improvements projects--Campus Lighting at \$90,000 and Replace Station Power--Phase I at \$214,000. Work on the other projects will be deferred until after July 1, 1981. An amount of \$280,000 of the \$600,000 will be transferred to fund the initiation of the Heating Plant Improvements--1980 project.

The board was asked to approve the following new projects:

Iowa State Center--Parking Lot Repairs

Source of Funds: Overhead Reimbursement for Use of Facilities \$ 20,000.00

Pearson Hall--Ground Floor Extension

Source of Funds: Overhead Reimbursement for Use of Facilities \$455,000.00

This project is to excavate and finish the unexcavated portion of the area existing under Pearson Hall. Approximately 6,400 gross square feet will be made available for administrative data processing center office and storage functions. The board was requested to ratify selection of Bossenberger Associates of Ames to furnish structural engineering services on the project on an hourly rate basis at a cost not to exceed \$8,000. Evidently, the space can be constructed at a cost per gross square foot of approximately \$71.00.

Razing and Disposal Projects

Source of Funds: Overhead Reimbursement for Use of Facilities Amount to be determined

The university proposed to raze and dispose of five buildings--Temporary Buildings E, F, and O, Alice Norton House, and Pope Cottage. Total gross square footage is 31,670. The current occupants were scheduled to be relocated to new or remodeled facilities during the academic year 1980-81. Razing and disposal will occur as occupancy conditions permit and as economy dictates. Initial project budgets will be reported following the taking of bids.

Utilities--Turbine Generator #5 Repairs

Source of Funds: 1979 Capital Appropriations for Utilities \$600,000.00

The board previously took action to fund this project.

Utilities--Heating Plant Improvements--1980

Source of Funds: 1979 Capital Appropriations for Utilities \$280,000.00

In March 1980, the board approved a project totaling \$1,490,000 entitled Heating Plant Improvements--1980. The project involved an intent to reduce plant emissions to as low a level as possible and to comply fully with Iowa air quality regulations and to provide necessary safety improvements for plant employees. A subsidiary reason involved increasing the efficiency of the operation and management of the heating plant. Because of legislative action on deauthorization, approval of the project was rescinded in May.

The university has determined a way that a portion of the project can be funded in the amount of \$280,000 using capital funds originally allocated to certain utility improvements on the campus. The subparts of the project are:

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Closed bunker filling system	\$ 80,000
Initiate fire protection system	\$ 40,000
Combustion air, makeup air, and ventilation systems throughout the heating plant	\$130,000

These are clearly safety related and urgently needed portions of the project.

The Board Office said it is probable that the university will request that the remainder of the project be funded by either a further reallocation of 1979 capital utility appropriations after July 1, 1981, or through direct capital appropriations in the board's request for the 1981-83 biennium.

The major portions being deferred are a central control room at a construction cost of \$717,000, completion of the fire protection system at \$115,000, and construction of a utility service office building at \$98,000. The total amount deferred was \$1,210,000, plus an inflation factor.

MOTION: Mr. Bailey moved that the board approve the Register of Capital Improvement Business Transactions for May 17 through June 19, 1980; approve the revised budgets including the reallocation of energy management appropriations; approve the new projects; ratify the engineering contract; and authorize the executive secretary to sign all necessary documents. Mr. Wenstrand seconded the motion and it passed unanimously.

President Petersen then asked board members and institutional executives if there were additional matters to be brought up for discussion pertaining to Iowa State University. There were none.

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ANNUAL REPORT ON TENURE. Discussion on this topic can be found on pages 679-681 in the general section of these minutes.

PRELIMINARY BUDGET FOR 1980-81. The board was asked to approve the preliminary budget of \$39,208,000.

The Board Office noted that the proposed preliminary budget represented an increase of \$2,818,000 over the 1979-80 budget.

Enrollment was estimated to be 10,412 headcount students in the fall term of 1980 for an increase of 30 students above the actual 1979 fall term enrollment. The current estimate of fall enrollment is 274 students below the enrollment estimate when the budget request for the biennium was developed. The institution stated that the enrollment difference was due to an inadvertently high estimate of student enrollment stemming principally from the record enrollment achieved during the 1978-79 academic year.

The proposed preliminary budget was to be supported by estimated institutional income of \$7,673,000 in addition to state appropriations of \$31,535,000.

The institutional income budgeted for 1979-80 and as estimated for 1980-81 are as follows:

	<u>Institutional Income</u>	
	<u>Estimated</u>	<u>Proposed</u>
	<u>1979-80</u>	<u>1980-81</u>
Student Fees	\$7,006,000	\$6,947,000
Federal Funds	--	--
Sales & Services	00	--
Other Income	610,000	726,000
Total	<u>\$7,616,000</u>	<u>\$7,673,000</u>

The "student fee" income per student headcount amounted to about \$664 for 1979-80 and 1980-81 on the basis of estimated enrollment and "student fee" income. On the basis of estimated FTE enrollment, the "student fee" income per student amounted to \$727 for 1979-80 and \$745 for 1980-81. The higher figure for 1980-81 was due to a lower FTE enrollment estimate for 1980-81 relative to 1979-80.

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"Other income" in the amount of \$726,000 for 1980-81 includes an increase of \$116,000 for reimbursed overhead for sponsored programs. It is anticipated by the institution that this increase is temporary for 1980-81.

The preliminary budget represents an increase of about \$2.8 million over the budget for 1979-80. The increase consists of about \$2.7 million for cost inflation and merit salary increases and only about \$70,000 that can be attributed to the net of program changes.

Various components of fuel and purchased electricity costs are tabulated by the university as budgeted for 1979-80 and 1980-81. The tabulation shows application of \$46,000 for opening a new boiler plant including the amount of \$16,000 for fuel and \$30,000 for purchased electricity to operate the plant. The institution stated that it is pursuing a continuing energy conservation effort to minimize the impact of inflationary fuel price increases.

Although the preliminary budget for supplies and services was \$150,000 over the level of the appropriation calculation, it included an addition to the 1979-80 budget of only 5 percent inflationary increase, \$34,000 from essential program adjustments, and \$14,000 allocated internally for increased cost of travel reimbursements.

The remainder of the expenditure categories were identical with the level of the appropriation calculations.

The institution listed 39 items of program change and internal reallocations including the funding of the new boiler plant from essential program adjustments. The internal reallocations were to respond to shifting needs and improve efficiency.

The Board Office reports the institution has proposed reallocation of funds to optimize use of its resources and recommended that the proposed preliminary budget of \$39,208,000 be approved.

MOTION: Dr. Harris moved that the proposed preliminary budget of \$39,208,000 be approved as proposed by the University of Northern Iowa. Mrs. Jorgensen seconded the motion and it passed unanimously.

AGREEMENT BETWEEN THE WATERLOO SCHOOL DISTRICT AND THE UNIVERSITY.

The university requested that it be authorized to negotiate a contractual agreement between the university and the Waterloo School District. The Board Office recommended the following conditions to authorized negotiations:

- a) that proposed financial considerations be reviewed carefully to insure that there be no duplication of funding as it relates to the university's general education appropriations;
- b) that the proposed contractual relation be equitable in terms of other area school districts and their relationships with the University of Northern Iowa Price Laboratory School;
- c) that the University of Northern Iowa continue to report its laboratory school enrollments in conformity with existing state law; and
- d) that a final contract proposal be brought to the Regents for review and action.

The Board Office noted that the university and Waterloo Community School District have worked to maintain a minority enrollment program at the Price Laboratory School since 1968. Both the community and university, it is believed, benefit when a multi-cultural, multi-racial laboratory for teaching at the elementary and secondary school levels, as well as nursery school, is available within the community. The program has received strong support from the university community and Waterloo community and is considered academically sound.

Since 1968 several financial arrangements have supported this program. At present all support for the school is incorporated in the general educational fund of the university.

In 1975-76 the average reimbursement per pupil was \$494. Information from the Department of Public Instruction on school foundation act reimbursement for 1979-80 indicated an estimated \$966 per pupil as the current level of funding. The total percentage increase in the Price Laboratory School's budget for the period since 1975-76 is 44% while the reimbursement in the public school per student has increased 95%.

While increased funding for the Price Laboratory School since direct appropriations to the university were implemented have not kept pace with increases to school districts per pupil, there is no indication that the university has not fully funded Price Laboratory School operating needs.

The Board Office said the matter of equity in relationships among the school districts with students in the Price Laboratory School must be considered. Preliminary negotiations would indicate a proposed change in existing student reporting and funding policy with the Waterloo School District. Specifically under review is reporting of all Waterloo School District students by the district, receiving school foundation act funding for these pupils, and reimbursing the university an annual amount equal to 25% of per pupil state foundation aid. It would seem inequitable for the university

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to negotiate different reporting and reimbursement arrangements with the Waterloo School District than with other participating school districts.

The Board Office recommended that the university be authorized to negotiate a contractual agreement with the Waterloo Community School District with the four conditions listed above.

Vice-President Stansbury emphasized that the agreement was in draft form and that it would be presented to the board for approval at a future meeting.

Ross Neilsen, Director of Price Laboratory School, spoke about the multi-cultural aspect of the laboratory school. He said most students at the University of Northern Iowa training to become teachers are from Iowa. These students will not necessarily remain in Iowa and experiences they can gain through student teaching in the laboratory school give them an opportunity to find out what teaching is like in a multi-cultural setting. This is a rich and rewarding experience for these students. It enables them to see and understand children and to teach significantly better than if they did not have these experiences.

Mr. Neilsen said the program of a multi-cultural school is extremely valuable to the university, to the laboratory school faculty, and to other members of the faculty who become involved with the school through their research. The school provides an opportunity to work with a variety of races and ethnic groups.

He said the laboratory school faculty are heavily involved with elementary and secondary school teachers throughout the state of Iowa. They put on conference and workshops. Their credibility as teachers, researchers, and developers of curriculum have been immeasurably enhanced by this kind of school environment.

Mr. Nielsen said there is a good working relationship with the Waterloo Community, the schools and administrators, and the Waterloo School Board.

He said it was imperative to find ways to continue the operation of this program.

President Petersen recalled that at a time when the laboratory school was in a desperate financial situation it became aware that school districts received state aid for students attending the laboratory school. These resources did not flow back to the school. The university was able to adjust this matter. Vice-President Stansbury said that an adjustment in university appropriations was subsequently made to support the education of those students in the laboratory school. The increase in appropriations did not match the state aid received by the schools but progress is being made.

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President Petersen thought it would be a step backward for the school districts to begin counting these students for state aid. Vice-President Stansbury said there is a provision in the proposed contract which deals with this issue. He said it is agreed that Price Laboratory School should not receive funding from the Waterloo School District.

President Petersen noted that at present the Waterloo School District does not count students that attend the Price Laboratory School for purposes of state aid. The proposed contract would allow the school district to count those students for state aid. She said she had problems with this because those students are not really attending schools in the Waterloo School District. She felt the institution could be a party to a shell game in which students contribute to the Waterloo School District while attending the laboratory school. Mr. Neilsen said school districts regularly make agreements of this type with other education agencies.

Vice-President Stansbury pointed out that most of the students in the laboratory school are from the Cedar Falls School District and that is the supply of students for the school. The rationale for bringing students from the Waterloo School District is different. The Price Laboratory School is losing the minority students it is seeking and the only way to retain that enrollment is to enter into this kind of proposed agreement.

President Petersen noted that support for the laboratory school has been based on general university increases rather than per pupil state aid increases.

MOTION:

Mr. Brownlee moved that the board authorize the University of Northern Iowa to negotiate a contractual agreement between the university and the Waterloo School District with the conditions listed above. Mrs. Jorgensen seconded the motion.

Regent Neu asked if the Waterloo School District would keep the entire amount of state aid it receives or if it would be possible to negotiate a split between the laboratory school and the Waterloo schools. President Kamerick said the recommendation is that the university receive nothing. However, it will negotiate some other consideration from the Waterloo schools. Mr. Richey pointed out that this recommendation was made in order to avoid duplication of funding.

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In answer to Regent Neu's question about whether the laboratory school has agreements with other school districts, Mr. Neilsen said there is an agreement with the Cedar Falls School District. It lists the areas the school serves and the maximum number of students it will enroll in each grade.

Regent Neu asked if the Legislature would be willing to accept the proposed contract and President Petersen said this would not be necessary. Regent Neu noted that the Waterloo School District was getting state aid based on a headcount and under the proposal it would get state aid because of the contract. He asked if the school district is entitled to the aid under law, why it would not get the aid whether or not there is a contract. Mr. Richey explained that students would be enrolled under the contract that are not enrolled now. Enrollment is the entitlement to state aid.

Mr. Neilsen said that the university worked with the Department of Public Instruction in preparing this proposal.

President Kamerick said that if no action is taken, the population from Waterloo will be gone. This proposal attempts to maintain that enrollment in the Price Laboratory School.

Regent Bailey was not sure the laboratory school should not accept any fees. He said this would depend upon the cost per pupil. If the amount received by the laboratory school is not adequate to cover the cost of operating the school, there is nothing wrong with being reimbursed by the Waterloo School District to the extent of the cost rather than have the Waterloo School District receive this money for doing nothing.

Mr. Richey said the recommendation was a good one. He said the laboratory school needs students and it can not get them without some kind of agreement that has advantages for the Waterloo School District.

Regent Bailey suggested that the institution ought to take from the Waterloo School District whatever it is willing to pay providing it can be justified on the basis of cost. Mr. Richey said the proposal would permit this. There is a need to avoid duplication of funding for other school districts that must be considered. Other school districts may see this arrangement and think they should get a percentage of state aid for these students because Waterloo does.

President Kamerick noted that the laboratory school is underfunded and Mr. Richey said that is why the contract should not be perceived as absolutely permitting the university to receive no money. Cedar Falls would probably want the same kind of arrangement once it sees this happen by merely registering students for state aid purposes. That is why it was recommended that the proposed contractual relation be equitable in terms of other area school districts and their relationships with the laboratory school.

President Kamerick further said that there is a considerable difference in the distances traveled from Cedar Falls and Waterloo and the cost of this transportation which should not be disregarded. The university would be willing to negotiate on this transportation and it would probably amount to more than 25%.

Regent Shaw said that this was a delicate area and recommended heavy reliance on the Attorney General in regard to the proposed contract. Mr. Neilsen said the university has been working with a representative from the Attorney General's Office.

Mr. Neilsen said the university has not become involved in the selection process of students for the laboratory school. Parents may apply to the Waterloo District Office and there is an open enrollment program for those interested in having their youngsters attend the laboratory school. They may also apply through a program in which a committee works with the Waterloo School District, and submits to it, the names of families who have expressed an interest in having their children attend the laboratory school. The university is pleased with this kind of working relationship. Over the years the program has received splendid support from parents of Waterloo children that have attended the laboratory school.

President Petersen said the Price Laboratory School is a very important program. She said questions the board asked were to make sure everything was proper rather than to express any opposition.

Regent Brownlee indicated that the Board Office must have absolute final review of the negotiated contract and President Petersen asked that the Board Office and institution work together on the contract.

VOTE ON MOTION: The motion passed unanimously.

The following business pertaining to the University of Northern Iowa was transacted on Thursday, June 19, 1980.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for the month of May 1980 were ratified by the board.

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

Resignations

Dr. H. Ray Hoops, Dean of the Graduate College and Professor of Speech Pathology and Audiology, effective August 15, 1980.

Dr. Dale F. Nitzschke, Dean of the College of Education and Professor of Guidance and Counseling, effective August 15, 1980.

Dr. James O. Schnur, Associate Dean of the College of Education and Professor of Curriculum and Instruction, effective August 15, 1980.

Mr. Al Perry, Director, Maintenance and Operations, Physical Plant, effective June 15, 1980.

Appointment

Dr. Gerald W. Intemann, Professor and Head of the Department of Physics, with tenure, effective August 20, 1980 at a salary of \$26,000.

Change of Status

Dr. Virginia Hash, from Associate Professor, Department of Educational Psychology and Foundations, to Associate Professor and Acting Associate Dean, Extension and Continuing Education, effective July 1, 1980.

Appointment Renewals

Mr. James Bailey, Associate Director of Business Services, as University Treasurer for the 1980-81 fiscal year.

Mr. Gary Shontz, Controller, as University Secretary for the 1980-81 fiscal year.

MOTION:

Mr. Bailey moved that the board approve the appointment, change of status, and appointment renewals listed above and accept the resignations with regret. Dr. Harris seconded the motion.

President Petersen said the board has appreciated the leadership of those resigning and wished them well.

Regent Shaw complimented the university on attracting such talented people. He regretted that they were leaving but said it is a tribute to the university that it can attract people and then give them opportunities to go out and do even bigger things.

VOTE ON MOTION: The motion passed unanimously.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office reported the final register for the period May 3 through June 9, 1980, had been received, was in order, and was recommended for approval.

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

College Courts Family Housing--Insulate Attics and Reroof Buildings

Award to: Paul G. Christensen Construction Co., Waterloo, Iowa \$47,065.00

Lawther Hall--Interior Wall and Ceiling Improvements

Award to: Dvorak Painting and Decorating, Inc., Waterloo, Iowa \$10,940.00

This project involves painting in two project budgets: the project title above and Residence System--Compliance with Fire Safety Report--Phase II.

Coal-Fired Boiler and Auxiliaries--Contract C-2E--Painting

Award to: Modern Painting, Inc., Waterloo, Iowa \$39,585.00

The university submitted an amended project budget on this overall \$8,775,000 project. The above is the last contract to be awarded on the project which at this point had an unexpended contingency of \$104,587.57. This was part of an unexpended estimated total of \$338,721.68. Use of the balances in this account will be determined prior to formulation of capital requests to the 1981 Session.

The university also submitted three supplemental engineering payments and agreements with Brown Engineering Company for board ratification.

Supplemental Agreement #2 was in the amount of \$4,521.79 and covered design work associated with the electrical substation transformer and switchgear at the new boiler plant.

Supplemental Agreement #3 provided for payment of \$40,847 in additional fees to Brown Engineering for additional services rendered beyond the contractual terms for the period from the latter half of October 1979 through April 1980. The university noted that these additional services were required because of the extended construction period and very heavy reliance of the university on the consultant.

A third increase in fees to Brown Engineering was in the amount of \$4,070.24, which was reimbursement for eight extra trips over and beyond the 70 trips to the university called for under the basic services agreement.

Actual fees paid to date to Brown Engineering for engineering design was \$460,944.42, plus \$60,000 for resident supervision.

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Handicapped Accessibility Improvements--1979--Phase I, Part 2 (Contract 3)

Award to: Don Gardner Construction, Waterloo, Iowa \$30,400.00

There was an irregularity in that the apparent low bidder modified the Form of Bid by indicating intent to furnish doors other than those specified. The irregularity was waived since the bidder, after contact by the university, provided written intent to furnish the specified door.

The following construction contracts were recommended for approval:

Dormitory Modifications for Handicapped Students--Phase II

Award to: R. P. Oberhau, Inc., Waverly, Iowa \$49,584.00

The university submitted a revised project budget increasing costs of the project to \$56,000 from the previous budget amount of \$38,000. Source of Funds is Dormitory Improvement Funds. The original budget was evidently underestimated for the scope of work being undertaken.

Turbine Generator--Plant #2--7500 KW--Division 4--Building and Foundations

Award to: R. D. Stewart, Inc. \$746,666.00

The university recommended approval of a contract change order--#C-1-4 with Babcock and Wilcox Company, Chicago, Illinois, in the amount of \$269,755. The change orders would be charged to the turbine generator budget because it provides for boiler modifications required to enable the new coal-fired boiler to generate steam at 630 PSI and 750 F. for the new turbine. The original design pressure and temperature was only 275 PSI and 500 F. because the university originally planned on installing the turbine later in the 1980s, and the higher pressure and temperature were not required immediately. The work was necessary to activate the new turbine.

The Board Office reported on a significant funding shortfall in the budget for the turbine generator project. As part of the Board of Regents' utility appropriations, the 1979 Legislative Session appropriated \$3.4 million for the turbine generator project. Including the two actions recommended above, \$3,269,906 will have been committed or contracted on the project. This leaves a balance of \$130,094 in the project budget. The university estimated that following portions of the project were left:

Piping and installation	\$500,000
Motor-driven boiler feedpump	40,000
Additional engineering and inspection costs	10,000
Electric costs unbid	297,700
Contingencies	82,391
	<u>\$930,091</u>

The turbine generator project is underfunded by approximately \$800,000.

Part of the cost overrun was due to an excessively high price for the structure and turbine room crane contract. The 1978 estimate for that work was \$260,000 but the recommended contract award was for \$746,666. The university examined a redesign of the structure but determined that it would not be nearly as operationally effective as the existing design. The present design structure is about 20% larger than the structure originally estimated.

Mr. Richey noted that there was a difference of about \$500,000 between the estimate for the structure and turbine room and the amount of the recommended contract. Mr. McMurray said estimate was made in terms of 1978 dollars and since that time there have been two years of inflation. He said inflation was included in the contingency budget on the project to an extent. It was known at the time capital askings were made that the project was slightly underfunded according to the engineer's estimate. There had also been a very successful project on a coal-fired boiler at the university and when that project was begun it was also reported to be underfunded.

Up to this point the turbine generator project had been running on target but the structure is 25% larger than what the estimate was based on. Mr. Richey felt this would not account for all of the difference between the estimate and contract award amounts. He thought there must have been a poor estimate from the engineers.

Vice-President Stansbury pointed out that the original estimate for this project was put into the legislative process about two months before the university had a good final estimate. The original estimate was low but the university thought it would still be on safe ground.

Vice-President Stansbury said that the board's approval of the proposed contract and change order would not require any additional funds than the university presently has. However, other contracts and work to be proposed mean that more funds will be needed to continue the project into the early part of 1981. It will probably be February before bids are taken again. It is possible that the Legislature will be in session before there is additional need for funds. The amount of extra funds is an estimate.

The Board Office recommended that the above actions should be taken although it had not had time to respond as to any type of solution to this account shortfall or to give the institution any assurances that the project should move along in preparation of plans and specifications for the electrical work, piping, and installation work, and obtaining bids for that work. The Legislature does not reconvene until January and it has traditionally been very difficult to get funding early in the legislative session on a deficiency basis. It may be that the project will have to stop short of completion until the Legislature reconvenes.

Mr. McMurray noted that the design portion of the contract should continue as that contract is funded. This has been discussed with the university and it appeared stopping the design would mean an unnecessary delay in the project. Also, unless the board objected, the university would proceed to bid, by purchase order, certain additional needs this fall within funds remaining.

In a related matter the university indicated that proper operation of and full utilization of the turbine generator will depend upon the 1981 Legislature funding about \$500,000 additional for electrical system improvements on the

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campus. The 1979 Session funded \$270,000, but these funds were deauthorized until after July 1, 1981. The university has indicated the need for about \$800,000 in funding for this purpose.

Mr. Richey noted that there will be a big push in capital budget proposals for the next biennium when they are presented in August. A lot of this is unavoidable because of legislative deferral of some items and board deferral of other items. Regent Bailey asked if the board would be asked to re-evaluate the projects that were deferred by the Legislature at the end of the Session. Mr. Richey said the board would be asked to consider some of the items.

The board was asked to approve the following new projects:

<u>West Gym--Air Conditioning, Human Motor Behavior Laboratory</u> Source of Funds: Building Repairs	<u>\$15,000.00</u>
<u>Library--Convert Lounge to Archives and Offices</u> Source of Funds: Building Repairs	<u>\$14,000.00</u>
<u>Baker Hall Exterior Repairs</u> Source of Funds: Building Repairs	<u>\$33,000.00</u>
<u>Seerley Hall--Convert Room 302 to Offices to the School of Business</u> Source of Funds: Building Repairs	<u>\$33,000.00</u>
<u>Anthropology Laboratory--Air Conditioning</u> Source of Funds: Building Repairs	<u>\$13,000.00</u>

The board was requested to ratify/approve the following consultant projects:

Commons Ballroom and Georgian Lounge Remodeling

Ratify selection of Barbara Anderson/Interior Design, Inc., Minneapolis, Minnesota, to assist in-house architectural staff by providing interior design services. The contract is on an hourly rate basis to a maximum fee of \$2,500.

Fire Safety Deficiencies--Academic Building--Phase I

The university negotiated two contracts. The first contract was with Stenson, Warm, Grimes, Port, Architects, Inc., Waterloo, Iowa, on an hourly rate basis at a maximum fee of \$12,500. The second contract was for mechanical and electrical engineering work and was with Gilmore and Doyle, Waterloo, Iowa on an hourly rate base at a maximum cost of \$23,500.

The university received \$500,000 in capital appropriations from the current session of the Legislature effective July 1, 1980. Phase I work involves modifications in 23 buildings and a total of 67 projects in those buildings. A request will be part of the university's capital askings for the 1981-83 biennium to eliminate fire safety deficiencies. The request will be a minimum of \$750,000, plus an inflation factor.

Energy Management Program

The Board Office noted that in March the board approved two agreements with Durrant Engineers to initiate implementation portions of the energy management program for the university. The first agreement would design energy retrofitting for selected quick return of investment items in the seven buildings which were part of the initial energy audit study by the engineers. Those retrofits are all the type that can be made without having a central control system installed and operating. Estimated total cost of non-controlled retrofit items is \$142,900 for construction. The contract was a fixed fee of \$14,300 or 10% of construction.

The second agreement was to undertake an energy audit and study of 28 additional buildings on campus to find energy conservation opportunities in those buildings.

In April approval of a third agreement was requested which would design a central control computer large enough to handle all the university's energy control needs in all campus buildings; the control retrofit items for the university's seven most energy consumptive buildings; the hookup of the control items in the original seven buildings to the central control computer; and some miscellaneous study items that are required before the above design can properly take place. The third agreement called for a fixed fee of \$35,500 on estimated \$330,000 worth of construction. The construction is divisible into two portions--a central control system of \$125,000 and energy retrofit work of \$250,000.

With the deauthorization actions taken by the 1980 Legislature, the board was left with only \$900,000 of the original \$4,675,000 appropriation up to July 1, 1981. Because of that action, the Board Office approved only the contract for an energy audit on the 28 additional buildings and deferred action on the other two contracts until some resolution could be reached on the utilization of the \$900,000 or reallocation of those funds among the institutions.

The university requested board approval of the two remaining contracts and indicated they would be funded from internal sources until such time as funds are made available, either through reallocation or as of July 1, 1981. The Board Office said this process made good sense because the design can progress without an apparent loss of a year. Instead, about 4-6 months will be lost in implementing savings from projects from the schedule originally set out.

Mr. McMurray noted that the question of funds was discussed with the university and that the two agreements will be funded from current available capital appropriations. See Iowa State University's Capital Improvement Business Transactions.

General Contract for Architectural Services with Thorson-Brom-Broshar-Snyder,
Waterloo, Iowa.

The university requested approval of a general contract for architectural services with Thorson-Brom-Broshar-Snyder, Waterloo, Iowa. The university does not have in-house professional architectural services and needs to have access to firms on a number of occasions in its building program. The university indicated that charges would be hourly rates ranging from \$37.50 per hour (principals) to \$13.18 per hour (architectural draftsmen.)

Mr. McMurray said the Board Office reviewed the contract and recommended it for approval.

Mr. McMurray noted that the university has had similar types of relationships with architects and engineers since 1972. The university has eliminated most needs for outside engineering services because it has built up an in-house staff. This arrangement will give the university professional help it needs in certain key areas. In response to a question from Regent Bailey, Vice-President Stansbury said the university has its own architects but they do not serve in quite the capacity requested here. One architect is involved in planning and one is involved in renovation projects.

In a related matter the university requested ratification of a purchase order issued to Thorson-Brom-Broshar-Snyder for professional services related to the Regents' Residence Complex--Skyway Modifications Project. A total maximum fee for the specific project was established at \$2,950. The project was approved at the May meeting at a total budget of \$61,000.

MOTION:

Mr. Shaw moved that the board approve the Register of Capital Improvement Business Transactions for the period of May 3 through June 9, 1980; ratify award of construction contracts made by the executive secretary; approve the construction contracts; approve the revised and amended project budgets; ratify the supplemental engineering payments and agreements; approve the contract change order; approve the new projects; ratify and approve consultant contracts for design and engineering services; and authorize the executive secretary to sign all necessary documents. Mr. Bailey seconded the motion and it passed unanimously.

MOTOR VEHICLE AND BICYCLE REGULATIONS, 1980-81. The board was asked to approve the motor vehicle and bicycle regulations for 1980-81.

The Board Office noted that three additions were proposed to the present motor vehicle and bicycle regulations. The first will classify mopeds as motorcycles, the second will add "alteration of or falsification of information to obtain a sticker" to the list of violations, and the third will provide that overnight visitors shall obtain courtesy parking permits and park in an assigned area.

MOTION:

Mr. Bailey moved that the board approve the motor vehicle and bicycle regulations for 1980-81 for the University of Northern Iowa. Mr. Brownlee seconded the motion and it passed unanimously.

RESIDENCE SYSTEM BUDGET ADJUSTMENT, 1980-81. It was recommended that the board increase the level of annual allocation to the improvement fund, established under the dormitory revenue bond series 1964 at \$150,000, to \$250,000 on an annual basis, effective FY 1979-80.

The Board Office said a review of the most recent dormitory report for FY 1978-79 indicated that the residence system improvement fund was underfunded.

The university reported that the proposed increase would allow for a reasonable fund balance in terms of operating needs and would offset a substantial portion of price inflation since the bond series was established in 1964.

The Board Office noted that with the aging of the facilities and federal and state requirements relating to handicapped accessibility and fire safety standards, increased levels of support were needed to assure facility improvements.

It was noted that operating revenues are available to effect the increased allocation and that the proposal will improve the cash flow picture for the improvement fund this year.

The Board Office said the proposed increase in allocations to the improvement fund from available operating revenues appeared to be sound management action and recommended the proposal for approval.

MOTION:

Mr. Brownlee moved that the board increase the level of annual allocation to the improvement fund, established under the dormitory revenue bond series 1964 at \$150,000, to \$250,000 on an annual basis, effective FY 1979-80. Mr. Neu seconded the motion and it passed unanimously.

President Petersen then asked board members and institutional executives if there were additional matters to be raised for discussion pertaining to the University of Northern Iowa.

SICK LEAVE PAYOUT FOR FACULTY IN COLLECTIVE BARGAINING UNITS. President Kamerick said a question had arisen about whether or not members of the faculty collective bargaining unit are entitled to a sick leave payout of \$2,000 upon retirement.

He noted that Representative Brandt requested an opinion from the Attorney General on this issue. The Attorney General responded that faculty members who retired between June 30, 1977, and June 30, 1979, are not eligible for the sick leave payout. He said members of the faculty bargaining unit might be eligible for this benefit if they did not bargain it away in the process of collective bargaining. This raised the question of whether or not the bargaining unit did deal with this in their bargaining negotiations.

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President Kamerick said a faculty member has requested the form to apply for this reimbursement and asked if the board wished to authorize him to reimburse those faculty members who have retired since July 1, 1979. He said there would be a total of 14 faculty members to reimburse this year. This would amount to \$28,000 plus an additional 10% for payment into the retirement system.

In response to a question from Regent Shaw, President Kamerick said the form was issued to the faculty member who requested it. He noted the form will not become valid until it is signed by the Director of Personnel.

Regent Shaw noted that if the board refused to authorize the payment of the claim, that the employee should have a way of testing the matter. In reviewing the Attorney General's opinion, Regent Shaw said it did not appear there was a clear determination that the claim should be paid. He referred to the last paragraph of the Attorney General's opinion which said:

We do not consider it appropriate to render an opinion as to the interpretation of a collective bargaining agreement. Such a function is more properly performed by an arbitrator. However, it is concluded that if the contract is silent on the matter of a cash payment for unused sick leave, the University of Northern Iowa faculty would be eligible to receive the payment.

He noted that an interpretation of a collective bargaining agreement was involved. He noted that the Attorney General's opinion did not deal with some related issues.

Regent Bailey said a claim made by an employee in this category could adversely affect other employees in the university and that he would be very reluctant to take any action on this claim. He said he would not authorize payment.

MOTION: Mr. Neu moved that the Board direct President Kamerick not to pay any accumulated unused sick leave upon retirement to members of the faculty collective bargaining unit at the University of Northern Iowa. Mr. Shaw seconded the motion.

Mr. Neu noted that the board's legal counsel advised the board not to pay such claims. He said a problem is created for the board if agreements made with employees at any institutions can subsequently be changed when the unit members attempt to obtain benefits that were not negotiated through the Legislature. This undermines the integrity of the collective bargaining system.

VOTE ON MOTION: The motion passed unanimously.

On another matter, President Kamerick said the university was pleased with receiving accreditation from the National Association of Schools of Art. He said this was a very prestigious accreditation and the the university was very proud of this. He said the university was able to obtain the accreditation because of the establishment of the B.F.A. degree and thanked the board for its help.

IOWA SCHOOL FOR THE DEAF

The following business pertaining to the Iowa School for the Deaf was transacted on Wednesday, June 19, 1980.

PRELIMINARY BUDGET FOR 1980-81. The board was asked to approve the proposed preliminary budget in the amount of \$3,985,484.

It was proposed to support the preliminary budget with \$163,000 of institutional income and \$3,822,484 of state appropriations.

The institution proposed to budget total institutional income at the level of appropriation calculations, although it realized \$31,000 more during 1979-80. Several nonrecurring increases should not be applicable in 1980-81. There was a question of whether one grain crop or two will be sold during 1980-81. This matter will need to be reviewed during 1980-81 to determine if a budget ceiling increase will be required.

Employee salaries were increased in accordance with established policies. The total of the three categories of salaries were budgeted at a level of about \$117,000 less than the amounts based on the appropriations calculations.

Almost all of the budget shift was to increase supplies and services (\$111,352) and equipment (\$,715) relative to the levels of the appropriation calculation.

Except for supplies and services and equipment, the other expenditure categories were budgeted at approximately the level of the appropriation calculations. Supplies and services were budgeted \$111,000 above the level of the appropriation calculations and \$104,000 above 1979-80 after including 5 percent to partially cover inflationary increases. The \$104,000 included:

- 1) \$5,750 as the school's share of a \$25,000 federal funded program cooperatively shared with Iowa Western Community College. Iowa School for the Deaf contributed nothing prior to July 1, 1980, and will be expected to contribute an even larger share during 1981-82 than the \$5,750 for 1980-81.
- 2) \$28,000 for supply costs for the child study center and replacement of Title I support.
- 3) \$25,000 for the laundry contract services with the Glenwood State Hospital School.
- 4) \$70,000 unallocated until further budget directions are available.

The equipment budget was maintained at the \$50,000 level in accordance with the revised budget for 1979-80 which was about \$5,000 above the level of the appropriation calculations. The additional amount of \$5,000 was to be applied to correct in part deficiencies of visual aids and vocational equipment.

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Although the budget increase for faculty and institutional officials salaries showed only \$9,857 for program change after cost of living and merit increases were considered, the budget was to absorb 3 full-time equivalent teachers from the Title I program while reductions of 3½ full-time equivalents in vacant positions and a transfer of 1 full-time equivalent to professional and scientific salaries were implemented.

The general service staff salary budget was reduced by about \$140,000 after consideration of salary increases. Two full-time equivalents were eliminated because of the transfer of laundry services to the Glenwood State Hospital School and there were two full-time equivalent positions vacant.

The Board Office said the preliminary budget would fund the salary increases according to the pay plans and recommended that the proposed budget be approved.

MOTION: Mr. Brownlee moved that the board approve the preliminary budget in the amount of \$3,985,484. Mr. Wenstrand seconded the motion and it passed unanimously.

President Petersen then said it was necessary to set a salary for the Superintendent of the Iowa School for the Deaf. She noted that a food subsidy was eliminated by law and it would be necessary to compensate Superintendent Giangreco for this so that he would not suffer a loss in real salary. Mr. Richey noted that the current salary was \$35,000 plus \$1,500 for food after allowing for the contribution that is deducted from the salary. President Petersen suggested setting the superintendent's salary at \$39,000.

MOTION: Mr. Bailey moved that the board set the salary of the Superintendent of the Iowa School for the Deaf at \$39,000. Mr. Neu seconded the motion and it passed unanimously.

Mr. Richey noted that some additional allocations would need to be made for final budget approval. He said his approval of the budget would be basically of the salary budget so that the school would be able to meet its payroll and hire people. He said the board would have complete discretion at the August board meeting to review and change fund allocations.

The following business pertaining to the Iowa School for the Deaf was transacted on Thursday, June 19, 1980.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for May 1980 were ratified by the board.

PROPOSED POLICIES. The board was asked to approve the proposed policies for the Iowa School for the Deaf.

The Board Office reminded the board that last fall the Department of Public Instruction conducted a compliance visit of the school's policies and procedures with respect to Public Law 94-142 and state regulations. The Department of Public Instruction recommended that the school modify and/or develop certain policies.

The proposed policies were reviewed by the Iowa School for the Deaf Advisory Committee; the Department of Public Instruction, Special Education Division; and the Board Office. They were recommended for approval.

The policies basically spell out the rights of students and parents, certain procedural safeguards, least restrictive environment, the individual education program, confidentiality and record keeping, and child advocacy.

Superintendent Giangreco said the proposed policies were in line with the Department of Public Instruction evaluation and Public Law 94-142.

MOTION: Dr. Harris moved that the board approve the proposed policies for the Iowa School for the Deaf.
Mr. Wenstrand seconded the motion and it passed unanimously.

CAREER ORIENTATION AND SKILL TRAINING PROGRAM. The board was asked to authorize the executive secretary to approve the proposed program after differences between the school and Department of Public Instruction (if any) are worked out, subject to ratification by the board in August 1980.

The Board Office explained that the Iowa School for the Deaf was proposing a Career Orientation and Skill Training Program as its proposal to the Department of Public Instruction (DPI) for Title I funds for 1980-81. The proposal had not been received by the DPI so it was unknown whether or not the DPI would approve it.

The proposal was to develop a Career Orientation and Skills Training Program that would provide severely handicapped hearing-impaired students, who because of their multiple handicaps or level of achievement, are unable to function within the traditional academic program, a "nontraditional" program to develop the knowledge, skills, and attitudes essential to work and function independently in the community. Presumably the program would lead to something other than the traditional high school diploma.

The program will be supported by Title I funds. However, the Board Office said it understood that the school intended to make the program a permanent addition to the school's curriculum. The "soft funding" would need to be picked up by the state in future years because there are limitations to the length for which Title I funds can be used to fund a particular program.

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The Board Office, with the approval of Superintendent Giangreco, recommended that the executive secretary be authorized to approve the program, subject to ratification by the board in August.

MOTION: Mr. Brownlee moved that the board authorize the executive secretary to approve the proposed program after the differences between the school and the Department of Public Instruction (if any) are worked out, subject to ratification by the board in August 1980. Dr. Harris seconded the motion.

Regent Bailey said it should be recognized that the board was possibly setting itself up for an expansion of the budget if the program was approved because the school is planning to use Title I funding. This would mean that in two or three years the board would have to pick up the funding for this program.

Superintendent Giangreco said that the school wanted to begin the program now because there are students presently in the school who need a specified program.

VOTE ON MOTION: The motion passed unanimously.

APPOINTMENT OF SECRETARY-TREASURER FOR 1980-81. The board was asked to reappoint Melvin H. Kuehnhold as Secretary-Treasurer for Iowa School for the Deaf for 1980-81.

MOTION: Mr. Bailey moved that the board reappoint Melvin H. Kuehnhold as Secretary-Treasurer for Iowa School for the Deaf for 1980-81. Mr. Wenstrand seconded the motion and it passed unanimously.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office reported that the Register of Capital Improvement Business Transactions for the month of June 1980 had been received, was in order, and was recommended for approval.

In addition to approving the register, the board was asked to approve the granting of an easement to the city of Council Bluffs, Iowa, for the use and benefit of the Council Bluffs City Waterworks, subject to approval by the city of Council Bluffs.

The following construction contract was recommended for approval:

The Board Office noted that bids were taken on May 28, 1980, on three projects - Addition to the Vocational Building, Handicapped Modifications--Phase II, and Relocation of the Vocational Building Access Road.

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Mr. McMurray said there were good bids on the project but that unfortunately it was not possible to do everything desired because funds available fell about \$40,000 short of meeting the bid.

Award to: Butler Construction, Inc., Omaha, Nebraska \$832,000.00

The projects covered by the award included:

1. Vocational Building Addition

The project budget for the Vocational Building Addition based upon an assignment of costs to that project from the joint bid was:

Expenditures:

Architect and Engineering Fees	\$ 49,900
Construction (Butler Constr., Inc.)	520,210
Equipment Allowance	70,000
Contingencies	22,890
TOTAL	<u>\$663,000</u>

Source of Funds:

1979 Capital Appropriation	\$660,000
Estimated Use Tax Refunds	3,000
TOTAL	<u>\$663,000</u>

2. Relocation of Vocational Building Access Road

The 1980 Institutional Roads Construction Program had this project budgeted at \$80,000 for construction. The revised budget was:

Expenditures:

Architect and Engineering Fees	\$ 5,542
Construction (Butler Constr., Inc.)	55,190
Contingencies	3,268
TOTAL	<u>\$ 64,000</u>

Source of Funds:

1980 State Parks and Inst. Road Fund	<u>\$ 64,000</u>
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It will be necessary for the Iowa Department of Transportation, Highway Division, to concur in award of contract prior to initiation of work.

3. Physically Handicapped Accessibility--Phase II

This project involves installation of a ramp on the Main Building, installation of a two-stop elevator in the High School, installation of a two-stop elevator in the Lower Elementary Building, installation of a three-stop elevator in the Infirmary, modification of the shower curb in the Gymnasium--Boys' Locker Room, installation of a chairlift to the basement of the Girls' Dormitory. The project was to have involved the installation of a three-stop elevator in Primary Hall but funds were insufficient for that installation. The institution and Board Office are working on an alternate plan which would provide access to the first floor of this building through installation of a chairlift which could probably be funded through the budget shown below.

The institution also took a bid alternate on installation of a new cab in the elevator serving the Main Building but funds were insufficient for that item. The elevator is accessible to the handicapped, but will need to be replaced for other reasons within the short range.

Expenditures:

Architects and Engineering Fees	\$ 17,430
Construction	256,600
Anticipated Change Order for Deletion of Primary Hall Improvements	(46,368)
Contingencies	16,449
TOTAL	<u>\$244,111</u>

Source of Funds:

1979 Capital Allocation	\$230,000
Balances from Phase I Handicapped Program	11,611
Estimated Use Tax Refunds	2,500
TOTAL	<u>\$244,111</u>

Water Utility Easement

The proposed Addition to the Vocational Building at the school will create a need for a portion of the water main, which goes across the campus, to be relocated out of the construction zone. The Board Office said the board has never granted an easement for the water line across state of Iowa property at the school and recommended an easement to the city of Council Bluffs to rectify this situation. It was suggested that the consideration for the easement grant would be relocation of that water main out of the construction zone at no additional cost to the state. The easement was referred to the general manager of the Council Bluffs Waterworks for review and approval.

Subject to that review and approval, the Board Office recommended that the board approve granting an easement in the standard format to the city of Council Bluffs for the use and benefit of the Council Bluffs City Waterworks. The easement will need to be submitted to the State Executive Council for approval, but that submittal will not occur until after the easement has been finalized with the city and legal description provided.

MOTION:

Mr. Neu moved that the board approve the granting of an easement to the city of Council Bluffs, Iowa, for the use and benefit of the Councils Bluffs City Waterworks, subject to approval by the city of Council Bluffs. Mr. Bailey seconded the motion. Upon a roll call, the following voted:
AYE: Bailey, Brownlee, Harris, Jorgensen,
Neu, Shaw, Wenstrand, Petersen
NAY: None
ABSENT: Belin
The easement was approved.

The board was asked to approve the following new projects:

Closed Circuit Television System

The institution requested to implement a master antenna system (MATV). The primary purpose of the TV system would be to allow more educational material to be available to all teachers and students in the classroom upon demand from the media center. Every classroom on campus is wired for television and instructors are able to choose for viewing any live off-air program from three commercial channels and one IPBN educational channel. By implementing three closed circuit TV channels, three different prerecorded programs could be played into the system simultaneously allowing instructors to program prerecorded tape programs into their classrooms at the time they are needed.

The use of closed circuit VTR channels would minimize the maintenance and wear on the cassette recorders because they would not have to be physically moved.

The system would be designed at this time so that a subchannel system can be added at a later date, if desired. This would allow the origination of programs from any TV outlet on campus.

The Board Office said expert advice was obtained from technicians at Iowa Public Broadcasting Network. The project is being installed on a piece-meal basis and the initial contract called for installation of a closed circuit television system funded from this year's Building Repairs funds. That system will allow the school to receive existing channels throughout the campus and provide access to three closed circuit television channels for which the institution plans to purchase the necessary equipment (cameras, etc.) beginning in 1980-81 fiscal year. Plans and specifications were drawn by IPBN at no charge to the school.

In response to a question from Regent Bailey, Superintendent Giangreco said the television system would be available in classrooms, dormitories, and the infirmary.

The project was reviewed by the Board Office and recommended for approval.

Award to: Systems Unlimited, Ralston, Nebraska \$15,386.49

Replacement of Gymnasium Flooring

This project involves total replacement of the gym floor with a new maple wood floor. Funding is from 1979-80 Building Repairs budget. The board was requested to ratify selection of Wilscam-Mullins-Birge, Inc., Omaha, Nebraska, as architect on the project on an hourly rate basis not to exceed an amount of \$529.

Regent Bailey asked why an architect was needed on this project. Mr. Kuehnhold said the architect was needed to draw up plans and specifications because no one at the school was familiar with requirements for the floor. The architect drew the plans for bidding.

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Mr. McMurray noted that alternative types of floor purchases were investigated. There was some concern that it would not be possible to replace wood with wood which made it necessary to look at other types of floor coverings.

Award to: J. L. Peters Construction Co., Council Bluffs, Iowa \$3,538.00

MOTION:

Mr. Brownlee moved that the board approve the Register of Capital Improvement Business Transactions for June 1980; approve the contract awards; approve the revised budgets; approve the new projects; ratify the contract for architectural services; and authorize the executive secretary to sign all necessary documents. Mr. Shaw seconded the motion and it passed unanimously.

President Petersen then asked board members and institutional executives if there were additional matters to be raised for discussion pertaining to 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 Wednesday, June 18, 1980.

PRELIMINARY BUDGET, 1980-81. The board was asked to approve the proposed operating budget for 1980-81 in the amount of \$2,185,691.

It was proposed that the preliminary budget be supported by appropriations of \$2,110,691 and institutional income of \$75,000.

The estimated institutional income of \$75,000 for 1980-81 was \$4,000 above the level included in the appropriation calculations, \$5,000 above the original budget for 1979-80, and \$10,000 below the revised budget for 1979-80. The institution estimated a \$5,000 growth in the various income categories offset by reductions from the revised budget for 1979-80 due to program changes. The changes included about \$4,000 reduction in indirect costs related to federal programs and \$11,000 from a nonrecurring auction sales in 1979-80. The Board Office said the institutional income estimate may be slightly optimistic when the effect of falling interest rates on interest income from investment is considered.

The Board Office and institutional officials developed a five-year financial plan in constant dollars based on enrollment shifts and summer programs as related to the state resource center responsibility previously approved by the board. The result of the analysis for 1980-81 shows a net increase of approximately 5 full-time equivalent employees. This would be accomplished by savings from personnel position changes and increasing budgeted salary savings from \$42,000 to about \$76,000.

The salary categories in total and all other expenditure categories excepting building repairs were in agreement with the levels of the appropriation calculation. Building repairs were budgeted about \$6,000 above the appropriation calculation level, but were about \$25,000 below the expenditures for 1979-80 according to the revised budget.

The Board Office noted that the budget appeared to have little flexibility. Any reductions in the budget would likely require elimination of programs such as the June 1981 summer session. However, sufficient funds were allocated to cover salary increases according to the pay plans.

The five-year financial plan noted above indicated a phased increase in budget needs in constant 1979-80 dollars which reach about \$200,000 in 1984-85 including about \$120,000 to replace lost federal funding for the Title I and Deaf/Blind programs.

The Board Office recommended that the proposed preliminary budget be approved subject to critical examination of the detailed final budget.

President Petersen noted that Superintendent DeMott's salary needed to be set. She mentioned that when he was hired it was indicated to him that if his performance was satisfactory, the board would recognize this by improving his salary as resources permitted. She also noted that there was a need to recognize that Superintendent DeMott is attending school full-time to get the necessary credits in the accreditation process for the school. She recommended that the salary be set at \$32,000.

IOWA BRAILLE AND SIGHT SAVING SCHOOL
June 18-19, 1980

MOTION: Dr. Harris moved that the board approve the preliminary budget of \$2,185,691 and set the salary of the Superintendent at Iowa Braille and Sight Saving School at \$32,000. Mr. Bailey seconded the motion and it passed unanimously.

The following business pertaining to Iowa Braille and Sight Saving School was conducted on Thursday, June 19, 1980.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for May 1980 were ratified by the board.

APPOINTMENT OF SECRETARY-TREASURER. The board was asked to reappoint M.D. Berry as secretary-treasurer of the school.

MOTION: Dr. Harris moved that the board reappoint M. D. Berry as secretary-treasurer at Iowa Braille and Sight Saving School for 1980-81. Mr. Bailey seconded the motion and it passed unanimously.

REQUEST FOR PAID EDUCATIONAL LEAVE. The board was asked to approve a request for paid educational leave from Mary Ann Lindeman, Speech Clinician.

Ms. Lindeman requested the leave to attend the University of Northern Iowa in order to complete the Master's Degree in Speech Pathology and to meet licensure requirements of the Department of Health.

The Board Office noted the request was consistent with policies described in the general section of these minutes, pages.

MOTION: Dr. Harris moved that the board approve the request for paid educational leave for 1980-81 for Mary Ann Lindeman. Mr. Wenstrand seconded the motion and it passed unanimously.

COMPLIANCE REVIEW BY THE DEPARTMENT OF PUBLIC INSTRUCTION. The board was asked to receive the report of the compliance review made by representatives of the Department of Public Instruction.

The Board Office explained that on May 5, 1980, the Department of Public Instruction (DPI) conducted a compliance review of Iowa Braille and Sight Saving School. The review utilized a new procedure consisting of a self-study document and a site visit by staff from the DPI.

As a result of the compliance review, the school was found to be "noncompliant" in 21 areas. Superintendent DeMott has responded to the DPI with a plan of corrective action at their request. Most of these areas just require the development of appropriate policies and procedures. The plan of corrective action will be reviewed by members of the review team and the administration of the Division of Special Education. The department will then be in a position to discuss with the school and the Board Office the issuance of a compliance statement.

Mr. Barak noted that a meeting was held with the DPI and a format for evaluation of Iowa Braille and Sight Saving School was worked out. This will be the same format the school will be evaluated on each year so there will not be a problem of changing criteria. Hopefully, he said, the format will lead to the school obtaining a letter of compliance for which it has been waiting for several years.

President Petersen received the report on behalf of the board.

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

A mechanical contract with Argabright Plumbing and Heating on the Swimming Pool Renovations in the amount of \$93,000 was recommended for acceptance.

The board was asked to approve the following new projects:

Elevator Repair

Source of Funds: 1979-80 Building Repairs \$16,500

This project is to repair a leak in the hydraulic system in the elevator in the Main Building. A purchase order is to be issued to Montgomery Elevator Company for \$16,500, the estimated cost for parts and labor. The Board Office directed the institution to process the purchase order so there would be no further delay in effecting these repairs. The elevator is critical to the operations of the Main Building.

Mr. Richey noted that the elevator is not that old, 10 years, and questioned having the same firm repair it that installed it originally. He said it would have been best to ask that firm to bear some of the cost of the repairs. Regent Bailey agreed.

Mr. Berry said the actual cause of failure was not known for sure. He noted that the firm was not assuming any responsibility for the problems of the elevator as warranty was off. Pursuit of responsibility was somewhat moot until cause for the problem was determined.

Health Center Modifications

Source of Funds: 1979-80 and 1980-81 Building Repairs \$35,000

The project is to remodel the area in Rice Hall so that the institution can gain an orderly and functioning health center. The institution has purchased supplies and materials and intends to carry out the project using in-house staff. The school received some professional advise on the project at no cost to the state.

IOWA BRAILLE AND SIGHT SAVING SCHOOL
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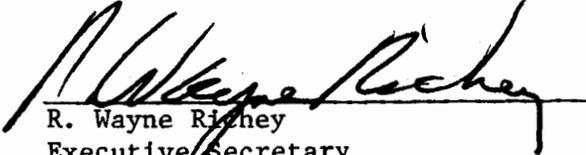
The Board Office noted that the two new projects would fully utilize balances in Building Repairs for 1979-80.

MOTION:

Mr. Wenstrand moved that the board approve the Register of Capital Improvement Business Transactions for June 1980; accept the mechanical contract; approve the new projects; and authorize the executive secretary to sign all necessary documents. Dr. Harris seconded the motion and it passed unanimously.

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

ADJOURNMENT. The meeting of the State Board of Regents adjourned at 2:50 p.m., Thursday, June 19, 1980.


R. Wayne Richey
Executive Secretary