

C O R R E C T E D

The State Board of Regents met on Wednesday, November 17, 1993, at Iowa School for the Deaf, Council Bluffs, Iowa. The following were in attendance:

November 17

Members of State Board of Regents

Mr. Berenstein, President	All sessions
Mr. Collins	Excused
Mr. Dorr	All sessions
Ms. Furgerson	All sessions
Mrs. Hendricks	Excused
Mrs. Johnson-Matthews	All sessions
Mr. Newlin	All sessions
Mrs. Pellett	All sessions
Dr. Tyrrell	All sessions

Office of the State Board of Regents

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

State University of Iowa

President Rawlings	All sessions
Vice President Manasse	All sessions
Vice President Nathan	All sessions
Vice President Rhodes	All sessions
Vice President True	All sessions
Associate Vice President Small	All sessions
Director Yanecek	All sessions
General Counsel Schantz	All sessions

Iowa State University

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

University of Northern Iowa

President Curris	All sessions
Provost Marlin	All sessions
Vice President Conner	All sessions
Executive Asst. to President Stinchfield	All sessions
Director Chilcott	All sessions

Iowa School for the Deaf

Superintendent Johnson	All sessions
Assistant Superintendent Balk	All sessions
Director Minikus	All sessions
Interpreter Green	All sessions
Interpreter Peek	All sessions

Iowa Braille and Sight Saving School

Superintendent Thurman	All sessions
Director Hauser	All sessions
Director Utsinger	All sessions

GENERAL

The following business pertaining to general or miscellaneous business was transacted on Wednesday, November 17, 1993.

APPROVAL OF MINUTES OF BOARD MEETING, OCTOBER 20, 1993. The Board Office recommended the Board approve the Minutes, as written.

President Berenstein asked for corrections, if any, to the Minutes.

Regent Newlin stated that he had discussed an addition with Mr. Richey which would be inserted into the Minutes.

ACTION: President Berenstein stated the Board approved the Minutes of its October 20, 1993, meeting, as corrected, by general consent.

CONSENT ITEMS. The Board Office recommended the Board approve the consent docket, as presented.

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

Approve the appointment of Dr. Dale D. Baum as a representative of Iowa State University to the Iowa School for the Deaf Advisory Committee;

Receive the status report on the Board Office budget as of October 31, 1993;

Refer the Iowa State University request to change the name of the Alien and Hostile Environments Research Instrumentation Center to the Microanalytical Instrumentation Center to the Interinstitutional Committee on Educational

Coordination and the Board Office for review and recommendation; and

Refer the University of Iowa post-audit report for the B.A. and B.S. degrees in Mathematics to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

MOTION CARRIED UNANIMOUSLY.

INTERINSTITUTIONAL COMMITTEE ON EDUCATIONAL COORDINATION. (a) Annual Report on Libraries. The Board Office recommended the Board receive the annual report of the Interinstitutional Library Committee.

The report details efforts of the three universities to work interinstitutionally toward achieving economies and efficiencies in library operations.

New strategic efforts this year include;

- o inclusion of other types of information and materials previously not included in bibliographic databases.
- o enhancement of existing library databases.

Achievements this past year include:

- o planning for a pilot shared database project.
- o participation in a NEH grant proposal to develop a statewide preservation plan.
- o awarding of a joint library binding contract to a new agency.
- o conducting an important planning study for connecting Iowa libraries using a common communications protocol.
- o continuing retrospective conversion of bibliographic records.
- o actively participating in the Pony Express Document Delivery System in lieu of reliance on the U. S. Mail for interlibrary communications.

Dr. Herbert Safford, Library Director at the University of Northern Iowa, thanked the Board for its support of university libraries. He expressed his pleasure about the construction of the 4th floor library addition at the

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University of Northern Iowa. He thanked President Berenstein for attending the ground breaking on that project.

President Berenstein said it was his pleasure to be there.

Dr. Safford then reviewed the report with the Regents.

Regent Dorr referred to the mission statement of the Interinstitutional Library Committee and asked what exactly was being done to enable the non-campus members of the state, such as high schools and public libraries, to be guided and directed in the evolution, learning and understanding of the Iowa Communications Network (ICN).

Dr. Safford responded that the Regent institutions are all working to establish some sort of distance education posture and delivery system. They are now focused on offering course work using the Iowa Communications Network which is a State investment. Regent universities' catalogs are being made available nationwide over the Internet and by dial-up to a number of other services. He believes there is a good deal to be done to enhance the delivery of actual materials which remains essentially a postal delivery matter. They may resort to Pony Express to get materials to public libraries throughout the state.

Regent Dorr asked what was being done to facilitate people's ability to learn how to use the system. What kinds of programs are available to teach librarians how to get into the system? Is Internet, for example, available to all the on-line ICN third parties?

Dr. Safford stated that data connection and data access of the other sites remains to be established. He said most persons understand that distance education has to go beyond interactive video. It is now a question of investing and building on the interactive video to have the sharing of data so they have not only access to catalogs but also delivery of materials. After overcoming copyright and ownership problems, which he said is a major issue, they will be able to transmit text and people will be able to read it essentially wherever they have this kind of access.

With regard to the two kinds of education taking place, Dr. Safford said one effort is guided by the State Library because of its essential mission of supporting public libraries. The other is the work of library science programs both at the University of Iowa and the University of Northern Iowa. The universities are very active in educating school librarians in the techniques and processes and then they teach others.

President Berenstein thanked Dr. Safford for the report.

ACTION: President Berenstein stated the Board received the annual report of the Interinstitutional Library Committee, by general consent.

(b) Annual Report on Extension and Continuing Education. The Board Office recommended the Board receive the annual report of the State Extension and Continuing Education Council (SECEC), 1992-93.

The State Extension and Continuing Education Council reports through the Interinstitutional Committee on Educational Coordination members who reviewed and endorsed the report.

The report presents five priorities for action during the coming year along with requests for resources and support from the Board for each priority. The highest priority is the expansion of capacity and increased access to the Iowa Communications Network.

The current restricted access to the ICN is seriously hampering the Regent universities' ability to implement the Strategic Plan for Off-Campus Credit Programming.

The #2 priority is to expand programming at the Tri-State Graduate Study Center and the Quad-Cities Graduate Study Center, particularly through the use of educational telecommunications.

The #3 priority is to establish points of physical presence to support programming, particularly for programming over ICN, such as the Southwest Iowa Regent Resource Center provides in southwest Iowa.

The #4 priority concerns the need for all parties, including the SECEC, to consult and cooperate on the issue of program duplication while recognizing the Regent universities' statewide mission.

The #5 priority is to devote resources to restoring the infrastructure needed to support continuing education and extension programming.

Some of the priorities are being addressed by other groups which have Regent representation, such as the Narrowcast Committee and the Iowa Coordinating Council for Post-High School Education.

Since the priorities are related to requests for additional funding, the Board Office recommended that the Board receive the report and that coordination of budgetary items be considered as part of the Board's budget request for the Regent institutions.

Kathleen Stinehart, Chair of the State Extension and Continuing Education Council, reviewed the report with the Regents. She noted that the most

significant development during the last year was the beginning of the building of the Iowa Communications Network. For the first time they are positioned to more fully realize the goals of the Regents Strategic Plan for Off-Campus Programs.

Regent Dorr referred to the Council's #5 priority of restoring the infrastructure to support continuing education and extension programming, and asked what infrastructure they were talking about restoring.

Ms. Stinehart said that was a reference to the positions within the universities that run the interface between academic departments and students around the state in terms of delivering programming. It would include access to library and computer resources and working out all of the arrangements for students around the state to connect with the universities as similarly as possible with those students who are on campus.

Regent Dorr asked if that explained the significant decrease in registrations. Ms. Stinehart responded that the explanation was probably multi-faceted. She said the trend indicates that when Iowans perceive the economy to be weak, registration in credit courses goes up while registration for non-credit courses goes down. The opposite is true in a strong economy.

Regent Dorr noted that in general the trend overall was down. He said it would appear that there is something awry some place. He stated that Regent Fitzgibbon was always aggressive on marketing the universities. Either there is a marketing problem or there is some other significant issue resulting in their not drawing customers. They should be drawing those students unless the market is not there. He asked to see in the future some explanation of why these trends are occurring.

Ms. Stinehart said there are ways of accessing information other than counting heads. They need to begin to get at that information.

President Berenstein asked if Ms. Stinehart was saying that some of the marketing depends on the economy itself. Ms. Stinehart responded affirmatively.

Regent Dorr said he did not want to diminish his concerns. There is a significant decrease in the amount of people being served. They need to correct the problem or reallocate resources somewhere else.

President Berenstein referred to the Tri-State Graduate Center having a tough time recruiting students and said they can have good marketing but if there is no market, it does no good.

Regent Pellett asked if the Regents would have an opportunity to evaluate the Graduate Study Centers further at some time in the future. Mr. Richey responded affirmatively.

ACTION: President Berenstein stated the Board received the annual report of the State Extension and Continuing Education Council (SECEC), 1992-93, by general consent.

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

The Council approved the development of a plan to address a marketing campaign. It approved a mission statement and goals for the Articulation Committee. The Council approved a plan and budget for carrying-out its responsibilities as the federal State Postsecondary Review Entity (SPRE) in Iowa. It established a committee to develop a policy on the Council's role in the Iowa Communications Network.

Regent Furgerson stated that the marketing committee's report was very good. The Council is going to review the recommendations further. The federal student loan program addresses schools where students have finished but not yet paid back their student loans. Each state is to have a group that looks at what is happening in schools with large numbers of students in default. Governor Branstad has determined that the Iowa Coordinating Council for Post-High School Education will be the group in Iowa to take on that responsibility. After much discussion, the Coordinating Council accepted that responsibility.

Regent Furgerson stated there was lengthy discussion regarding the Iowa Communications Network including the offerings available and what happens if two groups disagree about what should be offered and how to resolve those differences. She noted that President Rawlings is President of the Coordinating Council this year. The November meeting was held at the University of Iowa to take advantage of how to plan for the post-secondary review.

President Berenstein noted that both Presidents Rawlings and Jischke were in attendance at the November Coordinating Council meeting. He said the Regents appreciated their attendance and he congratulated President Rawlings on his election to the office of chair.

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

FALL ENROLLMENT REPORT - PART II. The Board Office recommended the Board receive the Fall Enrollment Report - Part II.

The Regents were presented with eight special enrollment reports for Fall 1993. These reports included:

- Enrollment by college within each Regent university.
- Report on the quality of entering freshmen.
- Enrollment by ethnicity, gender and handicap status.
- Enrollment by foreign students.
- Enrollment by residency status.
- Enrollment of transfer students.
- Enrollment of students in Iowa institutions of higher education.
- Institutional enrollment projections for the next ten years.

Evidence that Regent institutions in contrast to other sectors of Iowa higher education have continued to maintain their predominance of full-time students may cause the institutions to review their commitment to part-time students.

Enrollment trends point to the increasing ability of Regent universities to attract minority students.

The Annual Report on Student Persistence shows that African-American and Hispanic graduation and persistence rates are considerably lower than those for other ethnic groups and may be cause for concern as the enrollment of students from these groups increases.

Business Administration as a major appears to be decreasing in popularity in keeping with a national trend. Changes in the popularity of certain majors may be reason for Regent institutions to evaluate their resource allocations and program planning.

Regent universities have succeeded in maintaining the quality of their freshmen class in terms both of class rank and ACT scores.

Both the University of Iowa and Iowa State University rank among the top institutions in the country in their ability to attract foreign students but the increasing dominance of foreign students in some fields may be a cause for concern.

Community college transfers have been increasing and the Regent universities may wish to take action to increase the ability of these students to transfer successfully.

The Regent universities are decreasing their percentage of Iowa total higher education enrollments, most especially among part-time students. Examination of the reasons for a decreasing share of Iowa higher education enrollments among Regent institutions may be in order.

ENROLLMENT REPORT A: COLLEGIATE UNITS

This report contains statistics on enrollments by college and program within each university.

University of Iowa. Following are headcount enrollments for the university's five undergraduate colleges for a five-year period:

University of Iowa

Headcount Enrollments Fall 1989 to Fall 1993

	<u>1989</u>	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>Chng. 1989-93</u>
Bus. Admin.	1,228	1,220	1,238	1,107	1,011	-17.7%
Engineering	1,239	1,195	1,237	1,264	1,235	-0.3%
Liberal Arts	16,944	16,021	15,582	15,408	15,132	-10.7%
Nursing	336	343	370	403	407	+21.1%
Pharmacy	<u>339</u>	<u>331</u>	<u>338</u>	<u>340</u>	<u>404</u>	<u>+19.2%</u>
TOTAL	20,086	19,110	18,765	18,522	18,189	-9.4%

Among graduate colleges, the College of Business Administration had the greatest percentage decrease in enrollment since 1989 (136 students; -19.2 percent).

The College of Engineering had the greatest percentage increase in graduate enrollment since 1989 (39 students; 9.6 percent).

Health-related graduate programs grew by 20.4 percent and nursing grew the most (76 students; 46.6 percent) among these programs.

Professional program enrollments remained fairly steady since 1989. Only law showed a slight decline (31 students; -4.3 percent).

Iowa State University. Following are headcount enrollments for Iowa State University's seven undergraduate colleges for the years 1989 through 1993.

Iowa State University

Headcount Enrollments Undergraduate Colleges Fall 1989 to Fall 1993

	<u>1989</u>	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>Chng. 1989-93</u>
Agriculture	1,986	2,065	2,170	2,282	2,487	+25.2%
Business ¹	1,683	1,530	3,119	2,781	2,638	+56.7%
Design	2,050	2,056	2,031	1,990	1,875	- 8.5%
Education	1,862	1,855	1,831	1,736	1,686	- 9.5%
Engineering	4,315	4,259	4,106	4,289	4,351	+ 0.8%
Family/Cons. Sci.	1,390	1,347	1,263	1,265	1,191	-14.3%
Liberal Arts & Sciences ²	<u>7,784</u>	<u>7,763</u>	<u>6,019</u>	<u>6,075</u>	<u>6,034</u>	<u>-22.5%</u>
TOTAL	21,070	20,875	20,539	20,418	20,262	- 3.8%

From 1989 to 1993 Iowa State University graduate enrollment has shown its greatest percentage growth in the Colleges of Business (98 students; 78.4 percent), Veterinary Medicine (52 students; 66.7 percent), and Engineering (138 students; 41.0 percent).

University of Northern Iowa. Following are the enrollments in the six undergraduate colleges at the University of Northern Iowa from 1989 through 1993.

University of Northern Iowa

Headcount Enrollments Undergraduate Colleges Fall 1989 to Fall 1993

	<u>1989</u>	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>Chng. 1989-93</u>
Business	3,147	3,154	3,190	2,988	2,847	-9.5%
Education	1,794	2,082	2,144	2,225	2,191	+22.1%
Humanities & Fine Arts	1,438	1,604	1,706	1,737	1,722	+19.7%
Natural Science	1,232	1,262	1,426	1,446	1,425	+15.7%
Social & Behav. Sciences	58	56	60	89	101	+74.1%
Interdis. & Other	<u>1,637</u>	<u>1,780</u>	<u>1,788</u>	<u>1,673</u>	<u>1,552</u>	<u>- 5.2%</u>
TOTAL	10,759	11,495	11,993	11,825	11,467	+ 6.6%

¹ Prior to 1991 lower division business students were enrolled in the College of Liberal Arts.

² Starting in 1991, lower division business students were no longer included in the enrollments of the College of Liberal Arts and Sciences.

The University of Northern Iowa has seen a 16.0 percent growth in graduate program enrollments (1,250 in fall, 1993) since 1989 and a 2.5 percent growth from 1992.

Graduate program enrollments have grown substantially in all colleges except for the College of Business where graduate enrollment declined by 25.0 percent.

ENROLLMENT REPORT B: QUALITY OF ENTERING FRESHMEN

This report provides information about the educational background and characteristics of freshmen entering the Regent universities in fall 1993.

Among new freshmen admitted in fall 1993 to Regent universities, 89.6 percent were in the upper half of their high school graduating class.

Each university enrolled these percentages of new freshmen in the upper half of their high school graduating classes:

University of Iowa - 89.3%
Iowa State University - 91.4%
University of Northern Iowa - 95.3%

At all three Regent universities close to 40 percent or more of the student body comes from the top 20 percent of their high school graduating classes as shown below:

University of Iowa - 41.4%
Iowa State University - 48.9%
University of Northern Iowa - 39.8%

The average ACT assessment scores for new freshmen at all three universities increased from 1992 to 1993 and continued to be significantly higher than both the national and Iowa average scores.

	<u>1992</u>	<u>1993</u>
University of Iowa	24.4	24.5
Iowa State University	24.0	24.2
University of Northern Iowa	22.9	23.0
National Average	20.6	20.7
Iowa Average	21.6	21.8

ENROLLMENT REPORT C: ETHNICITY, GENDER, AND HANDICAP

This report contains statistics on a) enrollment of minority, women, and handicapped students at Regent universities and b) information on handicapped students at the special schools.

American citizens identifying themselves as African American, Asian, American Indian, or Hispanic are designated as minorities. Minority students comprised 7.0 percent of total Regent university enrollment in fall 1993 and totalled 4,411, a 5.7 percent increase over fall 1992 enrollment.

Since 1983 total Regent university minority enrollment has increased from 2,632 students to 4,411 students, a gain of 67.6 percent.

In fall 1993 Regent universities enrolled 1,821 African Americans (2.8 percent), 1,489 Asians (2.3 percent), 144 American Indians (0.2 percent), and 957 Hispanics (1.5 percent).

In fall 1993 Regent universities enrolled, as new freshmen, 347 African Americans (3.7 percent), 211 Asians (2.3 percent), and 134 Hispanics (1.4 percent).

In fall 1993 each Regent university enrolled these numbers and percentages of minorities among their undergraduate student body:

Minorities in Undergraduate Student Body Fall, 1993

	African American		Asian		Am. Ind.		Hispanic	
	#	%	#	%	#	%	#	%
University of Iowa	428	2.3%	591	3.2%	41	0.2%	281	1.5%
Iowa State University	696	3.4%	410	2.0%	35	0.2%	288	1.4%
Univ. of Northern Iowa	230	2.0%	112	1.0%	17	0.1%	91	0.8%
Total Regents	1,354	2.7%	1,113	2.2%	93	0.2%	660	1.3%

In fall 1993 the graduate student body consisted of these numbers and percentages of minorities:

Minorities in Graduate Student Body Fall, 1993

	African American		Asian		Am. Ind.		Hispanic	
	#	%	#	%	#	%	#	%
University of Iowa	298	3.4%	322	3.7%	38	0.4%	236	2.7%
Iowa State University	117	2.6%	42	0.9%	11	0.2%	55	1.2%
Univ. of Northern Iowa	<u>52</u>	<u>4.2%</u>	<u>12</u>	<u>1.0%</u>	<u>2</u>	<u>0.3%</u>	<u>6</u>	<u>0.5%</u>
Total Regents	467	3.2%	376	2.6%	51	0.4%	297	2.1%

In fall 1993 each Regent university enrolled minority new freshmen as follows:

Minorities Among New Freshmen Fall, 1993

	African American		Asian		Am. Ind.		Hispanic	
	#	%	#	%	#	%	#	%
University of Iowa	<u>75</u>	<u>2.3%</u>	<u>113</u>	<u>3.5%</u>	<u>13</u>	<u>0.3%</u>	<u>63</u>	<u>1.9%</u>
Iowa State University	238	6.9%	72	2.1%	7	0.2%	56	1.6%
Univ. of Northern Iowa	<u>34</u>	<u>1.8%</u>	<u>26</u>	<u>1.4%</u>	<u>4</u>	<u>0.2%</u>	<u>15</u>	<u>0.8%</u>
Total Regents	347	3.7%	211	2.3%	24	0.3%	134	1.4%

In fall 1993 women constituted 31,177 students or 49.3 percent of total Regent university enrollment, an increase of 388 women or 1.2 percent over enrollment in fall 1992. Since 1983 enrollment of women in all Regent universities has grown by 1,919 students, an increase of 3.0 percent. Female representation in the total student body has increased from 45.3 percent in fall 1983 to 49.3 percent in fall 1993.

Each university had these numbers and percentages of women enrollees in fall 1993:

	<u>Number</u>	<u>Percentage</u>
University of Iowa	13,610	53.4%
Iowa State University	10,325	41.1%
University of Northern Iowa	<u>7,242</u>	<u>56.9%</u>
Total Regents	31,177	49.3%

In fall 1993 Regent universities enrolled 1,380 students (2.1 percent of student body) who identified themselves as handicapped.

Among handicapped students enrolled Regentwide in fall, 1993, these numbers of students had the following types of impairments:

Mobility impairment	- 265 students	19.2% of total handicapped
Visual impairment	- 58 students	4.2% of total handicapped
Acoustjc impairment	- 89 students	6.4% of total handicapped
Other ³ impairment	- 968 students	70.1% of total handicapped

In fall 1993 the Iowa School for the Deaf enrolled six visually impaired students and two students in need of assistive devices. All of these students were also acoustically impaired.

In fall 1993 the Iowa Braille and Sight Saving School enrolled 53 visually impaired students, eight of whom were acoustically impaired and 10 of whom required use of a wheelchair.

ENROLLMENT REPORT D: FOREIGN STUDENTS

This report describes trends in foreign student enrollment Regentwide and at each university.

Foreign students in fall 1993 totalled 4,757 and comprised 7.3 percent of total enrollment. Foreign student enrollment at Regent universities has increased 13.5 percent since 1989 at a time when total Regent university enrollment has decreased by 2.0 percent.

In fall 1993 each Regent university enrolled these numbers and percent of foreign students:

Enrollment of Foreign Students at Regent Universities Fall, 1993

	<u>Number</u>	<u>Percent of Enrollment</u>
University of Iowa	1,837	6.8%
Iowa State University	2,692	10.7%
Univ. of Northern Iowa	<u>228</u>	<u>1.8%</u>
TOTAL	4,757	7.3%

The largest numbers of foreign students enrolled at Regent universities come from the Asian countries of the People's Republic of China (688 students), Taiwan (623), Korea (543), India (481), and Malaysia (405).

³ This category includes such disabilities as mental disabilities, speech impairments, and alcoholism.

Foreign students are much more likely to be graduate students than undergraduates. Undergraduate enrollment Regentwide is 3.6 percent foreign while graduate enrollment is 20.2 percent foreign.

ENROLLMENT REPORT E: RESIDENCY STATUS

Regentwide 71.6 percent of new freshmen in Fall 1993 were Iowa residents.

Each Regent university enrolled this number and percentage of Iowa residents as new freshmen in Fall 1993:

	<u>Number</u>	<u>Percentage of New Freshmen</u>
SUI	2,018	61.9%
ISU	2,345	68.1%
UNI	<u>1,765</u>	<u>95.3%</u>
TOTAL	6,128	71.6%

Regentwide the percentage of Iowa residents among new freshmen has decreased from 75.9 percent in 1984 to 71.6 percent in 1993. Regentwide 78.6 percent of all undergraduates were Iowa residents in Fall 1993. The percentage of Iowa residents among undergraduates has increased from 77.7 percent in 1984 to 78.6 percent in 1993.

Each Regent university enrolled these numbers and percentages of Iowa residents as undergraduates in Fall 1993.

	<u>Number</u>	<u>Percentage of Undergraduates</u>
SUI	12,863	70.3%
ISU	15,742	76.3%
UNI	<u>11,016</u>	<u>96.1%</u>
TOTAL	39,621	78.6%

Regentwide 55.5 percent of all graduate students were Iowa residents in Fall 1993. The percent of Iowa residents among graduate students has decreased from 59.5 percent in 1984 to 55.5 percent in 1993.

Each university enrolled the following numbers and percentages of Iowa residents among graduate students in Fall 1993.

	<u>Number</u>	<u>Percentage of Graduate Students</u>
SUI	4,947	56.5%
ISU	2,062	46.0%
UNI	<u>1,032</u>	<u>82.6%</u>
TOTAL	8,041	55.5%

ENROLLMENT REPORT F: TRANSFER STUDENTS

This report provides information on new undergraduate students who transfer to Iowa Regent universities from other postsecondary institutions.

In fall 1993 4,227 students transferred to Iowa Regent universities from other postsecondary institutions. Iowa public two-year colleges provided 45.4 percent of total transfers in fall 1993 and are the primary source of transfer students to Regent universities. The University of Northern Iowa has the highest proportion of Iowa public two-year college students who transfer as shown in the following table:

Transfer of Public Two Year College Students to Regent Universities
Fall, 1993

	<u>Number</u>	<u>Percent of Total Transfers</u>
University of Iowa	580	35.4%
Iowa State University	785	46.9%
Univ. of Northern Iowa	554	60.3%
TOTAL	1,919	45.4%

Transfer students outside Iowa comprise more than one-third (35.2 percent) of total transfers to Regent universities in fall 1993.

Each Regent university attracts the following percentages of out-of-state transfers:

- University of Iowa - 744 students, 45.4% of fall, 1993 transfers
- Iowa State University - 596 students, 35.6% of total transfers
- University of Northern Iowa - 150 students, 16.3% of total transfers

Approximately 10 percent of Regent university transfers are from Iowa independent four-year colleges and 7.8 percent are from within the Regent system.

ENROLLMENT REPORT G: IOWA COLLEGE AND UNIVERSITY ENROLLMENT

This report contains information about enrollment in other Iowa institutions of higher education.

Total enrollment in Iowa higher education was 173,637 students in fall 1993, a 183 student (0.1 percent) increase over fall 1992 enrollment.

Iowa Regent institutions enrolled 37.4 percent of all students and 23.9 percent of new freshmen in fall 1993.

Each sector enrolled the following numbers of students in fall 1992 and fall 1993 respectively:

<u>Sector</u>	<u>Fall, 1992</u>	<u>Fall, 1993</u>	<u>Change</u>
Regent universities	65,771	64,880	-891
Private Colleges & Universities	44,133	44,731	+598
Professional Colleges	3,441	3,580	+139
Community Colleges	55,589	56,074	+485
Private Jr. Colleges & Business Schools	3,246	3,150	- 96
Nursing Schools	1,130	1,061	- 69
Medical Technology Schools	<u>144</u>	<u>161</u>	<u>+ 17</u>
ALL INSTITUTIONS	173,454	173,637	+183

The number of new freshmen in all sectors of higher education grew from 34,310 students in fall 1992 to 35,733 students in fall 1993, an increase of 4.1 percent. All sectors gained in enrollment of new freshmen except private colleges and universities.

Regent universities enrolled 23.9 percent of new freshmen in fall 1993. Regent universities enrolled 82.1 percent of their fall 1993 student body as full-time students, a higher proportion than either the independent or community college sector.

A large proportion of the growth in the independent and community college sectors since 1984 has been with part-time students.

Although Regent universities have decreased in total enrollment since 1984, a higher percentage decrease has occurred with part-time than with full-time students.

ENROLLMENT REPORT H: ENROLLMENT PROJECTIONS

This report provides ten-year enrollment projections for the Regent universities and the special schools.

Regent university headcount enrollment is projected to increase slightly each year during the next decade and to be 70,267 students by 2003, an 8.3 percent increase in enrollment over that for fall 1993.

From 1993 to 2003 each university is expecting the following increase in headcount enrollment:

University of Iowa - from 27,051 to 28,598 students, a 5.7% increase
Iowa State University - from 25,113 to 27,720, a 10.4% increase
University of Northern Iowa - from 12,717 to 13,949, a 9.7% increase

Full-time equivalent enrollment is expected to grow at a comparable but slightly lower rate from 56,771 in 1993 to 61,381 in 2003, an 8.1 percent increase.

Regentwide the greatest projected growth rate is for professional students where their numbers are expected to increase from 2,678 in 1993 to 2,998 in 2003 (11.9 percent).

The lowest projected rate of growth is expected to occur among upper division undergraduates whose numbers are expected to increase from 26,422 in 1993 to 28,103 in 2003, a 6.4 percent increase.

From 1993 to 2003 nationwide enrollment growth in four-year higher education institutions is expected to be 12.2 percent.¹

The Iowa Department of Education projects a 15.3 percent (5,357 students) increase in twelfth grade enrollment by 1997-98.

The Iowa School for the Deaf projects an increase in on-campus enrollment from 113 in 1993 to 142 in 2003, a 25.7 percent increase.

The Iowa Braille and Sight Saving School projects a slight increase in enrollment from 1993 to 2003 from 53 to 58 students, a 9.4 percent increase.

Associate Director Kominski reviewed the enrollment reports covering 8 areas with the Regents.

¹ Source: U.S. Education Department, National Center for Education Statistics, "Projections of Education statistics to 2003," December 1992.

President Berenstein thanked Associate Director Kominski for the concise report, and said it was excellent.

ACTION: President Berenstein stated the Board received the Fall Enrollment Report - Part II, by general consent.

ANNUAL REPORT ON STUDENT PERSISTENCE. The Board Office recommended the Board (1) receive the report and (2) reaffirm that increasing the retention and graduation of all students, especially African-American, Hispanic-American and American Indian students, is a high priority goal of the Regent universities.

This was the first report in what will become an annual series of governance reports on student graduation and persistence rates. The Board had been receiving graduation and persistence reports every five years and requested more frequent reports after reviewing the last five-year report in October 1992.

An interinstitutional committee and the Board Office have developed the format and methodology for an annual report, which will be docketed for the late fall of every year.

This year's report covered each of the seven entering classes from 1986 through 1992 and followed them up to a maximum of six years.

The report shows how many students out of each entering class have graduated, how many are still enrolled, and how many have left the Regent institutions without graduating.

OVERVIEW

Regent graduation and persistence rates are similar at all three Regent institutions and have been fairly consistent among the seven entering classes.

Six years after entering, approximately 60-63 percent in the 1986 and 1987 entering classes at the Regent universities have graduated, about 30-35 percent have left the institution, and approximately 5-10 percent are still enrolled.

African-American and Hispanic-American graduation and persistence rates are considerably lower than Asian/Pacific Islander-American and White, Non-Hispanic-American rates and remain a cause of concern. There are insufficient numbers of American Indians at any of the Regent institutions to establish reliable graduation/persistence rates.

Approximately 25-30 percent of entering freshman students graduate within 4 years, another 25-30 percent graduate within the 5th year, and another 5-10 percent graduate within the 6th year.

Overall, about 15-20 percent of entering freshman leave the institution within the first year, and another 7-10 percent leave within the second year.

Twenty-five to thirty percent of African-American students leave the institution within the first year, with another 12-17 percent leaving within the second year. About 20 percent of Hispanic students leave in the first year, and another 15 percent leave in the second year.

Sixty to seventy percent of transfer students have graduated within six years of entering a Regent institution. Graduation rates of transfer students from Iowa community colleges are about the same as other transfer students.

UNIVERSITY OF IOWA

At the University of Iowa, 59.8 percent of the entering class of 1986 and 62.2 percent of the entering class of 1987 graduated within six years.

The university has a significantly higher percentage of students (9-10 percent) still enrolled after 6 years than Iowa State University or the University of Northern Iowa (3-4 percent).

The University of Iowa has higher graduation rates for minority students, especially African-American students, than the other Regent universities. Average six-year graduation rates for African-Americans (40 percent) and Hispanics-Americans (52 percent) are still well behind those of Asian/Pacific Islander-Americans (67 percent) and White, Non-Hispanic-American students (62 percent). Asian/Pacific Islanders at the University of Iowa have by far the best overall persistence record of any group at any Regent university.

Unlike Iowa State University and the University of Northern Iowa, nonresidents at the University of Iowa generally have graduation and persistence rates that are as good or better than residents.

The University of Iowa's graduation and persistence rates are below the averages of its group of comparable AAU universities.

IOWA STATE UNIVERSITY

At Iowa State University, 62.9 percent of the entering class of 1986 and 62.8 percent of the entering class of 1987 graduated within 6 years.

Significantly more Iowa State University students graduate within the 5th year (34 percent) than within 4 years (21 percent); but this is due almost entirely to males taking longer to graduate than females. The discrepancy between men and women may be due to heavy male enrollments in engineering programs, which have come to be recognized as requiring at least five years to complete for the majority of engineering students.

The average 6-year graduation rate for African-Americans at Iowa State University is only 23 percent, compared to 48 percent for Hispanics, 64 percent for Asian/Pacific Islanders, and 65 percent for White, Non-Hispanic students.

Iowa State University's overall 6-year graduation rates are average for its group of comparable land grant universities, but African-American and Hispanic graduation rates are well below average.

UNIVERSITY OF NORTHERN IOWA

At the University of Northern Iowa, 60.7 percent of the entering class of 1986 and 62.1 percent of the entering class of 1987 graduated within six years.

The University of Northern Iowa is the only one of the Regent universities at which the majority of those who graduated did so within 4 years; at the University of Iowa and Iowa State University the majority of graduates complete their degrees in the 5th and 6th years.

There have been too few Asian/Pacific Islanders and Hispanics at the University of Northern Iowa to establish reliable graduation/persistence rates. The number of African-Americans at the University of Northern Iowa is also small but has increased significantly in recent years.

Overall 6-year graduation rates for African-Americans have averaged 24.5 percent compared to 62.1 percent for White, Non-Hispanic students. On average 31 percent of African-American students leave within the first year compared to 18.4 percent of White, Non-Hispanic students. Over 6 years, the number of African-American women and men leaving the institution even out and total about 69 percent of all African-American students.

The University of Northern Iowa's graduation and persistence rates are generally well above average for its comparison group of comparable public comprehensive universities.

Provost Nathan stated that University of Iowa officials continue to feel good about their ability to retain and graduate a substantial percent of students within 6 years. He said the University of Iowa is more accessible and admits a larger percent of applicants into its undergraduate student body compared to any of its comparison institutions. He noted that the

university has not done so well with retaining African American students. The university has 12 different programs designed to support minority students and to promote enhanced dialogue to enable university officials to understand what factors intrude in the success of minority students.

Provost Kozak addressed Iowa State University's persistence information. He pointed out the difference in persistence rates in 4-year versus 5-year graduation rates, particularly for women. University officials feel that many of the typically male-dominated programs tend to have better 5-year than 4-year graduation rates. The area that Iowa State University officials need to pay a lot of attention to is retention of minority students which he said is well below what it should be.

Provost Marlin said she could provide the Regents with the same type of analysis of the University of Northern Iowa's overall graduate rate and for 4-year versus 5-year graduation rates as was provided by representatives of the other two Regent universities. University officials are less pleased with minority graduation rates. They are not doing well enough and will continue efforts in that area.

President Berenstein referred to the retention rates for minority students and asked what efforts were being made to improve those rates. What are they doing to counteract the problem?

Provost Nathan stated that the University of Iowa has a long-standing program designed to provide minority students with academic counseling and assistance with other academic issues. There is also an extensive program for special support services. The University of Iowa is doing what its peers are doing. Their rates of retention are comparable to or better than their peers although he acknowledged that they have to go beyond what they are doing. They are continuing to develop programs on campus specifically tailored to the needs and interests of minority students. University officials want to bring the minority persistence rate to the level of or better than the rest of the students of the university. They will design whatever additional programs the university can afford.

President Jischke stated that Iowa State University officials try to do a good job when recruiting students of encouraging talented students to prepare for and to come to the university. He said once students come to the campus, special orientation programs, counseling and advising are provided. He stressed the importance of increasing underrepresented groups of faculty on campus. They have to make a special effort to diversify faculty. He believes there are some climate issues. Iowa State University officials asked an African American student and a rural student about their experience. Both students said Iowa State University is very different from the environment from which they came. The rural student thought the university was very metropolitan and diverse. The African American student thought the university was very different from Joliet, Illinois, where the

student was from. University officials are trying to create discussion between students and faculty on campus climate. They have scheduled workshops on teaching and learning in a more diverse environment. Finally, with regard to the curriculum, he said they have to change what and how they teach. Our world is shifting; there is no simple answer.

President Berenstein stated, with regard to diversity, that the Meet the Regents program has been very enlightening to him. When he was in Iowa City an Indian student said he would like to have programs where they could sell their food, etc., but they are not able to do that because it has to be cleared through the Union food services. The student questioned what Union food services employees know about cooking Indian food. He said minority students have not been part of the system.

Regent Furgerson said African American students say similar things to her. At the University of Northern Iowa, African Americans students do not have a student center where they can go. How can they make diverse students comfortable? She said that might be the beauty of the Meet the Regents program: the students have access to the Regents to express their concerns. Hopefully, when the Regents go back to Iowa State University those students can discuss some of their problems because the last Meet the Regents session at Iowa State University was held on the day of tuition discussion. She said the input the Regents receive at those sessions helps them to understand students' needs. They need to keep this dialogue going because it is fundamental to what they are trying to do in diversity programs. Universities' officials are doing a great job but have a long way to go. The students understand that university administrators are trying. A little progress is better than stagnation.

Provost Marlin said it is important to view both programs for minority students and the efforts to diversify the entire campus. University of Northern Iowa has a culture house which is beyond the programs meant to support minority students. She said every student has to take a non-Western civilization course.

Regent Tyrrell said he had not heard anything about mentoring.

President Jischke responded that Iowa State University provides mentoring.

Provost Nathan said they have all discovered the role and importance of mentoring faculty. University of Iowa officials have instituted a program that asks every dean to ensure that every new faculty member has access to a mentor. He is convinced that is crucial to allowing faculty to adjust. With regard to the students, he said some of the university's programs involve student mentors of minority students but most include academic staff. They do have some peer counseling of minority students.

Regent Tyrrell stated that Regent Furgerson is his mentor when it comes to diversity. He said it is a constant problem and he is frustrated that they are not doing better.

Regent Furgerson recommended that all of the Regents find out from the students themselves what they are dealing with. Some of them for the first time in their lives are away from a supportive community. Many see the Regent universities as oppressive and racist. There is an issue of whether students' cultures will remain intact or be destroyed. They are also dealing with a lot of anger. When economic times get hard, minorities become the scapegoats for hard times. They need to consult the students about making them feel welcome.

Provost Kozak stated that over the last 8 to 9 months, Iowa State University officials have been meeting with women and minority faculty, and leaders of minority student groups. The common denominator seems to be a need to bring more faculty from underrepresented groups to the university. Iowa State University now has 16 or 17 African American faculty. The university has only one course in African American history. One of the university's diversity initiatives is to fund 3 new positions for each of the next 3 years devoted exclusively to areas of curricular diversity.

Provost Nathan asked Benny Hawkins, Interim Director of Opportunity at Iowa, to provide a brief report on what they are trying to do regarding richness of diversity of curriculum.

Interim Director Hawkins stated that for the past year Opportunity at Iowa staff have been working with departments to help diversify their curriculums. The effort has been going very well. A few days ago other departments invited Opportunity at Iowa staff to come in and have a session with their faculty members. This is an effort at the faculty level and is not just concerning African American studies but also Latin studies.

Regent Tyrrell referred to Provost Marlin's earlier statement that the University of Northern Iowa had established a requirement for students to take a course in another culture. He asked why they would not provide a course that covers many cultures.

Provost Marlin responded that there is always a trade off of breadth versus depth. Faculty felt that one semester to cover many cultures would trivialize a culture and its historical contributions. The decision was made to have students study one culture in order to provide students with a reasonable level of depth and to foster a cultural understanding so they were not just learning about foods and costumes.

Regent Furgerson noted that young people prefer the term "African American" to "black" because it indicates they have a history prior to coming to the United States.

Interim Director Hawkins said that was one example of what they are learning as they talk to students.

President Berenstein stated that with continued communication and dialogue they will keep making progress. The better the communication, the better the result.

Regent Dorr said he found it intriguing that with the exception of Dr. Hawkins, no one had mentioned meeting with or reporting to the Regents from these particular groups. He suggested that a year from now the Regents hear from some of those who are impacted because this is a very special program regarding special concerns. They may need to hear from some of the beneficiaries as to what they feel are either the successes or the failings of the efforts.

President Berenstein said the ability to hear students' concerns is a positive aspect of the Meet the Regents effort. He wants to continue it because the students are comfortable with it and they have a forum.

MOTION: Regent Tyrrell moved to (1) receive the report and (2) reaffirm that increasing the retention and graduation of all students, especially African-American, Hispanic-American and American Indian students, is a high priority goal of the Regent universities. Regent Furgerson seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

At this point in the meeting, Assistant Superintendent Balk introduced Tina Caloud, a senior from Clutier, Iowa. He said Ms. Caloud is Iowa School for the Deaf's 1993 Homecoming Queen.

Regent Dorr added that Ms. Caloud is an agriculturalist. She wants to be a biologist and work with animals. He said she is a very bright young lady.

REPORT ON CENTERS AND INSTITUTES. The Board Office recommended the Board (1) receive the report on centers and institutes and (2) request that the University of Northern Iowa provide additional information on the Center for Pollution Prevention.

The Board of Regents received a preliminary report on centers at Regent universities at the September Board of Regents meeting. [The term "center" refers to both "centers" and "institutes."] Board members asked for additional information on the relationship of each center to the mission of the institution and on funding.

The University of Iowa and the University of Northern Iowa submitted additional information that was incorporated into the original charts prepared by the Board Office.

Iowa State University provided a new chart that includes funding information on all of its centers, as well as origination dates, an assessment of whether each should be continued, and how the center relates to the university's mission.

The University of Iowa reported on 72 centers, Iowa State University on 61 centers, and the University of Northern Iowa on 18 centers.

In the past two years, the University of Iowa and Iowa State University have each discontinued a center. The University of Iowa is planning five new centers and the University of Northern Iowa proposed one.

Some centers focus on research (University of Iowa Cardiovascular Center), some on teaching/instruction (University of Northern Iowa Center for the Enhancement of Teaching), and others on outreach (Iowa State University Iowa Small Business Development Center).

The centers vary in the amount of funding they administer, ranging from budgets of less than \$500 per year (Iowa State University Bridge Engineering Center) to \$16 million in extramural support annually (University of Iowa Cancer Center).

The centers are funded from a variety of sources that include grants/gifts/contracts; endowments; revenues from the State Utilities Fund and the Groundwater Protection Fund; solid waste fees; sales of publications; service fees; and institutional support.

President Curris referred to the reference in the docket memorandum to the Center for Pollution Prevention. He said the center is part of the Iowa Waste Reduction Center; therefore, it is a center within a center and is funded by a federal grant.

President Jischke said he believed the existence of centers is very much in the land grant spirit. Centers' efforts solve real problems of the state and country. Centers bring people together who do not normally come together in the regular university structure.

President Rawlings stated that the centers and institutes at the University of Iowa have done a terrific job of bringing in external funding. Centers and institutes are generated out of the interest of faculty. With regard to the proliferation of centers and institutes, he said university officials are watching that very carefully. Centers and institutes reflect the entrepreneurial spirit across the country.

Regent Tyrrell noted it appeared that most of the centers are established on reasonably permanent bases.

President Rawlings said the length of time that centers exist varies tremendously. Some become very long term and permanent because they deal with problems that are ongoing. He assured the Regents that university officials monitor that closely.

President Jischke stated there are two things that cause constant review of centers: 1) funding ebbs and flows and 2) every center is reviewed every 5 years just as academic departments are reviewed.

Regent Tyrrell asked who performs the reviews. Provost Kozak described the review process. A self-study is prepared by center staff and is rather extensive. Also, an external review committee is identified. He said the highest and most strenuous form of peer review is performed by persons outside the institution who are experts in the field. Their job is to tell university officials whether or not the center or institute should continue.

Regent Dorr said the whole business of centers and institutes is one that needs more in-depth policy oversight. In looking at the lists of centers and institutes provided to the Regents, he noted they were a fairly recent phenomenon; the bulk of them have taken life since the mid- to late-1980s. He said they seem to have taken on a life of their own and are becoming a kind of "off the book" college. He said academicians have amazing ways of responding to the laws of supply and demand. There are four different centers and institutes all dealing with rural health and environmental issues and concerns. He said all four seemed to be studying the same basic issue. He expressed concern for developing a policy for an oversight mechanism particularly if the center may have something to do with nuclear weapons, e.g., International Institute for Theoretical Physics, because these are becoming very large budget items that are somewhat "off the books". He said he was fully cognizant of the need to develop multidisciplinary centers in this highly technical age but the Regents also have an oversight responsibility.

President Jischke referred to the International Institute for Theoretical Physics and stated that Iowa State University does no classified research or design or production of nuclear weapons. He also stated that the university's centers and institutes are "on the books". All expenditures of State funds are part of the university's budget. They also report annually on sponsored programs. He did not want anyone to think that university officials do not properly account for centers and institutes. He said the centers are approved by the Board. It was his understanding that one of the important goals of the Board of Regents specifically for Iowa State University is to build and strengthen research programs particularly as they relate to Iowa's economic future.

Regent Dorr stated that he was not criticizing the concept of centers and institutes but was suggesting it is a new phenomenon and that the Board needed to develop an oversight process. He said he was not suggesting redirecting universities' missions or that they were not appropriately fulfilling those missions. This is a managerial structural change that has taken place since the mid-1980s.

Regent Newlin stated that in business the same seamless organization has been going on for a long time. It is an entrepreneurial approach to problem solving and issues. He felt the effort was somewhat farsighted of universities' officials. He said they do need to have all the regular structural activity along with the seamless approach. It certainly has to be monitored but that is usually constrained by resources.

Provost Nathan stated that 56 of the University of Iowa's 72 centers and institutes are primarily funded externally, many by the public health service. He said that since the federal government began funding health studies in the 1970s the University of Iowa's faculty has been extraordinarily successful as entrepreneurs. They have upgraded the quality of care of patients with special unusual diseases. Some strides are being made nowhere else. He noted that every center reports through a regular structure and is not "off the books".

Regent Newlin asked if the successes made at the University of Iowa have been because they use the multidisciplinary seamless approach. Provost Nathan said that was absolutely correct.

Provost Kozak said the free market is a wonderful thing. The "watchdogs" for the Board of Regents are the funding agencies in Washington, D.C. If significant contributions are not being made, the support evaporates fast. If faculty are not competitive, they won't be funded.

President Rawlings said he agreed with Regent Dorr that the centers and institutes should be carefully reviewed. He said it was not always a good idea to pursue a particular grant because it may not be in the university's best interest. He said the Board should take its responsibility seriously. Often a faculty member may not want a project to end which is a natural aspect of entrepreneurialism. Even sometimes when the federal money is there they ought not go after it. He said he would hate to see the Board step in and say whether the university should or should not have a particular center.

Regent Dorr pointed out that this was the first time the Board had ever looked at centers in this fashion. He said it does need general oversight without restricting academic freedom.

Regent Tyrrell said one point which had not been addressed was what is the commitment the university must make to have a center. What are the

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financial tradeoffs? How are the funds which are not externally generated used and committed? Is there a requirement to match State funds with Federal funds? He then said it is refreshing to have looked at these because it never was done before and they all should ponder the best course to follow.

President Berenstein noted that Mr. Richey suggested establishing a regular reporting mechanism.

Mr. Richey suggested establishing annual governance reports so the Regents become familiar with what the centers are doing and how they are financed. They should also review the policy relative to creation of institutes. The Board Office will work on those issues in consultation with the institutions.

Regent Dorr asked from where the authorizing recommendation comes. Mr. Richey responded that proposals for centers and institutes are referred to the Interinstitutional Committee on Educational Coordination if they will require \$25,000 or more in annual institutional support. He said the Board Office will review that procedure and come back with a report so the Board can determine whether any changes are needed. He noted that annual governance reports will compel the institutions to take a look at these in a very finite way once a year.

Regent Dorr suggested they include as one aspect in the annual report whether there is any apparent duplication.

President Rawlings said University of Iowa officials would work with Mr. Richey on how they might structure this. He was opposed to reporting for reporting's sake. They must look at problems most effectively because these reports take a long time to prepare.

President Berenstein said the effort should be coordinated with the three universities so there is uniform reporting.

Provost Kozak stated that Iowa State University's process for reviewing centers and institutes calls for a 5-year review period. At that time the Regents receive very detailed reports. He asked if it could be arranged that the programs are reviewed on a specific time schedule to coincide with institutional reviews.

Mr. Richey said the Board Office plans to work with the Interinstitutional Committee for Educational Coordination.

ACTION: President Berenstein stated the Board (1) received the report on centers and institutes and (2) requested that the University of Northern Iowa provide

additional information on the Center for
Pollution Prevention, by general consent.

ANNUAL REPORTS ON RESIGNATIONS OF FACULTY. The Board Office recommended the Board (1) accept the Annual Report of Resignations for the period from July 1, 1992 through June 30, 1993 and (2) request that the universities provide in next year's reports more detailed reports on mentoring support programs for new faculty.

This governance report provided an analysis of faculty resignations at the five Regent institutions for 1992-93.

The number of faculty resignations increased from 94 in 1991-92 to 102 in 1992-93. The number is the second lowest in the last 10 years at all three universities. The lowest numbers at the University of Iowa and Iowa State University were reported in 1991-92 and at the University of Northern Iowa in 1985-86.

Women represented between 24 and 46 percent of the resignations at the 3 universities.

In 1992-93 and over the decade, 75 to 80 percent of those resigning have moved outside of Iowa and 50 percent of those resigning move to other universities.

The majority of faculty resigning indicated satisfaction with their university; however, concern expressed about support for new faculty has resulted in interest in development of mentoring programs at all three universities.

University of Iowa

During 1992-93, 58 faculty members resigned their positions at the University of Iowa. Fourteen, or 24 percent, of the total were females.

The 39 faculty members who returned a resignation questionnaire reported average or above levels of satisfaction with the university. No significant differences in satisfaction were reported by gender.

Iowa State University

During 1992-93, 26 faculty members resigned at Iowa State University. Twelve of the 26, or 46 percent, were females. This exceeds the 27 percent average rate of female resignations for the decade.

Iowa State University reported that exit interviews were conducted by either the Department Chair or the Dean of the Department with all resigning faculty. Most faculty held positive opinions of the university. No

apparent differences in the reasons for resignation were found between men and women.

University of Northern Iowa

Of the 18 University of Northern Iowa faculty members who resigned in 1992-93, 11 were men and 7 were women.

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

Minority and international faculty members expressed the need for the university to continue efforts to enhance diversity on the campus and to provide more mentoring support for new faculty.

Special Schools

The Iowa School for the Deaf reported that one faculty member took early retirement in 1991-92.

The Iowa Braille and Sight Saving School reported one resignation. The elementary teacher resigning was hired by the American Foundation for the Blind.

President Curris referred to a recent report of the State Auditor regarding faculty professional development leaves, and stressed the importance of continuing education and professional development. He said these leave programs have been a key part of professional development and serve to maintain faculty vitality. It is important to encourage professional development especially in areas where demand exceeds supply. He said the continued offering of professional development leaves will increase the number of minority faculty and provide a long lasting investment for the university. He acknowledged that there is a public policy issue. On occasion people will question these policies.

President Curris reported that the State Auditor said the University of Northern Iowa made "over payments" to faculty of approximately \$128,000. He stated that phrase was unwarranted and was a misstatement of fact. No one received leave who did not fully meet the qualifications. Everyone who received a leave was approved by a rigorous selection process which is endorsed by the provost and approved by the Board of Regents.

Regent Newlin asked if University of Northern Iowa officials had an opportunity to review the State Auditor's material prior to its release. President Curris responded that the State Auditor's Office provided the university with a draft audit report and gave university officials an opportunity to respond. He said the words "over payment" were not in the

draft audit report. University officials did not see the press release that contained the words "over payment".

President Jischke said it was his understanding that Iowa State University has made no overpayments.

President Rawlings stated that President Curris had summed up the feelings of all three Regent university presidents. He was disappointed there would be this kind of "spin" put on the audit report.

Regent Dorr stated, on behalf of the institutions, that he felt it was incumbent on the Board to make some sort of statement of support for the institutions due to the misperception that the press release created. He said he fully endorses the concept of continuing education and professional development leaves.

Regent Newlin asked if it would be appropriate for the Board Office to meet with the State Auditor to discuss this matter and report back to the Board.

Mr. Richey stated that the Board Office would submit a report in detail to the Banking Committee per the Board of Regents' procedures. The Banking Committee will meet next month and will have this matter on its agenda. A report will be made to the Board at that time. The Board needs to wait to make a decision on whether or not he should meet with the State Auditor until it gets its work done including a detailed analysis. The analysis has not yet been completed but there has been a lot of work done on the initial audit comments. The Board Office will address the specific issues raised in the State Auditor's press release and will coordinate the audit response with officials of the three universities.

ACTION: President Berenstein stated the Board (1) accepted the Annual Report of Resignations for the period from July 1, 1992 through June 30, 1993 and (2) requested that the universities provide in next year's reports more detailed reports on mentoring support programs for new faculty, by general consent.

ANNUAL REPORT ON SALARIES. The Board Office recommended the Board receive the Annual Salary Report for fiscal year 1994.

This report is presented to the Board each fall after the salaries for the current fiscal year are established. The report provides salary information as follows:

- o Actual faculty salaries for last year for Regent universities and their comparison groups.
- o Estimated faculty salaries for the comparison groups for the current year.
- o Salary increases for professional and scientific staff, and Regents Merit System staff as well as for graduate and research assistants.
- o Various charts comparing salaries by gender and providing historical salary increase data.

Fiscal year 1994 salary policy as established by legislation provided funds for increases for Regent faculty and professional and scientific employees comparable to increases negotiated for the University of Northern Iowa United Faculty.

- o The University of Northern Iowa unit faculty received an average increase of 2.5 percent of which 1 percent was to be nonrecurring.
- o The universities incorporated the entire 2.5 percent increase as part of base salaries. When the salary policy was approved by the Board in June, it was with the understanding that requests for funding for increases for fiscal year 1995 would be reduced by 1 percent.

Salary policy for the faculty of the two special schools allowed for a \$350 nonrecurring payment spread equally in each pay check and step and lane changes as appropriate.

- o The \$350 is one percent of the average faculty salary, and the step and lane changes are valued at approximately 1.5 percent.

Regents Merit System employees received a \$650 (\$325 for employees working less than 32 hours/week) nonrecurring payment spread across all pay periods.

- o Merit step increases will be granted throughout the year in accordance with the AFSCME negotiated agreement and Regents Merit Rules.
- o Approximately 47 percent of Merit System employees are on Step 8 and do not receive step increases.
- o Pay matrices in effect for fiscal year 1993 will be unchanged for fiscal year 1994 for employees in the blue collar, security, technical and clerical bargaining units.
- o The pay matrix for Regents Merit System supervisory employees was adjusted to restore relationships established when comparable worth

adjustments were made. This adjustment gave this group of employees an additional 1.5 percent increase.

The Annual Report on the Economic Status of the Profession for 1992-93 was published by the American Association of University Professors in March-April 1993 issue of Academe.

- o Academe reports that salaries for all faculty rose 2.5 percent in nominal terms in 1992-93 from 1991-92. In real terms (after adjusting for inflation) salaries decreased -0.4 percent.
- o From 1991-92 to 1992-93, faculty salaries at Iowa Regent universities increased between 5.5 to 7.2 percent.

Average nine-month equivalent faculty salaries for the Regent universities for 1993-94 are:

	<u>SUI</u>	<u>ISU</u>	<u>UNI</u>
Overall Average	\$80,416	\$55,537	\$44,857
Nonprofessional Faculty Average*	\$56,847	\$55,067	\$44,857

* (excludes Medicine, Dentistry, Law, Pharmacy, Nursing at SUI; Veterinary Medicine and Research and Extension faculty associated with the Agricultural Experiment Station and the Cooperative Extension Service at ISU)

Average faculty salary increases granted by comparison institutions ranged from zero to 6.5 percent. Most institutions received increases between 2 and 3 percent.

- o Institutions receiving no general increases were University of Minnesota Twin Cities and Duluth, Texas A & M, Central Michigan University, University of North Texas, and Northern Arizona University.

Rankings of overall average faculty salaries within the comparison groups for last year and estimated rankings for the current year are:

	1992-93	1993-94
SUI	3rd	5th
ISU	6th	5th
UNI	4th	4th

Although the University of Iowa fell in its peer group ranking, there is only a very slight difference in the salaries above and below.

Both the University of Iowa and Iowa State University remained in 2nd place in average salary ranking within the Big 10 and Big 8.

Without correcting for experience and field, average salaries for female faculty are generally less than those for male faculty. Each university, on average, did give female faculty a larger percentage increase than males.

Average salary increases for professional and scientific staff at the University of Iowa was 3.0 percent; at Iowa State University, 2.4 percent (average increase includes bringing Professional and Scientific employees up to pay grade minimums of Iowa State University's new Professional and Scientific classification system was 3.1 percent); and at the University of Northern Iowa, 2.5 percent.

- o Average salaries for male professional and scientific staff are higher than the overall average for female professional and scientific staff.
- o As with the faculty, both the University of Iowa and Iowa State University gave greater increases to female staff.
- o The University of Northern Iowa gave the same average increase to both male and female staff.

Stipends for half-time appointments for teaching and research assistants for 1993-94 range from \$9,500 to \$13,000 at the University of Iowa; \$7,425 to \$13,950 at Iowa State University; and \$6,000 to \$9,000 at the University of Northern Iowa.

- o Maximums were increased by 3.3 percent at Iowa State University.
- o The University of Iowa increased salary maximum for teaching assistants by 2.5 percent and for research assistants by 2.4 percent.
- o The University of Northern Iowa did not change the stipend range for teaching and research assistants. University of Northern Iowa also has assistantships in the Environmental Education Program with a stipend of \$12,000 paid over 12 months.

The overall average faculty salaries at the special schools for 1993-94 are:

Iowa School for the Deaf -- \$35,945.

Iowa Braille and Sight Saving School -- \$33,254.

Average salaries for the employees of the Regents Merit System are:

University of Iowa -- \$21,611
Iowa State University -- \$22,939
University of Northern Iowa -- \$22,538
Iowa School for the Deaf -- \$22,526
Iowa Braille and Sight Saving School -- \$21,155

Mr. Richey stated there was no substantial change in the national competitive position of the Regents' salaries.

President Berenstein noted that he did not see in the written materials the fact that university administrators receiving salaries of \$100,000 or more were limited in the amount of salary increase they received.

Mr. Richey responded that it was correct that persons receiving salaries of \$100,000 or more, with specific exclusions allowed by the Board, did not receive salary increases in excess of 1 percent. He said the information should have been included in this report but he had overlooked it. He said the Board Office would include the information parenthetically.

(Subsequent check by the Board Office indicated the salary increases for administrative staff making \$100,000 or more were consistent with the Board's guidelines.)

ACTION: President Berenstein stated the Board received the Annual Salary Report for fiscal year 1994, by general consent.

ANNUAL REPORT ON INSURANCE AND RETIREMENT PROGRAMS. The Board Office recommended the Board receive the annual governance report of insurance and retirement programs for fiscal year 1993.

This report provides the Board of Regents with an annual status on insurance and retirement programs at the Regent institutions for fiscal year 1993. The report outlined the programs provided as well as the costs incurred during the fiscal year.

Employer costs of insurance and retirement programs at the three universities ranged from 24.61 percent to 25.8 percent of nonstudent payroll for fiscal year 1993.

- o These figures have stayed relatively constant over the years and continue to be similar to percentages at comparable institutions as reported for comparison institutions by the AAUP.

Employer costs of insurance and retirement programs were 25.54 percent of payroll at the Iowa School for the Deaf and 26.88 percent at the Iowa Braille and Sight Saving School for fiscal year 1993.

- o The percent of payroll spent on insurance and retirement programs at the special schools has remained fairly constant throughout the years.

Board Office costs for insurance and retirement programs for the fiscal year were 21.83 percent of payroll.

- o The Board Office costs, as a percent of payroll, have remained constant since an increase was seen when most employees changed from IPERS to TIAA-CREF.

Total employer cost of insurance and retirement programs at the five Regent institutions and the Board Office were \$191.6 million (all funds) for fiscal year 1993.

- o This is an increase of 7.8 percent over the preceding fiscal year.

Total employer costs for specific programs are as follows:

	Fiscal Year 1993 Cost
Retirement Plans:	
Social Security	\$53,616,255
TIAA/CREF	68,738,239
Substitute Plans	435,589
IPERS	1,531,270
Federal	1,372,584
TIAA/CREF Waiver of Premium	1,356,520
Unemployment Compensation	576,183
Workers Compensation	1,118,018
Health Insurance	53,601,014
Life Insurance	5,169,550
Long-term Disability Insurance	4,448,009
Accidental Death and Dismemberment	351,095
Dental Insurance	3,239,840
	\$195,554,166
Less interest received on cash reserves maintained by carriers	3,992,465
TOTAL	\$191,561,701

All permanent employees (faculty, professional and scientific, and Regents Merit System staff) of the three state universities and the Board Office with budgeted annual salary of at least \$7,800 are eligible to participate in the Teachers Insurance and Annuity Association--College Retirement Equities Fund (TIAA-CREF).

- o Eligible employees may choose between TIAA-CREF, an approved substitute plan, or IPERS.

The total contribution by employer and employee to TIAA-CREF is 10 percent of the first \$4,800 of salary for staff members with less than five years of service and 15 percent on all additional salary.

- o The contribution for employees with more than five years of service is 15 percent of all salary.
- o The employer pays two-thirds of the contribution. The employee pays one-third.

Every other year Ohio State University publishes a comparison of benefit programs in the Big Ten and other similar institutions.

- o Based on this survey Regent institutions continue to offer benefit packages comparable to those provided at peer institutions.

Employees of the special schools participate in the Iowa Public Employees Retirement System (IPERS).

Current salary limitation for social security contributions is \$57,600. The contribution rate for both employer and employee is 6.2 percent. The Medicare contribution rate is 1.45 percent applied to a maximum salary of \$135,000.

University-based health and dental insurance programs cover faculty, professional and scientific employees and supervisory employees in the Regents Merit System. University employees in AFSCME bargaining units are covered by the State health and dental programs.

The universities each offer different health and dental programs with comparable benefits.

- o The University of Iowa and the University of Northern Iowa carrier is Blue Cross/Blue Shield of Iowa.
- o The insurance coverage at Iowa State University is provided by the Principal Financial Group.

Employees of the Board Office, Iowa School for the Deaf, Iowa Braille and Sight Saving School and the Regents Merit System employees in AFSCME bargaining units at the three universities are covered by the State of Iowa health insurance program.

- o Blue Cross/Blue Shield is the carrier for the State programs. Employees covered by the State plans may also choose from a number of HMOs.

Each of the universities offers faculty and professional and scientific employees variations of flexible benefit programs as well as opportunities

for employees to pay their share of benefit costs on a pre-tax basis and establish dependent care and medical expense pre-tax spending accounts.

Pursuant to the State AFSCME Master Agreement, pre-tax payment of health, life and dental insurance is offered to bargaining unit employees at the five Regent institutions.

- o Additionally AFSCME-covered employees at Regent institutions may elect to make pre-tax reductions in wages which will be paid to an account from which allowable dependent care expenses will be reimbursed.

Iowa State University will not see an increase in its health insurance premiums during the term of the 18-month contract with Principal which began in January 1992.

The University of Northern Iowa experienced a nine percent increase in health insurance premiums beginning August 1, 1993.

The University of Iowa rates have not increased since August 1, 1990, due to effectiveness of cost containment measures and lower than anticipated usage. The university's rates for single coverage will increase approximately 15 percent for single coverage and nine percent for family coverage effective January 1, 1994.

Rates for the statewide Blue Cross/Blue Shield programs covering employees in statewide AFSCME bargaining units and Board Office and special school employees increased between 15 and 19 percent for single coverage and between 13 and 16 percent for family for the three plans on August 1, 1993.

The cost, as a percent of applicable payroll, of health insurance premiums for the plans administered by the Regents is approximately 5.5 percent.

- o The cost to the universities for employees in the State plan is approximately 10-11 percent of applicable payroll.

No changes in benefits programs were proposed as part of this report.

The State health insurance plans include a cost containment program requiring pre-certification of all non-emergency inpatient admissions, continued inpatient stay review, individual case management, and payment reductions for program noncompliance.

The health insurance plans offered by the universities include managed care features such as limitations on mental health treatment, mandatory outpatient treatments, pre-certification requirements, utilization review and selected deductibles and co-insurance requirements.

Director Volm reviewed the information with the Regents. He noted that the programs offered by the Regents continue to be competitive with peers.

Regent Dorr asked at what point is there consideration of the extent of involvement in the various benefit programs particularly the level of contributions to retirement programs whether they are IPERS or TIAA-CREF. He acknowledged that it is a very sensitive area and that the country is in the midst of health insurance reform. He asked how often the total benefit packet is reviewed. At what point do the Regents get involved relative to their employees?

Mr. Richey stated that the retirement programs have not been reviewed for at least a decade. There is a legislative committee addressing the issue for all employees including Regent employees. The Regent programs are fully funded particularly TIAA-CREF. From time to time the Board Office has checked to see if what is offered by the Regents is out of line with what is offered by comparable institutions.

Regent Dorr suggested that after the State legislative committee has completed its analysis, the Board should, every 10 to 12 years, review its retirement benefits regarding whether they are appropriate or need revised.

ACTION: President Berenstein stated the Board received the annual governance report of insurance and retirement programs for fiscal year 1993, by general consent.

ANNUAL REPORT ON PURCHASING. The Board Office recommended the Board receive the annual reports on purchasing activity at the Regent institutions.

The Board of Regents, through its governance authority, exercises broad oversight of purchasing at the institutions.

Purchasing policy revisions approved by the Board in April 1993 included raising the limit for the requirement of written bids for the universities from \$2,500 to \$5,000 and for the special schools from \$500 to \$2,500.

The annual reports highlight changes in policies and procedures made by the institutions which have resulted in or have potential for improving the efficiency of purchasing operations.

The annual reports encompass activities of central purchasing offices at the institutions for FY 1993, which excludes library materials; bookstore acquisitions; and most construction projects, professional services and travel.

Total purchasing volume of the Regent institutions in FY 1993 including construction was \$442 million.

The portion of total purchasing volume processed through central purchasing offices excluding construction totaled \$330 million and represents 74.7 percent of total purchasing volume. The amount purchased through central purchasing at the institutions increased 10.4 percent from \$299 million in 1992.

The special schools continued their purchasing arrangement with Iowa State University on items greater than \$2,500. Purchases processed by the Iowa State University Purchasing Department for the special schools totaled \$680,908 in FY 1993.

Regent Purchasing Departments processed 120,687 purchase orders in FY 1993, which represents a \$1,069 or 1 percent decrease from 1992.

Purchasing departments are making good faith efforts to comply with requirements to purchase from Iowa-based and Iowa Small Businesses, Iowa Targeted Small Businesses, and Iowa State (Prison) Industries.

In FY 1993, \$181.3 million or 55 percent of the purchases processed through Regent central purchasing operations was purchased from Iowa businesses, which is slightly below the 58 percent purchased from Iowa businesses in 1992. Regent institutions identified 7,809 Iowa small businesses and made 15,728 contacts which resulted in 31,683 awards totaling \$47.7 million.

Regent institutions expended \$11.5 million with Targeted Small Businesses (TSBs) in FY 1993, which represented 2.6 percent of total awards and is below the 10 percent goal for state agencies mandated by the General Assembly in 1990. Regent Purchasing Officers have demonstrated ongoing commitment to the TSB program despite the scarcity of certified vendors who provide products and services the institutions require.

Concerted efforts have been made by the universities to identify TSBs, including participation in the Minority Business Enterprise/Women Business Enterprise Expo as well as Opportunity Fairs held around the state to promote TSBs.

In FY 1993, the Regent institutions reported \$644,766 orders placed with Prison Industries, which is more than twice the orders placed in FY 1992 and more than four times the orders placed in FY 1991.

Regent institutions continue to emphasize and make progress in the use of recycled products and recycling waste products.

In compliance with Board guidelines, the universities have submitted summaries of purchases from individuals with a conflict of interest, with which the institutions have received Board approval to contract.

Cash discounts increased 7.4 percent from \$1,081,358 in FY 1992 to \$1,161,676 in FY 1993.

Total reported purchases from joint contracts were \$27.9 million, an increase of \$1.2 million or 4.5 percent over the volume reported in FY 1992. Purchases from the twenty contracts developed among Regent institutions totaled \$22.6 million in FY 1993. The contracts developed among the Regent institutions is more than twice the number in FY 1992 and additional commodities for potential contracts continue to be explored.

Purchases from State contracts developed by the Department of General Services and Department of Transportation totaled \$3.3 million and included most vehicle purchases.

Purchases from Educational and Institutional Cooperative Services, Inc., (E&I Coop) totaled \$2 million.

The annual reports from the institutions detail numerous procedural changes which have resulted in cost savings or additional value from purchasing.

Regent Purchasing Department staff members continued participation in local, regional and national professional organization conferences and workshops in FY 1993.

Director Specter reviewed the information with the Regents. He noted that progress has been made regarding purchasing from Iowa small businesses; the volume is up over 10 percent in the last year.

Regent Dorr stated that institutional officials had made a lot of good progress since this matter was first studied 2 years ago. He said he was pleased and impressed.

Vice President Madden noted that Iowa State University officials continue to have dialogue with representatives of Hon Industries. Although he would not say that all the issues have been resolved, Iowa State University has tried to give them opportunities to bid their equipment.

Vice President True stated that what Vice President Madden said about Iowa State University's efforts to address concerns of Hon Industries' representatives was also true at the University of Iowa. Hon and its subsidiaries have bid competitively and have gotten some jobs at the university. With regard to Prison Industries, he said University of Iowa officials were proud that they were able to make \$440,000 in purchases from Prison Industries over the last year.

Regent Tyrrell noted that part of the problem originally was architectural specifications.

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Vice President True said that has always been an issue with vendors. In every case university officials look at what is required and make those judgments. In the recent past Hon Industries has been a bidder and was able to satisfy the specifications. The issue then became one of price.

Regent Newlin asked about the general satisfaction of Iowa businesses with the Regent institutions. Mr. Richey said that can be generally assessed by the number of complaints they get. The Board Office follows through on every complaint received. He did not recall any serious complaints during the past year.

President Berenstein stated that when Mr. Axel of Hon Industries made his presentation to the Board he raised some good points. President Berenstein said the Regents have made progress in addressing the issues of policy.

ACTION: President Berenstein stated the Board received the annual reports on purchasing activity at the Regent institutions, by general consent.

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

The development of legislative issues for the Board of Regents is underway and should be ready for Board action in December.

Several issues are under consideration including: Iowa Communications Network (ICN), capital facility and infrastructure issues, FY 1995 operating budget requests, South Africa investing, privatization, centralized collections, health care reform and the Midwest Compact.

Additional suggestions for inclusion in the Board's legislative program were requested.

The Governor's hearing on the Board's budget request was scheduled for December 8, 1993, from 10:00 a.m. - 11:30 a.m.

President Berenstein referred to the Governor's hearing on the Board of Regents' budget request and said that he would like for every one of the Regents to make an effort to attend. The Governor likes for the Regents to add any comments that may be germane at that time.

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

ANNUAL REPORT ON FIRE AND ENVIRONMENTAL SAFETY. The Board Office recommended the Board receive the annual report on fire and environmental safety in general education facilities.

Changing safety standards, aging buildings and changes in building usage require continuing capital commitments for fire and environmental safety.

Fire and environmental safety projects are the top capital project priority of the Board of Regents and have been for the last eight years. The Board's FY 1995 Capital Budget Request includes \$2.2 million for fire and environmental safety projects. The Five-Year Capital Program (FY 1995 - FY 1999), as approved by the Board, includes \$13.244 million for these projects.

Fire and environmental safety items are not duplicated on the deferred maintenance lists nor are deferred maintenance items included on the safety lists.

Over the past few years each institution has committed proceeds from the sale of Academic Building Revenue Bonds, building repair funds, and other funds to complete fire and environmental safety-related capital projects.

In 1990 the 73rd General Assembly (second session) authorized the issuance of Academic Building Revenue Bonds in the amount of \$6 million for the completion of fire and environmental safety projects at the three universities, as follows:

University of Iowa	\$2.585 million
Iowa State University	2.585 million
University of Northern Iowa	.83 million

Many of the improvements to be undertaken with these funds have been completed.

During FY 1993 the institutions applied operating funds to complete fire and environmental safety projects totalling \$533,800 (excluding capital budget projects funded with the above bond issue.) During FY 1994 operating budget projects totalling \$1.7 million are planned.

Each Regent institution cooperates with the State Fire Marshal in establishing fire safety priorities and each institution has a systematic method for determining the priority of fire safety improvements to be undertaken. Maintenance and operating deficiencies noted in the State Fire Marshal's reports are addressed as quickly as possible after notification of the deficiency. Many of these are items which department users can correct.

Projects involving expenditure of capital funds are prioritized based upon risk formulas to determine the highest priority projects. Classroom facilities are given the highest priority of general education buildings.

Fire safety improvements include: exiting (including two means of egress from large rooms and buildings, exit lights and signs); sprinkler systems;

improved fire separation (including enclosing stairwells); fire alarms; and upgrades to utility and mechanical systems.

In addition to correction of specifically identified fire and environmental safety projects, major remodeling projects also include within their scopes the correction of safety deficiencies.

SF 223 (1993 legislative session) requires the Board to expend annually on resolution of fire safety and deferred maintenance deficiencies at least the amount budgeted for these purposes in FY 1993. FY 1993 general fund building repair budget totalled \$7.2 million. FY 1994 budgets for building repair total \$13.7 million, 90% greater than FY 1993.

The Board Office and institutions will continue to work with the Fire Marshal to identify and prioritize necessary facility modifications to ensure that buildings are made as safe as possible in a cost effective manner.

The University of Iowa has proposed an approach that prioritizes projects in terms of each building's overall fire safety rather than on the basis of each individual deficiency within the building.

Further discussions concerning this approach will take place among the Board Office, institutions, and the Fire Marshal. A follow up report of those discussions will be docketed in January 1994.

ACTION: President Berenstein stated the Board received the annual report on fire and environmental safety in general education facilities, by general consent.

ANNUAL REPORT ON DEFERRED MAINTENANCE. The Board Office recommended the Board receive the annual report on deferred maintenance in general education facilities and utilities.

Not included in this report are funds for facilities constructed with a combination of fund sources and which are primarily self-supporting. Examples are the Iowa Memorial Union at the University of Iowa and Hilton Coliseum at Iowa State University.

A report on deferred maintenance in other facilities will be discussed in the Five-Year Capital Plans to be presented to the Board in January.

Deferred maintenance items are not duplicated on the fire and environmental safety lists nor are safety items included on the deferred maintenance lists.

The following table is a summary of campus deferred maintenance as presented in the institutional exhibits:

(\$ in Thousands)

	SUI	ISU	UNI	ISD	IBSSS	Total
Buildings	\$13,770.8	\$20,795.2	\$11,915.2	\$1,310.0	\$282.5	\$48,033.7
Utility	\$13,740.0	\$11,928.3	\$10,800.0	\$80.0		\$36,548.3
Total	\$27,510.8	\$32,683.5	\$22,715.2	\$1,390.0	\$282.5	\$84,582.0

The Board has recognized in its FY 1995 Capital Request and Five-Year Plan the high priority of deferred maintenance resolution by including \$14.4 million in the FY 1995 request and \$84.5 million in the Five-Year Plan.

The institutional totals do not include projects which will be incorporated into major remodeling projects such as Schaeffer Hall (\$8.6 million) and the Biology Facility (\$13.3 million) at the University of Iowa and Gilman Hall (\$6.8 million) at Iowa State University, all of which are Board requests to the Governor and General Assembly for FY 1995 funding.

Full funding of the Five-Year Plan will resolve a significant amount of deferred maintenance problems.

Deferred maintenance results from two causes: 1) insufficient funding for normal maintenance (including planned and preventive maintenance) and 2) insufficient funding for renewal and replacement maintenance.

Facility maintenance and renewal are funded through two budget mechanisms, operating budgets and capital budgets.

Operating budgets fund repairs and keep current the condition of facilities. They may also be used for major renewal projects which cannot be achieved via on-going repair, such as roof replacement.

Capital budgets are used for comprehensive renovations of buildings and replacement/upgrading of large building components. Capital budgets are also used to resolve deferred maintenance problems.

The tuition increase approved by the Board at its October meeting includes \$2 million for building repair and renewal; the operating budget request to the legislature includes an additional \$3 million.

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Funding of the appropriation request will assist in ensuring that facilities are adequately maintained; it will reduce the further accumulation of deferred maintenance.

Though limited by the availability of funding the institutions have made significant steps to address accumulated deferred maintenance during the last few years.

The universities have used the proceeds from the sale of Academic Building Revenue Bonds, operating budget building renewal (repair) funds, and other funds to complete deferred maintenance projects.

The 74th General Assembly provided \$20 million in bonding authorization for the universities' fiscal year 1992 capital program for deferred maintenance, fire and environmental safety, equipment and utility projects.

Many of the projects to be undertaken with these funds have been completed.

During FY 1993 the universities applied operating funds to complete deferred maintenance projects totalling \$4.5 million (excluding capital projects funded with the above bond issue.)

During FY 1994 projects totalling \$5.7 million are planned for general education facilities and utility infrastructure. These will be funded with a variety of operating budget sources including building renewal funds and utility repair funds.

SF 223 (1993 legislative session) requires the Board to expend annually on resolution of fire safety and deferred maintenance deficiencies at least the amount budgeted for these purposes in FY 1993.

FY 1993 general fund building repair budget totalled \$7.2 million. FY 1994 budgets for building repair total \$13.7 million, 90 percent greater than FY 1993.

Deferred maintenance in Iowa's university and special school facilities and infrastructure is not unique; Iowa's institutions are experiencing a nationwide problem.

A study in 1988 by the Association of Higher Education Facilities Officers and National Association of College and University Business Officers in cooperation with Coopers and Lybrand estimated capital renewal and replacement needs of U.S. colleges and universities at \$60 billion.

Of that amount urgent, priority repairs and renovations totalled \$20.5 billion.

President Berenstein asked that Associate Director Racki be present at next month's Regents meeting in case Regent Hendricks, who was absent from this meeting, had any questions concerning deferred maintenance.

ACTION: President Berenstein stated the Board received the annual report on deferred maintenance in general education facilities and utilities; by general consent.

POLICY ON PURCHASES OF EQUIPMENT. The Board Office recommended the Board propose a policy on the purchase of moveable equipment, as presented.

In September 1993, the Board directed the Board Office to study policies for the purchase of moveable equipment.

An initial proposal was reviewed by the Board in October 1993. The policy was modified and is presented to the Board for approval.

Elements of the proposed policy are as follows:

- o Equipment costing less than \$250,000 will be purchased by the chief business officer of each institution, acting through the institutional purchasing agent, as outlined in Section 8.02 of this Procedural Guide.
- o Equipment costing more than \$250,000 and less than \$1,000,000 will be submitted to the Board Office for approval. The Executive Director will notify the Board of such actions at least monthly. At the discretion of the Executive Director, the equipment purchase may be submitted to the Board for approval.
- o Equipment costing more than \$1,000,000 will be submitted to the Board for approval, as will all equipment purchases outlined in Section 8.04 of this Procedural Guide.
- o The Executive Director may approve emergency purchases which exceed \$1,000,000 to be followed by Board notification.

Board Office review of proposed purchases under this policy would focus on programmatic implications and source of funds. It is not intended that the Board Office judge the appropriateness of specific equipment for specific uses, e.g. laboratories, classrooms or operating room suites.

In 1965, the Board delegated approval authority to the Executive Director to be followed by ratification of the action by the Board.

Legal counsel has advised that the Board can delegate authority to the Executive Director to approve within guidelines established by the Board.

The institutions have reviewed the proposal and were consulted on its development.

University of Iowa officials are concerned that the proposed process would cause delays in the acquisition of equipment, especially at the University of Iowa Hospital and Clinics. Iowa State University and University of Northern Iowa officials expressed similar concerns.

The vast majority of purchases are under the \$1,000,000 approval threshold proposed by the Board Office, which would be subject to the timely review/approval of the Executive Director.

University of Iowa proposes Executive Director approval and later notification of the Board for purchases between \$500,000 and \$1,000,000 and prior Board approval for those over \$1,000,000.

Purchases under \$500,000 would be at institutional discretion.

Iowa State University proposes later notification of the Board for purchases between \$225,000 and \$1,000,000 and prior Board approval for those in excess of \$1,000,000.

Mr. Richey stated that there were other of the Board's policies and procedures which currently require ratification that also need to be reviewed. He said the Board Office would bring those additional policies to the Board for review in the next 1 to 2 months. He noted that he could not think of any emergency purchase over \$1 million that may be required except that a major turbine generator may need to be ordered on an emergency basis. In those situations the matter would be handled with sensitivity toward the Board.

President Berenstein stated that it would be very bad form to spend \$1 million without first making a few telephone calls.

Vice President Madden noted that in the power plants there could be a major emergency.

President Berenstein said the Regents could even have a conference call in that event.

MOTION: Regent Furgerson moved to approve the policy on the purchase of moveable equipment, as presented. Regent Johnson-Matthews seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

BOARD OFFICE PERSONNEL TRANSACTIONS. The Board Office stated it had no transactions in its Register of Personnel Changes for this month.

VENDORS WITH POTENTIAL CONFLICTS OF INTEREST. The Board Office recommended the Board (1) approve the request of Iowa State University to add the name of Dr. Peter S. Murano to the list of approved vendors with a potential conflict of interest, and (2) approve the request of Iowa School for the Deaf to add the name of Carolyn M. Cool to the list of approved vendors with a potential conflict of interest.

Iowa State University officials requested that the name of Dr. Peter S. Murano be added to the list of approved vendors with a potential conflict of interest. Dr. Peter S. Murano is the owner of Classical Express Compact Discs and wishes to sell compact disc recordings to the university's radio station, WOI Radio.

Dr. Murano is employed in the Department of Food Science and Human Nutrition at Iowa State University and does not participate in purchase planning for WOI Radio.

Iowa School for the Deaf officials requested that the name of Carolyn M. Cool be added to the list of approved vendors with a potential conflict of interest. Iowa School for the Deaf officials wish to purchase in-service training to the Signed Communication Proficiency Interview (SCPI) from Carolyn M. Cool whose husband, John F. Cool, is Director of Student Life.

Superintendent Johnson will be directly responsible for procurement of Mrs. Cool's professional services, and those services will be supervised by someone other than her husband.

MOTION:

Regent Furgerson moved to (1) approve the request of Iowa State University to add the name of Dr. Peter S. Murano to the list of approved vendors with a potential conflict of interest, and (2) approve the request of Iowa School for the Deaf to add the name of Carolyn M. Cool to the list of approved vendors with a potential conflict of interest. Regent Tyrrell seconded the motion, and upon the roll being called, the following voted:

AYE: Berenstein, Dorr, Furgerson, Johnson-Matthews, Newlin, Pellett, Tyrrell.

NAY: None.

ABSENT: Collins, Hendricks.

MOTION CARRIED UNANIMOUSLY.

APPEAL BY STUDENT. The Board Office recommended the Board deny the appeal of residency classification for tuition purposes.

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Board members had a file of confidential information regarding this appeal. The appeal was reviewed by Phillip Jones (University of Iowa), Thomas Thielen (Iowa State University), and Sue Follon (University of Northern Iowa), an interinstitutional residency review committee. After reviewing this appeal, the committee recommended that the appeal be denied due to the student being in this country on a non-resident visa. As long as the student is in this country on a non-resident visa, the student cannot qualify for Iowa residency. Should the student apply and receive resident alien status ("Green Card") and continue to demonstrate financial dependence upon an Iowa resident, the student could be classified as an Iowa resident.

MOTION: Regent Tyrrell moved to deny the appeal of residency classification for tuition purposes. Regent Johnson-Matthews seconded the motion. MOTION CARRIED UNANIMOUSLY.

APPOINTMENT TO IOWA SCHOOL FOR THE DEAF ADVISORY COMMITTEE. The Board Office recommended the Board approve the appointment of Dr. Dale D. Baum as a representative of Iowa State University to the Iowa School for the Deaf Advisory Committee.

A vacancy on the Iowa School for the Deaf Advisory Committee resulted in the nomination of Dr. Dale D. Baum to serve as a representative of Iowa State University on the committee. Dr. Baum has extensive experience in curriculum development for students with special needs that should be an important addition to the Advisory Committee.

Dr. Baum's term will include 1993 through 1995 academic years.

ACTION: This appointment was approved by consent.

STATUS REPORT ON BOARD OFFICE BUDGET FOR FISCAL YEAR 1994. The Board Office recommended the Board receive the report.

Expenditures, encumbrances and income through October 31, 1993, were in line with budget projections for fiscal year 1994. There was an increase in estimated expenditures for office equipment because of the malfunctioning of existing equipment and the need to replace it.

The projected budget requires the saving of about \$8,500 in salary expenditures before the end of the fiscal year. All positions are filled currently and this amount of saving is not in evidence yet.

ACTION: This report was received by consent.

BOARD MEETINGS SCHEDULE. The Board Office recommended the Board approve the Board Meetings Schedule.

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December 15-16	Iowa State University	Ames
January 19, 1994	Telephonic	
February 16-17	University of Iowa	Iowa City
March 16-17	To Be Determined	Sioux City
April 20-21	Iowa Braille and Sight Saving School	Vinton
May 18-19	University of Northern Iowa	Cedar Falls
<u>June 8-9</u>	University of Iowa	Iowa City
July 20-21	Iowa State University	Ames
<u>September 28-29</u>	University of Northern Iowa	Cedar Falls
October 19-20	University of Iowa	Iowa City
November 16-17	Iowa State University	Ames
December 14-15	To Be Determined	Des Moines

Due to scheduling conflicts, requests for changes in the dates of the June and September 1994 meetings were presented, as follows:

Regent Newlin requested that the June 1994 meeting be held one week earlier, on June 8 and 9, 1994; and

Regents Newlin and Tyrrell requested that the September 1994 meeting be held one week later, on September 28 and 29, 1994.

Mr. Richey noted that Regent Furgerson had a conflict with the proposed meeting on June 8, 1994, because of an Iowa Public Television Board meeting, which she chairs.

Regent Dorr stated that the proposed changes would conflict with his schedule, also.

President Berenstein said he knew of other conflicts, also. He stated that the Regents' meetings are held on the third Wednesday of the month and are scheduled well in advance. If a Regent cannot attend a meeting because of conflicts, he/she will just have to miss the meeting.

Mr. Richey stated that two Regents requested the September 1994 meeting be held one week late; however, Regent Dorr would not be able to attend the September meeting if it is held a week later.

President Berenstein stated that when they meet that late in the month it creates a substantial burden on the Board Office and institutional officials with regard to the following month's meeting.

Regent Newlin asked if meetings could be held earlier in the week of the third week of the month.

Regent Dorr said he was reluctant to start changing the system. He noted that one day's difference was preferable to one week's difference.

Mr. Richey noted that June would be a very busy meeting. They would need as full of participation of the Regents as possible.

President Berenstein suggested that the June 1994 meeting be held on June 14 and that the agenda be set so the most important issues are addressed on the first day. He said everyone should be geared for attending Regents meetings the third Wednesday of each month. He also prefers changing meeting dates, when necessary, by one day versus one week. After achieving consensus on the June 14 date, he asked if the September 1994 meeting could be held on Tuesday, September 20. He noted that was also a very important meeting because of the tuition issue.

Regent Johnson-Matthews asked if they were assuming that Regents Hendricks and Collins could change to the proposed dates.

Mr. Richey said he would check with Regents Collins and Hendricks and bring the matter of revising the meeting schedule back next month.

ACTION: President Berenstein stated that action on revising the Board Meetings Schedule was deferred until next month, by general consent.

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

At this point in the meeting President Berenstein called on President Rawlings to discuss action taken yesterday by the University of Iowa Faculty Senate.

President Rawlings stated that yesterday afternoon the University of Iowa Faculty Senate considered a new draft policy on notification to students of sexually explicit materials to be presented in the classroom. He had hoped the policy would meet with Senate approval. There was lengthy discussion as they addressed the issues straight on. The Senate voted to amend the statement that had been placed in front of them to take out a phrase from the third sentence. As a result, the faculty did pass the draft statement, as follows:

20.292 Responsibilities to Students

(b) It is also the faculty member's responsibility to provide students and prospective students with adequate information about course content so they can make knowledgeable choices about whether to enroll. This information may be provided by course syllabi, lists of readings and other course materials, or other appropriate instructional aids. These informative materials, as appropriately

supplemented by class discussion and announcements, should also be used to provide appropriate contexts for individual class sessions. Faculty should respect reasonable decisions by students not to attend a part or all of a particular class session; students remain responsible for learning class material and completion of course requirements.

President Berenstein stated that he could not imagine language in lieu of "especially when the faculty member reasonably expects or intends course materials to elicit strong emotional responses from students". He then said that since Regents Collins and Hendricks were absent, it was inappropriate to discuss this matter today. He then asked Professor Schnoor if he was offering the policy as a substitute to the policy adopted for the University of Iowa by the Board of Regents in October 1993.

Professor Schnoor responded that the Regents were being asked to consider it as a substitute policy.

President Berenstein stated that he had given much thought to this matter in the last few hours since being provided with the proposed policy. Because of the amount of coverage given to this matter and the sensitivity and strong feelings of the faculty, he felt it should be tabled until the December meeting.

Professor Schnoor noted that the faculty had directed him to forward the policy to President Rawlings for incorporation into the university's Operations Manual. He then suggested the faculty's policy could stand side-by-side with the policy approved by the Regents.

President Berenstein stated that he was uncomfortable with the idea of having two policies and said it would create confusion.

MOTION: Regent Dorr moved to table this issue until December. Regent Tyrrell seconded the motion. MOTION CARRIED UNANIMOUSLY.

Regent Dorr said he hoped, in light of the amount of time they have been working on this project, that the faculty would get the material to the Regents more than a few hours before the Board meeting.

President Berenstein stated that he had given the faculty his oral commitment that the Regents would receive any proposed policy following the Faculty Senate's November meeting.

Regent Furgerson noted that it was stated at the October Regents meeting that the Faculty Senate did not meet until the day before the November Regents meeting.

GENERAL
November 17, 1993

President Berenstein stated that the Regents will consider the faculty's proposal on notification of students at the December Board meeting. How the material will be presented will be coordinated between President Rawlings and the Faculty Senate with adequate notice to the Regents to allow them time to digest exactly what was being asked of them.

STATE UNIVERSITY OF IOWA

The following business pertaining to the State University of Iowa was transacted on Wednesday, November 17, 1993.

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

Register of Personnel Changes for September 1993.

MOTION: Regent Dorr moved to ratify personnel transactions, as presented. Regent Tyrrell seconded the motion. MOTION CARRIED UNANIMOUSLY.

POST-AUDIT, B.A. AND B.S. IN MATHEMATICS. The Board Office recommended the Board refer the post-audit report for the B.A. and B.S. degrees in Mathematics at the University of Iowa to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

University of Iowa officials prepared a post-audit report for the B.A. and B.S. degrees in Mathematics five years after initial approval by the Board and in accordance with Board policy.

The bachelors degrees in Mathematics were instituted in the late-1980s as replacement for degrees in Mathematical Sciences. The only major change with this change was that the new degrees were to be administered by the Department of Mathematics and not the entire Division of Mathematical Sciences.

The Board Office reported it appeared that the program meets the minimum criteria for continuance.

ACTION: This matter was approved by consent.

ORGANIZATIONAL STRUCTURE OF THE OFFICE OF THE VICE PRESIDENT FOR HEALTH SCIENCES. The Board Office recommended, with the understanding that the university will present a budget for the Office of the Vice President for Health Sciences, including sources of funding, by the December meeting of the Board, that the Board approve:

(1) The establishment of a direct reporting relationship for the State Hygienic Laboratory to the Vice-President for Health Sciences; and

(2) The establishment of three new positions:

- a. Associate Vice President for Clinical Affairs,
- b. Associate Vice President for Health Professions Education, and
- c. Assistant Vice President for Finance and Resource Planning.

A proposed change in structure will have the State Hygienic Laboratory which now reports to the Director of UIHC report directly to the Vice President for Health Sciences. There is no change planned in the functions and responsibilities of the Hygienic Laboratory.

The proposed new position of Associate Vice President for Clinical Affairs is needed to provide leadership and oversight for campus and community health education and will serve as a liaison between health science entities and the health science colleges on clinical issues.

The Associate Vice President for Health Professions Education will serve as the health sciences' academic program officer.

The Assistant Vice President for Finance and Resource Planning will coordinate, monitor and report on the budgets of all health science units and advise the Vice President on operations and long-range planning.

A revised organizational chart and a draft of a preliminary budget were provided to the Regents.

President Berenstein recognized President Rawlings.

President Rawlings stated that when University of Iowa officials established the position of Vice President for Health Sciences, they saw it as one of the most important positions at the university. He said the position oversees an approximate \$600 million budget for the largest enterprise within the university. Therefore, it requires very close administration. He said the charge to the new vice president was to create an integrated health sciences center for which there could be joint planning and an integrated budgeting system so they could gain the necessary administrative oversight.

President Rawlings stated that health care is the most volatile area of the United States economy. He said there is enormous volatility in the marketplace. Federal changes are anticipated in the near future and no one is sure exactly what those changes will be. For those reasons, he said, university officials saw the need for highly professional assistance to the new vice president in order to carry out the functions of the office. University officials identified the professional assistance as needing to be in the form of associate and assistant vice presidents who could add the kind of expertise needed to carry out the functions of the office. Those

functions will be primarily in three areas: patient care, research and teaching.

With that background in mind, President Rawlings stated that he brought to the Board the plan that Vice President Manasse has developed, with the assistance of Vice President True and Provost Nathan, in order to ensure the positions are not only sensible but are well integrated with the other offices at the university under the other vice presidents. He said what was presented was a structure that is designed to help administer the \$600 million sector within the University of Iowa which is 60 percent of the enterprise not only in dollar terms but in terms of personnel, as well.

President Rawlings noted that the Regents, in previous discussions of this reorganization, wanted to be assured that there would be particular attention given to the teaching function. Several members of the Board wanted assurance there would be emphasis given to education as well as to clinical affairs. What was presented at this meeting was a well thought-out plan that has undergone a great deal of administrative scrutiny to enable the university to be competitive in an era where it will be competing with a number of other institutions across the country and especially within the state.

Regent Dorr stated that he was not comfortable with approving the budget proposal and restructuring proposal. The budget proposal looked to him to be reasonably fluid. It appeared they were going to be spending monies to centralize staff functions in one office that are currently being done elsewhere at the institution. If they are not already being done then they should have been. He was concerned about approving what appeared to be a \$1.5 million ongoing budget exposure to do what they were already doing.

Regent Dorr acknowledged that there was a decision by the Board a couple of years ago to allow the university to develop this office. Speaking for himself, however, he was not sure that he was fully apprised of the extensiveness of what this would involve particularly in what may be duplicative work. He had reservations about spending another \$1.5 million and preferred to give this more discussion and thought. He said he would not personally support this as it was presented at this meeting.

President Rawlings said he understood Regent Dorr's concern. He is also concerned about any new administrative positions. Extreme care was given to the development of this proposal. He then said the university has not had this kind of administrative oversight for the health sciences. They have had separate units, each doing its own planning and budgeting. There has not been centralized oversight which he believes is absolutely necessary for the new era. The University of Iowa could not possibly compete without it. They must have joint planning across the units and the ability to make the kinds of budgetary decisions in which the "left hand" knows exactly what the "right hand" is doing.

President Rawlings stated that compared to other offices of vice presidents for health sciences centers today, this office is extremely "thin". They are talking about a \$600 million budget under this office. They need the kind of expertise and professionalism that is going to be required for the duties of these positions; otherwise, there is not much point in having the office. He believes it is very clear that during the course of the next few years, when this office comes into place, some of the needs for services that might be duplicative in other parts of the health sciences center will begin to recede. Therefore, they will not have some of those same positions a few years from now, given the traditional structure that has been in place. He sees this as gradually supplanting some of those other positions.

Regent Dorr asked where the funding will come from, how they will reallocate funding, and in what time frame the funding will be reallocated so that they are not duplicating funding.

Vice President Manasse said he would mention 7 issues that he is currently working on to illustrate the importance of the staffing being proposed and why it is important to focus their attention in an integrated fashion on these issues. The first issue is graduate medical education which is the training required after an individual receives the doctor of medicine degree, whether they pursue a specialty area or advanced education as a family practitioner. There is a national debate as to how many people need to be enrolled in post-graduate medical programs and what the mix should be between specialists and generalists. He said the Federal government is looking at stimulating a change in the distribution by a major reduction in financing of health care reimbursement. There is concern at the hospital level and at the university level in the College of Medicine about the future of graduate medical education.

There is a financial issue and a policy question about the university's continuing commitment to prepare the kind of individuals that the nation's health care system needs. Vice President Manasse said that will require the university to convene representatives from the hospital, the College of Medicine and other areas within the university to contemplate the university's position as they become engaged in national discussion and where they need to go on the state level.

The second area Vice President Manasse raised was the practice plans that exist in the Colleges of Medicine and Dentistry. State laws enable practitioners who are autonomously licensed to collect fees in universities by billing patients for the care rendered. He said a substantial component (about \$85 million) of the University of Iowa College of Medicine's budget is derived from revenues that are generated through reimbursements in the care of patients. Changes in the structures of reimbursement, capitated payments, reductions in payments to non-allowances, etc., have a tremendous impact not only on the revenues that come into the practice plans but also on programs that are being financed from the revenues. As they monitor the

billings in practice plans in both dentistry and medicine, they need to have a full understanding of the impacts on the program.

Vice President Manasse said University of Iowa officials told the Regents at the last Hospital presentation that they are studying very deliberately University of Iowa Hospitals and Clinics' participation in an organized delivery system. The Regents were told that would mean the reimbursement would be structured very differently than what it is now. He said Iowans still enjoy a tremendous amount of "usual and customary" fee reimbursement which is based on an understanding of the usual and customary fee that a physician or hospital might charge for care. However, that system of reimbursement is going through a very dramatic change to one called "capitated" reimbursement. He provided an example of a capitated reimbursement whereby a patient requiring a certain procedure is allotted a specific amount of money for that procedure. He said that has obvious implications for the university. It is not just a matter of how much revenue will be coming into the hospital but how much revenue will be coming into the practice plans. There become serious questions about which programs to maintain in that kind of a structure.

Vice President Manasse said there will be policy questions for the Board of Regents including the decision to join an organized delivery system. It is not just a College of Medicine problem. It is not just a hospital problem. It is the university's problem and it is the Board of Regents' problem because university officials will need to talk with the Regents about how to organize themselves in that kind of a structure.

A fourth point Vice President Manasse raised is properly caring for the faculty. Every once in a while a competing institution would like to take one of Iowa's "superstars" somewhere else. He is involved presently with five separate components of the university in order to retain a faculty member specializing in genetic applications of treating of heart disease. He said this effort has required university officials to look at their relationship with the Veteran's Administration because it is very interested in working with the university on this particular research area. The effort requires that they work with basic science components of the liberal arts and science college. It requires working with facilities planning because there are specific laboratory requirements. It also requires them to look interdisciplinarily between several departments within the college. Vice President Manasse's office has been able to pull that all together and analyze an institutional response to maintaining and managing a major commitment.

Vice President Manasse said the University of Iowa recently helped the Keokuk County health center which had lost a physician. They were very concerned about continuing to provide health care services. He said the University of Iowa was able to pull together the hospital, the College of Medicine's Department of Internal Medicine, and work out an agreement to

place physicians there on Mondays and Fridays. They may organize some specialty clinics there during the week. It is a model for one way to deal with the health care problem in a particular rural area.

Vice President Manasse then questioned whether all those issues his office had recently addressed could have been done elsewhere. He said they probably could have if they were willing to assume that not all the "i"s were being dotted and the "t"s all crossed. It would be difficult to get total and comprehensive involvement of the institution. As he told President Rawlings when he was being recruited and in the most recent months, Vice President Manasse has no interest in building a massive empire. On the other hand, if they are going to do the things that have been assigned to his office, they have to have the breadth and depth of technical expertise to handle the challenges that are ahead. He said that as President Rawlings had indicated, they are in for some fascinating times in terms of health care services and health care science. He pledged to the Regents that he would do with as little as he can get away with to do the job well.

Vice President Manasse said there was a position opening for an Associate Dean for Finance in the College of Medicine. He put a stop to that hiring and is going to have the Assistant Vice President for Finance and Budget and Resource Planning handle some of the issues that the College of Medicine was interested in as well as to take on expanded responsibilities across the university. He needs to have the right staffing to analyze across the entire health sciences spectrum what they are doing, who is doing what, how they are doing it, and with what effectiveness. From there they will determine where they are going to have to do some reductions and consolidations.

Regent Dorr referred to the proposed draft budget and asked for an explanation of where some of the savings are going to be coming from while at the same time developing what they say is needed in the vice president's office. He then noted that Vice President Manasse said he was going to discuss seven efforts currently underway but that he had only mentioned six.

Vice President Manasse said the seventh area is compensation of clinical faculty. There is a need to develop a reward structure for their clinicians. They are seriously considering having clinical faculty's income be derived not only from State-appropriated funds but also from income earned through their practices. They wish to build a reward and punishment system to place a bit of the risk on their performance. He said that was a serious policy question and one that will be important to the Regents. He said they should not leave it to the College of Medicine to figure out what they would like to do. They should not leave it to the hospital to decide on their own what they would like to pay for services. Again, he said, this was an overarching question that reflects the kind of policy deliberation

that needs to take place among all the vice presidents, the university president and then, ultimately, the Board of Regents.

President Rawlings stated that joint planning must take place in order to make decisions wisely. He then referred to Regent Dorr's earlier question of when will they be able to look at a budget sheet that would show where some of the positions are coming from, where they are going, etc. He asked that Vice President True address that question because he has been working with Vice President Manasse.

Mr. Richey stated that Vice President Manasse had made a very intriguing statement about compensation of clinical medical faculty. He thought that what the vice president suggested they might be planning to do was already being done or at least that was that they were supposed to have been doing for at least two decades in terms of the clinical faculty. He said he assumed that they establish a finite salary based on the qualifications of the faculty member and then decide what the proportion of the pay of the faculty member is from various sources -- earnings, general fund, grants and contracts and so forth. What would the other dimension be?

Vice President Manasse responded that the new component would be from practice earnings which would be flexible and could go up or down depending on clinical performance of the individual. He added that there may actually be a salary reduction in the picture.

Mr. Richey noted that conversely, that has very major implications for the medical school. It changes the medical school from the system of compensation that has been in place for a very long time and for which he has heard nothing but praise from the university. It was his understanding that in the past an individual's income was set prior to the beginning of the year and the pay was irrespective of whether they stayed in the operating room and made \$1 million or whether they did other things and brought in \$500,000 in compensation.

Regent Dorr stated that as the system has evolved and matured, it has performed quite well. Now, as they begin a new era, with the development of the office of the Vice President for Health Sciences, he was very concerned that the Board does not automatically give a stamp of approval to something that it is not really sure about. Compensation of clinical faculty is a good example. He said he wanted it clearly understood that he did not want to participate in decisions that effectively change some of the strong aspects of the program without some assurances of why they are doing it or where it is going to take them. He realizes they are getting into some new territory.

President Rawlings said that was a fair point and was why Vice President Manasse said, for example, on the compensation issue that they would be coming back to the Board if they develop a plan that would provide more

incentive. University officials would seek the Regents' approval of the plan at that time. He then stated that this kind of change is on top of them right now. They cannot wait 6 months and then begin to develop some thoughts. Their competitors are making these changes now. Other universities have already gone to a much higher incentive system than they used to have. While university officials want to bring everything to the Board, he said Vice President Manasse was signalling to the Regents today that this was the first of many times they will be in front of the Board on these issues. They have to make this transition effectively and efficiently or they will not be able to compete.

Vice President True stated that Vice President Manasse touched on the most important element which was when are they going to begin to look at areas of savings and how to apply them. He said that effort began the first day Vice President Manasse was in the office and froze the position in the College of Medicine that he referred to earlier.

Regent Newlin asked how much money was involved in that position. Vice President True responded that it was in the area of \$100,000 including fringe benefits. They began right then, knowing that the changes were in front of them and that they could perhaps better apply those monies in a manner within Vice President Manasse's organizational structure. Another example was that the first person engaged in Vice President Manasse's office had been working in the College of Medicine. Therefore, in the first two positions under consideration for the vice president's office there has been restructuring for savings. That effort will continue. In terms of the budgets, in the fiscal year 1995 budget university officials will be addressing not only the individual units within the university like the health sciences center but also those elements where they can achieve savings that will help to finance the cost of this operation. He said university officials are committed to do that. It is a day-to-day matter. It is not going to be done now. It is not going to be done December 1. It is going to be done continuously and then reported to the Board as those opportunities arise. The University of Iowa vice presidents are already working on fiscal year 1995 budgets to see where they can produce savings and where they might spend additional marginal revenues that become available.

President Berenstein said he thought that Regent Dorr raised some good issues. He said Regents Tyrrell, Johnson-Matthews, Furgerson, Dorr and himself were on the Board when this new structure was announced. He had no doubt that it was a good system. He was delighted with it. He has met with Vice President Manasse about six times and he believes they are on the right road. However, he does not feel competent today to make this decision. As the Board of Trustees for the University of Iowa Hospitals and Clinics as well as the Board of Regents for the Medical School and Vice President Manasse's office, he said they have an obligation to understand more comprehensively than he feels competent to do today. He said the budget

issue is one issue which ties into all this. There are some salient points that need to be addressed -- not where they are going to save the money, what positions are going to be combined or what positions will be eliminated -- but the Board needs to be aware of what is going on. He agrees 100 percent with President Rawlings' statement that this is not an issue they can wait on. Health care reform is down the road and the University of Iowa Hospitals and Clinics is going to be part of a managed care program. The University of Iowa is a big player in this state and is going to be involved. The Regents have a fiduciary obligation to not give short script to what is going on but to really understand it.

President Berenstein then suggested that he appoint a committee of Board members to meet with Vice President Manasse prior to the next Board meeting. He would like to meet on the afternoon of the budget hearing in Des Moines. He asked if Vice President Manasse could be available during the afternoon of December 8th.

Vice President Manasse responded that he would be available.

President Berenstein stated that he would appoint a committee of 3 Regents plus himself to meet with Vice President Manasse to discuss these issues with their "shirt sleeves rolled up". The Regents' questions can get answered so they can make a more informed decision. He said they would discuss not only the restructuring but budgetary issues, the Hygienic Laboratory, etc. Prior to the Regents' December 15 meeting, the committee would have this opportunity to discuss the university's proposal more in more detail and get back to the rest of the members of the Board who are not on the committee and answer some of their questions. He then asked for a motion to that effect.

MOTION:

Regent Pellett moved that President Berenstein appoint a subcommittee to work with Vice President Manasse to answer Regents' questions and to develop some focus for this matter to be brought up at the December Board of Regents' meeting. Regent Dorr seconded the motion.

President Berenstein stated that the recommendation would facilitate answering some of these questions prior to the next Board meeting so they do not take public meeting time to discuss issues that can be answered in advance. Those Regents on the committee will be in a position to evaluate some of these issues then discuss it informally with the rest of the Board.

Vice President Manasse stated that he had no objection to what was being proposed and would make himself available to meet with the group to go through the details. He then asked for clarification on whether they were talking about trying to get better detail about what is being planned in

PROJECT DESCRIPTIONS AND BUDGETS

University officials submitted four new projects for approval by the Board.

Bowen Science Building--Microbiology Laboratory Remodeling-- \$2,133,900
Cores 3-300 and 3-600

Preliminary Budget

Construction	\$ 1,737,650
Design, Inspection and Administration	
Consultants	155,500
Architect/Engineering Services	66,950
Contingencies	<u>173,800</u>

TOTAL \$ 2,133,900

Source of Funds:

Indirect Cost Reimbursement	\$ 1,679,000
College of Medicine Gifts	<u>454,900</u>

TOTAL \$ 2,133,900

University officials requested approval of a project description and budget for these phases of the project. The project will include the following: removal of laboratory casework, walls, mechanical and electrical systems; installation of partitions, doors, finishes, laboratory casework and fume hoods; installation of sinks and emergency showers; installation of a dark room, cold room and level two-type bio-safety rooms; modifications to the existing HVAC systems; and installation of new lighting and electrical wiring. The rest rooms serving the 3-800 core will also be remodeled to meet accessibility requirements for persons with disabilities.

University Hospitals and Clinics--Replacement of Obsolete \$625,000
Boyd Tower Switchgear--Phase B

Source of Funds: University Hospitals Building Usage Funds

Preliminary Budget

Construction	\$ 500,000
Architect/Engineering Support	50,000
Planning and Supervision	25,000
Contingency	<u>50,000</u>

TOTAL \$ 625,000

University officials requested approval of a project description and budget for the replacement of non-Code compliant electrical distribution equipment

serving the eastern half of all levels of the Boyd Tower. The system is 19 years old and is experiencing an increasing number of failures. Replacement parts for the existing equipment are no longer available. Installation of the new distribution system equipment will result in compliance with National Electric Code requirements.

University Hospitals and Clinics--Headend Air Handling Unit \$418,750
System Installation

Source of Funds: University Hospitals Building Usage Funds

Preliminary Budget

Construction	\$ 335,000
Architect/Engineering Support	33,500
Planning and Supervision	16,750
Contingency	<u>33,500</u>
TOTAL	<u>\$ 418,750</u>

University officials requested approval of a project description and budget for the installation of the second air handling unit for the air plenum system serving levels five through eight in John Pappajohn Pavilion. This project is necessary to provide environmental control to previously shelled-in space in the Pappajohn Pavilion.

The project will supply air to inpatient levels five through eight and clinic wing levels seven and eight via a common duct plenum. As shelled-in space is completed, air handling units will be added to the common plenum. As additional shelled-in space is completed on level seven, the final air handling unit will be added.

University Hospitals and Clinics--West General Hospital \$351,000
Air Handling Unit Replacement

Source of Funds: University Hospitals Building Usage Funds

Preliminary Budget

Construction	\$ 280,800
Architect/Engineering Support	28,100
Planning and Supervision	14,000
Contingency	<u>28,100</u>
TOTAL	<u>\$ 351,000</u>

University officials requested approval of a project description and budget for the replacement of an inefficient air handling unit and support systems which serve the west addition to General Hospital. The existing air handling unit is inadequate to accommodate the heating and cooling

requirements of the first and second floors of west General Hospital. The project will also relocate air intake and exhaust louvers serving this system to provide a better separation of supply and exhaust air and to eliminate current problems with automobile exhaust emissions contaminating the supply air.

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

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ARCHITECT/ENGINEER AGREEMENTS

Phillips Hall Remodeling \$84,150
Scholtz-Gowey-Marolf Architects and Interior Designers, Davenport, Iowa

University officials recommended approval of the negotiated agreement in the amount of \$84,150. The Phillips Hall Remodeling project includes the following: converting the former Business Library into a Language Media Center, converting the former Business Dean's Suite into an administrative suite for multiple departments, upgrading existing classrooms, providing accessible rest rooms for persons with disabilities, updating communication and data links, upgrading elevators to meet requirements of the Americans with Disabilities Act, modifying rest rooms, and various upgrades to meet fire and life safety standards.

The agreement provides for a fee of \$84,150, including reimbursables.

University Hospitals and Clinics--West General Hospital Air Handling Unit Replacement \$27,220
Hansen Lind Meyer, Iowa City, Iowa

University officials requested approval of an agreement with Hansen Lind Meyer to provide design services for this project. The agreement provides for a fee of \$27,220, including reimbursables.

University Hospitals and Clinics--Relocation of Clinical Microbiology, Special Microbiology and Virology Laboratories Study \$25,500
Hansen Lind Meyer, Iowa City, Iowa

University officials requested approval of an agreement with Hansen Lind Meyer to conduct a study of programming and facility needs associated with this project. This study involves investigation and analysis of the programming, preliminary space planning, and review of mechanical and electrical systems in Boyd Tower and affected areas of General Hospital.

that he is not aware of in terms of scheduling, though, he said university officials would be pleased to bring the negotiated agreement to the Board in December.

Mr. Richey suggested, if the Board agreed, that if there is determined to be a problem in scheduling, the Board Office be authorized to administratively approve the negotiated agreement and report to the Board in December.

President Berenstein said there had to be a reason for deviating from normal policy. If the Board Office feels the Board should not approve the agreement, they should postpone action until next month.

Mr. Richey stated that he would like to look at the whole project.

President Berenstein noted that the Board Office recommendation allowed university officials to begin negotiations.

Amendments:

University Hospitals and Clinics--Development of Over- head Patient, Visitor and Staff Walkways Linking the Pappajohn Pavilion to the Eye Institute and Final Phase Facility Amendment #1 \$40,963
Hansen Lind Meyer, Iowa City, Iowa

University officials requested approval of Amendment #1 in the amount of \$40,963 to the agreement with Hansen Lind Meyer for this project. The amendment is necessary to accommodate expanded services which resulted from the award of several alternates to the construction contract for this project. The alternates will require additional design services for electrical and mechanical work, finishes, handrails, planters, ceilings, glazing and duct systems.

Amendment No. 1 will not result in an increase in the total project budget.

Steam Distribution System Improvements--Power Plant to South Grand Avenue Amendment #4 \$3,500
Stanley Consultants, Muscatine, Iowa Amendment #5 \$22,150

University officials requested approval of Amendments No. 4 and No. 5 to the agreement with Stanley Consultants for this project. The amendments are necessary to accommodate services not included in the original scope of the project.

Amendment No. 4 in the amount of \$3,500 will provide engineering services for demolition work and replacement of an existing vault roof at the Field House utility vault. Amendment No. 5 in the amount of \$22,150 will revise the steam pipe configuration in the Field House utility vault to include the addition of 155 pounds per square inch steam and condensate mains and 20

pounds per square inch main lines, as well as the coordination of all utilities work within the Field House utilities vault.

Amendments No. 4 and 5 will not result in an increase in the total project budget.

North Capitol Improvements Project Amendment #1 \$18,500
Croese-Gardner Associates, Des Moines, Iowa

University officials requested approval of Amendment #1 in the amount of \$18,500 to the agreement with Croese-Gardner Associates for this project. The amendment will accommodate the following: design of a storm sewer for the west side of the Pappajohn Business Administration Building, development of an emergency exit on the north side of the Iowa Memorial Union Parking Ramp, design of a potable water irrigation line, re-design of an architectural wall, urban tree planting data and trends, specification printing and coordination, and miscellaneous coordination on survey information required. The cost for the additional services is \$16,500 for basic services and \$2,000 for reimbursable expenses.

Amendment No. 1 will not result in an increase in the total project budget.

University Hospitals and Clinics--A Multi-Disciplinary Amendment #4 \$13,875
Rehabilitation Center, an Expanded Orthopaedic Clinic with
Radiology and an Orthopaedic Faculty Office Suite
Hansen Lind Meyer, Iowa City, Iowa

University officials requested approval of Amendment #4 in the amount of \$13,875 to the agreement with Hansen Lind Meyer for this project. The amendment is necessary to accommodate expanded services for design, documentation, and construction phase services for the temporary relocation of the Cardiac Rehabilitation area.

Amendment No. 4 will not result in an increase in the total project budget.

University Hospitals and Clinics--Colloton Pavilion West Entrance \$9,700
Enclosure and Lobby Development
Hansen Lind Meyer, Iowa City, Iowa

University Hospitals and Clinics--Development of a Surgical Intensive \$1,930
Care Unit in the John Pappajohn Pavilion
Hansen Lind Meyer, Iowa City, Iowa

CONSTRUCTION CONTRACTS

University Hospitals and Clinics--UIHC Child Care Center \$605,090
Award to: McComas-Lacina Construction Company, Inc., Iowa City, Iowa
(3 bids received)

ACCEPTANCE OF COMPLETED CONSTRUCTION CONTRACTS

Schaeffer Hall--Replace Windows

Merit Construction Company, Cedar Rapids, Iowa

Academic Building to House the College of Business--Utility Work

Modern Piping, Inc., Cedar Rapids, Iowa

Energy Management Program Implementation--Main Library

Merit Electric, Ltd., Iowa City, Iowa

MOTION:

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

APPROVAL OF LEASES. The Board Office recommended the Board approve the following leases:

With American Matrix Technologies, Inc., for its use of 631 square feet of business incubator space in the Technology Innovation Center on the Oakdale Campus at the rate of \$446.96 per month for a one-year period commencing December 1, 1993, through November 30, 1994;

With Breakthrough, Inc., for its use of 3,968 square feet of business incubator space in the Technology Innovation Center on the Oakdale Campus at the rate of \$3,122.67 per month for a one-year period commencing December 1, 1993, through November 30, 1994;

With Garvin Consulting Services for its use of 187 square feet of business incubator space in the Technology Innovation Center on the Oakdale Campus at the rate of \$93.50 per month for a one-year period commencing December 1, 1993, through November 30, 1994;

With Response Television Corporation for its use of 355 square feet of business incubator space in the Technology Innovation Center on the Oakdale Campus at the rate of \$251.46 per month for a one-year period commencing December 1, 1993, through November 30, 1994;

With Kyodo Denshi of Iowa for its use of 275 square feet of business incubator space in the Technology Innovation Center on the Oakdale Campus at the rate of \$194.79 per month for a one-year period commencing December 1, 1993, through November 30, 1994.

President Rawlings stated that Neural Applications Corp. had "graduated" from the Technology Innovation Center into the Research Park. The company is rapidly hiring Master's and Ph.D. students with an average salary of

\$50,000. This is a high-tech company and university officials are extremely pleased with its addition to the Research Park.

MOTION: Regent Dorr moved to approve the leases, as presented. Regent Tyrrell seconded the motion, and upon the roll being called, the following voted:
AYE: Berenstein, Dorr, Furgerson, Johnson-Matthews, Newlin, Pellett, Tyrrell.
NAY: None.
ABSENT: Collins, Hendricks.

MOTION CARRIED UNANIMOUSLY.

GIFT OF LAND. The Board Office recommended that the gift of 25 acres of farmland from Charles C. and Kay M. Sodergren to the University of Iowa be approved contingent upon the following:

- (1) Receipt of a satisfactory environmental assessment of the property certified by a registered engineer;
- (2) Receipt of clear title to the property.

University officials requested approval of the receipt of a gift of 25 acres of farmland located immediately adjacent to the east boundary of the Oakdale Research Park from Charles C. and Kay M. Sodergren of Iowa City.

Maps of the proposed gift acreage were provided to the Regents.

Upon receipt of the acreage, the value of which is estimated at \$650,000, the university would seek to modify the existing land lease with the University of Iowa Research Park Corporation to include the parcel in the lease holdings of the Research Park.

The acreage lies within the City of Coralville. The City plans to extend a roadway through the Research Park and the subject parcel in the future, at which time the university will be asked to pay a one-time assessment for a pro-rated share of the project costs. The assessment for the roadway through the gifted land is estimated at \$60,000.

The gift of land to the university is subject to a satisfactory environmental assessment and receipt of clear title to the property.

President Berenstein said he assumed that on gifts of land where appraisals are included, the university is indemnified from the donor as far as the Internal Revenue Service is concerned; that the university is not involved in the determination of the appraisal price.

Vice President True said that was correct; the university is not involved whatsoever.

President Berenstein asked if the university is indemnified in case the IRS does try to come back against it. Vice President True responded that he had not seen any of the agreements with regard to this matter but those will all have to go through counsel prior to being approved.

President Berenstein stated that as a matter of policy on matters of gifts that the university be held harmless from any actions that could be taken in determination of value.

Vice President True noted that an environmental assessment had been done so the university does not incur any costs from that standpoint in the future. He noted that this was a very fast growing portion of the community.

MOTION:

Regent Dorr moved that the gift of 25 acres of farmland from Charles C. and Kay M. Sodergren to the University of Iowa be approved contingent upon the following: (1) Receipt of a satisfactory environmental assessment of the property certified by a registered engineer; (2) Receipt of clear title to the property. Regent Tyrrell seconded the motion, and upon the roll being called, the following voted:
AYE: Berenstein, Dorr, Furgerson, Johnson-Matthews, Newlin, Pellett, Tyrrell.
NAY: None.
ABSENT: Collins, Hendricks.

MOTION CARRIED UNANIMOUSLY.

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

IOWA STATE UNIVERSITY

The following business pertaining to Iowa State University was transacted on Wednesday, November 17, 1993.

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

Register of Personnel Changes for October 1993 which included five requests for early retirement.

MOTION: Regent Dorr moved to approve the university's personnel transactions, as revised. Regent Tyrrell seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

NAME CHANGE FOR CENTER. The Board Office recommended the Board refer the request for name change to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation.

Iowa State University officials requested that the Board approve a name change for its Alien and Hostile Environments Research Instrumentation Center to the Microanalytical Instrumentation Center. The new name better reflects the mission and objectives of this center.

ACTION: This matter was referred by consent.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office recommended the Board approve the Register of Capital Improvement Business Transactions for Iowa State University.

PERMISSION TO PROCEED WITH PROJECT PLANNING

Human Development and Family Studies Building

Prior to the Board meeting, university officials requested approval to initiate formal planning for the development of a modern facility for teaching, research, and outreach efforts for the Department of Human Development and Family Studies of the College of Family and Consumer Sciences.

Vice President Madden stated that Iowa State University officials requested to defer Board consideration of this project.

Athletic Office and Training Facility

University officials requested Board approval to begin formal planning for the project and to begin the architectural selection process. A feasibility study was recently undertaken to identify project goals, determine physical space needs, investigate physical siting alternatives, and develop promotional materials for the fund raising effort. This study will be the basis for the planning process.

The project goals are as follows: to create a central location for all athletic coaches and staff offices (except men's and women's basketball), to expand and enhance training/sports medicine and strength/conditioning facilities, to expand meeting room facilities for sports teams, and to create a new, quality image for the Iowa State University athletic program.

The Board Office recommended that the Board authorize the university to proceed with project planning. University officials have committed to commence the formal planning process only after achievement of the \$8 million fund-raising goal to ensure that the project can proceed through completion. At that time, the university will notify the Board Office. The Board Office also recommended that the university be authorized to begin the architectural selection process for the entire project, with the understanding that the process is an integral part of formal planning and would not commence until completion of fund raising.

After selection of the architect, the initial agreement shall be for schematic design services only in order to assist the university in developing the initial project budget. Following Board approval of the project description and budget, the remainder of the architectural services may be contracted in accordance with Board procedures.

PROJECT DESCRIPTIONS AND BUDGETS

University officials presented revised budgets on the following projects.

<u>Hilton Coliseum--Addition for Title IX Compliance</u>	Original Budget <u>\$900,000</u>
	Revised Budget <u>\$990,000</u>

Project Budget

	<u>Original Budget Feb. 1993</u>	<u>Revised Budget Nov. 1993</u>
Contracts	\$ 564,000	\$ 654,000
Design Services	72,700	99,200
Construction Administration	18,885	19,120
University Services	40,000	40,000
Miscellaneous	3,000	3,000
Landscaping	6,000	6,000
Art Work	4,000	4,000
Building Automation	9,000	9,000
Telecommunications	8,000	8,000
Project Reserve	<u>174,415</u>	<u>147,680</u>
TOTAL	<u>\$ 900,000</u>	<u>\$ 990,000</u>
Source of Funds:		
ISU Foundation	\$ 500,000	\$ 500,000
Treasurer's Temporary Investments	400,000	
FY 1993 General University Funds		400,000
Field House Bond Surplus Fund	<u> </u>	<u>90,000</u>
TOTAL	<u>\$ 900,000</u>	<u>\$ 990,000</u>

University officials requested approval of a revised budget in the amount of \$990,000, an increase of \$90,000, to reflect an increase in the project scope to include additional locker room improvements.

As detailed plans for the locker room improvements developed during the design process, it became apparent that there were other needs not specifically addressed by the Title IX compliance project. Included in this category are improvements to athletic training/sports medicine and weight/strength facilities for men and women involved in basketball and other sports that use Hilton Coliseum.

University officials expected that the additional needs beyond the Title IX requirements would not proceed until a future date. However, because of the major damage caused by the flood of 1993 and the need to rebuild the existing facilities, university officials now requested approval of a revised project budget to incorporate the additional improvements into the project at this time.

President Berenstein asked for an explanation of this project. Vice President Madden responded that it is a complete renovation of Hilton

Coliseum to remodel both the men's and women's locker rooms and training room. The area needs to be modified to comply with Title 9.

President Berenstein asked about the public moneys that are involved in this project. Vice President Madden responded that no public moneys are involved. Some of the funds are being raised privately while other funds come from Treasurer's temporary investments and are included in the claims being submitted to FEMA. The university may be eligible for reimbursement from flood moneys.

President Berenstein expressed concern about taking funds from a flood restoration project. He did not want to use any of the FEMA money for improvements or Title 9 compliance projects. He then asked if FEMA were to not grant the university's request, where would they get the monies?

Vice President Madden responded that the project funding does not reflect funding from FEMA at this time. The budget sources were listed and were sources other than FEMA.

President Jischke stated that this project addressed two issues: 1) creating equity and 2) clean up and repair as a result of the floods. With regard to what happens in the repair and clean up if they do not get fully reimbursed from FEMA, he said they will use such reserves as available, may possibly request funds from the State and could possibly reallocate funds internally. He noted that university officials are optimistic that FEMA will provide the funds needed. University officials were told by FEMA officials that the papers they provided were in good order and they have been quite encouraging.

Carrie Chapman Catt Hall Remodeling

May 1993 Budget \$5,000,000
Revised Budget \$5,075,000

Project Budget

	<u>May 1993 Approved Budget</u>	<u>Revised Budget Nov. 1993</u>
Contracts	\$ 3,375,000	\$ 3,516,500
Demolition	75,000	80,000
Design Services	406,320	410,390
Construction Administration	116,950	127,950
University Services	40,000	40,000
Miscellaneous	10,000	10,000
Landscaping	20,000	20,000
Utility Extensions	80,000	80,000
Movable Equipment	385,000	385,000
Art Work	25,000	25,000
Building Automation	50,000	50,000
Telecommunications	70,000	20,000
Project Reserve	<u>346,730</u>	<u>310,160</u>
 TOTAL	 <u>\$ 5,000,000</u>	 <u>\$ 5,075,000</u>
 Source of Funds:		
FY 1993 Building Repair Fund	\$ 1,450,000	\$ 450,000
Treasurer's Temporary Investments	1,400,000	500,000
ISU Foundation	1,250,000	1,325,000
Academic Building Revenue Bonds	900,000	900,000
FY 1993 General University Funds		1,000,000
FY 1994 Building Repair Fund		450,000
FY 1995 Building Repair Fund	<u> </u>	<u>450,000</u>
 TOTAL	 <u>\$ 5,000,000</u>	 <u>\$ 5,075,000</u>

University officials requested approval of a revised budget in the amount of \$5,075,000, an increase of \$75,000, to reflect the addition of an exterior memorial plaza to the scope of the project.

The plaza will be used as part of a fund-raising program for the project. The ISU Foundation fund source amount has increased \$75,000 to fund the scope change. Also, the university has added \$900,000 in Building Repair Funds, including \$450,000 from FY 1994 and an additional \$450,000 committed for FY 1995, and has reduced the Income from Treasurer's Temporary Investments fund source by the same amount.

* * * * *

University officials reported four new projects with budgets of less than \$250,000. The titles, source of funds and estimated budgets for the

projects were listed in the register prepared by the university. Included was one project for which an Executive Council allocation was requested, as follows:

Kildee Hall--Basement Water Damage \$40,335

Preliminary Budget

University Services	\$ 35,000
Miscellaneous	<u>5,335</u>
TOTAL	<u>\$ 40,335</u>

On April 22, 1993, a city water supply line feeding Kildee Hall ruptured under the concrete basement floor causing damage to the floor and interior walls. University officials requested reimbursement from the Executive Council of Iowa for expenses related to the repair of the facility (\$35,000) and replacement of property used by the Department of Animal Science (\$5,335).

Regent Dorr asked if it was the City's water line that ruptured. Vice President Madden responded that the water lines on the campus belong to the university. The university purchases water from the City.

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ARCHITECT/ENGINEER AGREEMENTS

Utilities--Increased Chilled Water Capacity--Phase 1 \$24,400
Brown Engineering Company, West Des Moines, Iowa

University officials requested approval to enter into an agreement with Brown Engineering Company to provide design services for the construction of a new cooling tower cell at the heating plant to serve the plant chiller units.

The university received proposals for design services from four engineering firms. University officials selected two of the firms for interviews and recommended approval of the selection of Brown Engineering Company, West Des Moines, Iowa, to provide design services on the project.

Amendments:

Carrie Chapman Catt Hall Remodeling Amendment #3 \$3,500
Baldwin Clause Architects, Des Moines, Iowa

University officials requested approval of Amendment #3 to the agreement with Baldwin Clause Architects in the amount of \$3,500. The amendment is

required for additional design services to accommodate an expanded project scope which will incorporate an exterior memorial plaza into the remodeling project.

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

Dairy Industry--Addition and Renovation--Phase 3 \$1,720
RDG Bussard Dikis, Des Moines, Iowa

FINAL REPORTS

Linden Hall Fire Safety Improvements \$1,390,951.90
Dormitory System Surplus Funds

Hilton Coliseum Improvements--Phase I \$124,588.43
Field House Bond Surplus Fund

MOTION: Regent Dorr moved to approve the Iowa State University capital register, as presented, including deferral of the Human Development and Family Studies Building project.
Regent Pellett seconded the motion. MOTION CARRIED UNANIMOUSLY.

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

With the CITY OF AMES for an extension of the university's firm power and energy agreement in the amount of \$4.04 per kilowatt, 7 megawatts, for the period commencing June 1, 1994, through June 1, 1995.

MOTION: Regent Dorr moved to approve the leases, as presented. Regent Tyrrell seconded the motion, and upon the roll being called, the following voted:
AYE: Berenstein, Dorr, Furgerson, Johnson-Matthews, Newlin, Pellett, Tyrrell.
NAY: None.
ABSENT: Collins, Hendricks.

MOTION CARRIED UNANIMOUSLY.

TRANSFER OF TELECOMMUNICATIONS SYSTEM SURPLUS FUNDS TO IMPROVEMENT FUND.
The Board Office recommended the Board approve the transfer of \$1,510,000 from the Telecommunications Surplus Fund to the Improvement and Extension Fund.

In 1985, the Board authorized the sale of \$11,000,000 Telecommunications Facilities Revenue Bonds for the purpose of defraying the cost of constructing, equipping and furnishing certain telecommunications facilities on the campus of Iowa State University.

The remaining principal outstanding on the bonds as of October 31, 1993, was \$3,100,000.

Funds remaining after all required deposits have been made to the Sinking, Reserve and Improvement Funds are deposited to the Surplus Fund. The cash balance of the Surplus Fund as of October 31, 1993, was \$4,072,482.

The 1985 bond resolution provides that moneys credited to the Surplus Fund may be used for any lawful purpose, as determined by the Board of Regents, to include paying the costs of constructing, acquiring, repairing, maintaining and improving the Telecommunications System.

The bond resolution requires Board approval of uses of the Surplus Fund.

Iowa State University officials requested the transfer of \$1,510,000 from the Surplus Fund to the Improvement and Extension Fund to address the University's expanding voice, data and video telecommunications needs as follows:

Telemangement System	\$ 230,000
Data Network Upgrades	600,000
System 85 Upgrades	450,000
Cable Plant Additions	200,000
Video Switch/Multipoint Bridge	<u>30,000</u>
Total	\$1,510,000

Regent Dorr asked for clarification on what was being proposed. Vice President Madden responded that the telecommunications system was being upgraded, particularly in the data area. Eventually all areas of the campus will be wired. He noted that \$2.5 million would be left in the reserve fund after the transfer.

MOTION:

Regent Furgerson moved to approve the transfer of \$1,510,000 from the Telecommunications Surplus Fund to the Improvement and Extension Fund. Regent Dorr seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

University officials presented the following supplemental docket item:

PRELIMINARY RESOLUTION FOR SALE OF UP TO \$5,495,000 ACADEMIC BUILDING REVENUE REFUNDING BONDS. The Board Office recommended the Board adopt a Resolution which authorizes the Executive Director to fix the date or dates for the sale of up to \$5,495,000 Academic Building Revenue Refunding Bonds, Series I.S.U. 1994.

In July 1993, the Board established a schedule for future bond refundings and redemption of project notes. Three of the issues were refunded in October 1993. Single bids were received on the refunding bonds.

It was anticipated that the sale would take place at the December 1993 Board meeting, with closing in January 1994.

This refunding originally was scheduled for April 1994. The schedule was changed to give priority to Academic Building Revenue Bonds, thereby reducing the need for tuition replacement appropriations from the State.

This issue is smaller than the utility bond issue which previously had been scheduled for refunding in December 1993.

Refunding the smaller issue will place less supply in the currently crowded Iowa double tax-exempt bond market. It is anticipated that this issue would better fit the current market.

The proceeds from the sale of these bonds will be used to refund the remaining principal of \$4,800,000 of the Board's Academic Building Revenue Bonds, Series I.S.U. 1987A.

The total present value savings as a result of the refunding is estimated at \$501,000.

The refunding provides an opportunity to restructure the principal payments in later years to reduce tuition replacement needed in earlier years.

Total debt service savings in the first two fiscal years from the refunding are estimated to be:

	<u>Total</u>	<u>Principal Restructuring</u>	<u>Interest</u>
FY 1994	\$ 169,000	\$ 135,000	\$ 34,000
FY 1995	<u>114,000</u>	<u>85,000</u>	<u>29,000</u>
	\$ 283,000	\$ 220,000	\$ 63,000

The issue amount will be variable up to the acceptance of the winning bid because the amount of the bond proceeds required to fund the escrow account for the 1987 bonds will be dependent on the actual yield on the new bonds and available investment yields.

IOWA STATE UNIVERSITY
November 17, 1993

MOTION:

Regent Tyrrell moved to adopt a Resolution which authorizes the Executive Director to fix the date or dates for the sale of up to \$5,495,000 Academic Building Revenue Refunding Bonds, Series I.S.U. 1994. Regent Furgerson seconded the motion, and upon the roll being called, the following voted:
AYE: Berenstein, Dorr, Furgerson, Johnson-Matthews, Newlin, Pellett, Tyrrell.
NAY: None.
ABSENT: Collins, Hendricks.

MOTION CARRIED UNANIMOUSLY.

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

UNIVERSITY OF NORTHERN IOWA

The following business pertaining to the University of Northern Iowa was transacted on Wednesday, November 17, 1993.

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

Register of Personnel Changes for October 1993.

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

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office recommended the Board approve the Register of Capital Improvement Business Transactions.

PROJECT DESCRIPTIONS AND BUDGETS

University officials submitted two new projects for approval by the Board.

Price Laboratory School--Field House Replacement \$3,000,000
Source of Funds: Legislative Appropriations Requested
Via the Code of Iowa Chapter 29C.20

Preliminary Budget

Contract/Purchase Orders	\$ 2,450,000
Consultant and Design Services	200,000
Furnishings and Equipment	140,000
Landscaping	50,000
Art Work	15,000
Contingencies	<u>145,000</u>
TOTAL	<u>\$ 3,000,000</u>

University officials requested approval of a project description and budget in the amount of \$3 million to construct the replacement facility. In addition to construction of the facility, the project will also include necessary site work to repair or replace driveways, walks and tennis courts.

Regent Tyrrell asked if a study group had been appointed to evaluate the need to rebuild Price Laboratory School.

President Curris stated that there had been a suggestion that there be an evaluation of that issue. University of Northern Iowa officials take the position that this was evaluated by the Board 3 years ago and was re-evaluated one year ago. With regard to the State of Iowa's self-insurance program, he said university officials need to go through the steps of the State to provide payments for items covered by the insurance. He was not aware of any other study that was suggested.

Regent Tyrrell asked if they really needed a Price Laboratory School in the form it was originally built. President Curris stated that a university group is looking specifically at whether the Fieldhouse should be configured the same way as the Fieldhouse was originally built. In the preliminary discussions it appeared that a change in configuration would not significantly impact the cost.

Recreation/Wellness Center \$17,970,000

Preliminary Budget

Contract/Purchase Orders	\$13,309,000
Consultant and Design Services	1,389,000
Furnishings and Equipment	1,042,000
Utility Extensions	868,000
Landscaping/Site Development	489,100
Art Work	89,900
Contingencies	<u>783,000</u>
TOTAL	<u>\$17,970,000</u>

Source of Funds:	
State Appropriations	\$12,800,000
Building Fund for Student Activities	<u>5,170,000</u>
TOTAL	<u>\$17,970,000</u>

University officials requested approval of a project description and budget for construction of a new laboratory-oriented facility to accommodate the recreation/wellness needs of the university community. The facility will contain laboratories, offices, classrooms, equipment, locker and shower facilities, as well as areas for specialized physical conditioning activities, swimming, running, dance, racquetball, and other multi-purpose activities.

* * * * *

ARCHITECT/ENGINEER AGREEMENTS

Amendments:

Center for Energy and Environmental Education \$2,075.26
Wells Woodburn O'Neill, Des Moines, Iowa

Classroom-Office Building--ISCS Air Conditioning \$4,811.13
Hansen Lind Meyer, Iowa City, Iowa

Commons Renovation--Phase I \$1,800.00
Thorson Brom Broshar Snyder, Waterloo, Iowa

CONSTRUCTION CONTRACTS

Classroom-Office Building--ISCS Air Conditioning \$35,740
Award to: Meyers Sheet Metal Works, Inc., Waterloo, Iowa
(2 bids received)

ACCEPTANCE OF COMPLETED CONSTRUCTION CONTRACTS

Bartlett HVAC System and Windows--Phase III--HVAC System \$1,115,469
Young Plumbing and Heating Company, Waterloo, Iowa

Electrical Distribution System Improvements--Phase II-- \$65,280
Transformers and Switchgear
Terry Durin Company, Cedar Rapids, Iowa

Latham Hall--Art Work \$14,250
Janet Lofquist, Minneapolis, MN

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

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

IOWA SCHOOL FOR THE DEAF

The following business pertaining to Iowa School for the Deaf was transacted on Wednesday, November 17, 1993.

Superintendent Johnson introduced newly-appointed Business Manager Dan Minikus. He then noted that this is National Education Week. This particular day is especially noted by pre-kindergarten through 12th grade educators. He was glad the Regents were at Iowa School for the Deaf during this special week.

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

Register of Personnel Changes for October 1993 which included two requests for early retirement.

MOTION:

Regent Dorr moved to approve the personnel transactions, as presented. Regent Tyrrell seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

REPORT ON PROGRAMS. The Board Office recommended the Board receive the report.

Superintendent Johnson stated that the purpose of this docket item was to inform the Regents of the plans and strategies of the school. He then asked Rich Connell, Director of Facilities, to talk about the proposed visual alert system and the school's telephone system as well as provide a status report on the Main Building roof project.

Director Connell stated that school officials requested and the Board approved \$100,000 for fiscal year 1995 for the initial phase of updating the fire detection and enunciation system. He said the school has a history of striving for full compliance with all directives of the State Fire Marshal. School officials have embarked on a three-year plan to enhance and upgrade the current fire alarm systems. The current system meets minimum State standards.

Another multi-year project which Director Connell said the school is embarking upon is replacement of the current telephone system. The different components will be phased in to achieve a total system replacement. He said the current telephone system is approximately 25 years

old. The factory no longer provides technological support for repair and maintenance.

Director Connell stated that the Main Building roof replacement project is approximately 60 percent completed and is coming along well. There will be extra tile replacement that they did not plan on in the initial analysis of the project.

Superintendent Johnson noted with regard to the telephone system and visual alert systems that Iowa School for the Deaf officials will be working in conjunction with architects at Iowa State University. He then introduced Ed Foss to discuss the establishment of the ISD Foundation which the Board recently approved. The Foundation is under the responsibility of Mr. Foss whose major role at this time is outreach coordinator.

Mr. Foss said it was his pleasure to update the Regents on the progress that has been made with regard to the Foundation. On November 1 the Articles of Incorporation were recorded in the Secretary of State's Office. He gave credit to Diane Lewis, who is the administrator of the Connector Program of the State Department of Management, for expediting the filing of the Articles of Incorporation. The Foundation held its first board meeting on November 10. During the first week of November eight of the 12 directors were introduced to one another. There are currently 3 at-large positions and one ex-officio position that remain vacant. The goal is to fill those vacancies by the first of the year. The second board meeting is to be held in early-January 1994. On Monday of this week the Foundation's federal tax identification number was presented. He is in the process of establishing local checking and savings accounts.

Mr. Foss stated that a logo design was approved by the Foundation board members and he will proceed with printing of letterhead materials. He said a draft copy of the bylaws of the organization was presented to the board members at their first meeting. He hopes to have discussion and adoption of the bylaws at the January meeting. He also hoped at that meeting to introduce the remaining 4 members of the board.

Mr. Foss welcomed Mrs. Pellett to the Foundation board and provided her with a packet of materials. He said he looked forward to working with her in the future.

Superintendent Johnson introduced John Balk to discuss some of the unique educational programs of the school and to comment on multicultural issues.

Assistant Superintendent Balk first addressed the school's mainstream program. He referred to earlier recommendations from Superintendent Thurman on federal legislative goals and said the issue of mainstreaming is a very controversial issue in the field of special education. He feels that Iowa School for the Deaf offers the best possible combination and spectrum of

services to the individual child in conjunction with Council Bluffs public schools, Lewis Central Community Schools and Atlantic Community Schools. Iowa School for the Deaf provides technical assistance and support to a mainstream program in Irwin Kirkman Manilla Consolidated Schools. The spectrum of services runs a complete gamut in the Council Bluffs, Lewis Central, Atlantic and Irwin programs. He said a child can receive indirect technical support and be able to stay in the regular education classroom. Support is offered to the classroom teacher by ISD staff including materials and remediated curricula. Itinerant teachers teach students on a pull-out basis which enables students to take as much education as their Individual Educational Plans call for in the regular classroom.

A unique situation in the area of residential schools is provided to Iowa School for the Deaf students. School officials have worked with Lewis Central schools to allow ISD students to go into the public school classrooms throughout the day either at the elementary level with their classroom teacher providing interpreter support and instructional support, or at the secondary level with a teacher interpreter who functions as an interpreter in the classroom but then provides tutorial support for the students back on the ISD campus.

Assistant Superintendent Balk stated that the two students who were observing the Board meeting are involved in the Lewis Central mainstream program. Tina Caloud, who the Regents met earlier, is taking a health course at Lewis Central. Next semester she will be involved in several more classes. Ms. Caloud has been involved in the mainstream program since she came to Iowa School for the Deaf. Jeri Winters is involved this semester in Spanish and art. He said those were examples of the kind of educational opportunities that Iowa School for the Deaf students can access. He then proudly stated that for the second year in a row at the first quarter, an Iowa School for the Deaf student has had the top grades in Spanish I at Lewis Central. He noted that it is tough to learn English when you are deaf and it is even tougher to learn a third language.

Assistant Superintendent Balk then addressed the issue of multi-cultural education which he said is a very important part of K-12 education. He stressed that good habits developed early carry on into adulthood. Iowa School for the Deaf officials take their role very seriously. It is probably a function of demographics of the state of Iowa that the school's minority population is very small. However, they infuse into the classroom curriculum at all levels multicultural education; not only on a racial basis but also on an ethnic basis. One of the issues they are facing is how to transform deafness as it was previously regarded in their profession as a minority culture to a majority culture.

Superintendent Johnson introduced John Cool, Director of Student Life, to discuss two very unique programs, one of which was presented last year at a national conference.

Director Cool stated that the Iowa School for the Deaf students enjoyed the opportunity this morning to meet the Regents. He thanked the Regents for the time each of them took with the students. Director Cool discussed Iowa School for the Deaf's student assistance center/student enrichment program and the student-staff athletic competitions. He is the administrator who carries the responsibility for disciplining students. At the same time he has an opportunity to get to know the students, to counsel them and help them grow as a person. With regard to culture, he stated that when deaf children are born they are considered by society to be handicapped. The deaf community says they are a culture, a people. A deaf parent hopes their child is born deaf because they grow up with the same language, same culture and same experiences. Iowa School for the Deaf officials try to help students in that effort through the student enrichment program which is an after school program. The program offers a wide variety of opportunities for students to access services for the hearing impaired in the community and to help them understand how government works at the municipal, state and federal levels.

New opportunities have been added this year including teaching sign language to the students. Director Cool said the students learn sign language all their lives from their peers, faculty and parents. While we, the hearing, learn English from each other, we still go to school to learn the structure and the rules of our language. He then stated that students, in the beginning, did not go to the student enrichment program willingly since it is a new program and used to be a free time. They are now finding that they are having fun. The students created a haunted house this year which a couple of Regents had an opportunity to go through. He said it turned out to be a good experience for the students.

Director Cool stated that the student enrichment program is coordinated by one of Iowa School for the Deaf's graduates, Darsi Dalen. He said Ms. Dalen graduated from Gallaudet with a degree in social work. She is doing some wonderful things with the Iowa School for the Deaf students.

The other program Director Cool discussed was the Student Assistance Center. This past June he was invited to the Council of Educational Administrators Serving the Deaf's national conference in Baltimore, Maryland, to make a presentation on Iowa School for the Deaf's student assistance center. On the Iowa School for the Deaf campus there is an academic program and a residential program. When he came to the school the two programs did not communicate very well with each other. There was no mechanism to allow them to do so. The three residential counselors, the three school counselors and the social worker were put together in a way that allowed them to communicate back and forth between the two programs. Also, they all work under the auspices of the clinical psychologist which is also a unique experience at this school and is not duplicated elsewhere in the country. They are reaping tremendous benefits from the program.

When Dr. Johnson first came to the school, Iowa School for the Deaf officials were sending students to the psychiatric ward at a local hospital for what would be termed "temper tantrums" although there was no psychiatric problem with the student. It was a matter of staff not being trained in how to deal with the students when they were acting out because they were frustrated in their communication or had some other frustration. Staff were not looking at the whole issue of what happened in the student's day and how that carried over into the residence program and vice versa. In the four years that Director Cool has been at Iowa School for the Deaf, only one student has been referred off campus to an in-patient psychiatric unit. He said that student is making a lot of progress. There has only been one other student who has had to be referred off campus for treatment. He said that speaks volumes for Ms. Dalen, the social worker, and Dr. Haley, the clinical psychologist. They are doing wonderful things with that program.

Superintendent Johnson stated that the first year he was at Iowa School for the Deaf he made 13 trips to the psychiatric ward with students which was one of the big reasons school officials addressed this issue. They are seeing mental health issues in the deaf population escalate 3 to 4 times as much as it was 15 years ago when the school started its mainstreaming efforts. This is one way to address the issue and it is working.

Superintendent Johnson discussed students with behavior disorders. He said there are approximately six young men between the ages of 13 to 16 years who need some in-depth behavior modification programming. School officials have submitted a request to the Department of Human Services to program for these students at cost of about \$600,000 per year. It appears that they are very interested in funding this project. For the project Iowa School for the Deaf officials would work in conjunction with Children's Square, a private residential program which works with behavior problem youngsters. He wants to add the experience and expertise that Iowa School for the Deaf has in deafness with the other's expertise in behavior modification. The Area Education Agencies and the Local Education Agencies have indicated in writing that they will fund the educational portion of a program for these students. Most of the students need one-on-one attention which the school could not afford without dropping an educational program. Iowa School for the Deaf officials are willing to provide the location, and be the coordinator and provider of the services. Once the school receives notification that the Department of Human Services will fund the program, they will move forward. Superintendent Johnson hopes next month to come back and say they have an agreement.

Superintendent Johnson commented on a national issue of "full inclusion", which some are interpreting to mean every special education student should be taught in their neighborhood school, by a regular general education teacher, with little or no special instructional or support services. He noted that this sound nice, but unrealistic for deaf children since communication barriers exist, and it would be unlikely that every teacher

and every hearing student would learn to sign. The issue is not being talked about by people who work directly with deaf people or directly with blind people but rather by people who are interested in and work with mentally retarded individuals. He said that over three-fourths of special education students are those with learning disabilities and mental retardation; deaf and blind students comprise a very small percentage. He is worried about the consequences of educational programming for deaf youngsters. There must be a continuum. The majority of deaf students cannot survive in a public school without additional support. The amendments that some are lobbying for would mandate that a special education student does not need special services, that the regular classroom teacher should be able to handle any differences there are between students. The national organization of which he is the president will be making recommendations in the future similar to those Superintendent Thurman discussed today.

Superintendent Johnson then addressed bilingual bicultural issues. He said deaf individuals do not normally receive English and then speak it. Eighty to 90 percent of language patterns for normal students are learned through hearing. Deaf students do not have that ability. Should they put more emphasis on signing and signing with American Sign Language which is more natural to the deaf individual rather than say they must learn to speak? Over 100 of Superintendent Johnson's relatives are deaf and only three of them can speak. They need to be accepted for who they are. However, sooner or later, they need to make the transition so they can write and read the English that other people in the country use. With regard to biculturalism, he said the deaf are a small population of people but they do have their cultural identity. Many things are unique to their group and for which they are proud. He is concerned there is a dispersion of deaf individuals and there are no deaf teachers teaching in the mainstream. Where is that cultural identity going to come from? Deaf students need to see others like themselves including adult deaf people. The school will address that.

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

REVISION IN PROFESSIONAL AND SCIENTIFIC PAY PLAN. The Board Office recommended that the Board approve addition of the classification of Administrative Assistant to the professional and scientific pay plan for Iowa School for the Deaf and Iowa Braille and Sight Saving School in pay grade 4 (\$27,198 - \$38,519).

This classification was recommended to appropriately recognize the responsibilities exercised by the incumbent in a position that is currently classified in the Merit system as a Secretary IV at the Iowa School for the Deaf.

Professional-level duties performed to assist the Superintendent in administration of the institution have become the prime responsibility of the position. Duties include participation as a member of the Superintendent's Executive Council; administration of a program for practicum teachers; and responsibility for assignment of space.

A description of the duties and responsibilities of the proposed class was provided to the Regents. The pay grade was determined by a point count evaluation; and the revision can be implemented within existing resources.

MOTION: Regent Newlin moved to approve addition of the classification of Administrative Assistant to the professional and scientific pay plan for Iowa School for the Deaf and Iowa Braille and Sight Saving School in pay grade 4 (\$27,198 - \$38,519). Regent Furgerson seconded the motion.
MOTION CARRIED UNANIMOUSLY.

APPROVAL OF AREA EDUCATION AGENCY AGREEMENTS. The Board Office recommended the Board (1) approve agreements with AEA 13 and Lewis Central Community School District and (2) request that information on agreements be provided to the Board of Regents before renewal.

Iowa School for the Deaf officials submitted the annual renewal of three agreements which included:

- o An umbrella agreement that indicates that AEA 13, Lewis Central, and Iowa School for the Deaf will work together in programming for Iowa School for the Deaf students who wish to attend Lewis Central for classes determined in their IEP.
- o A second agreement that relates to occupational and physical therapy services and lists services that AEA 13 provides to Iowa School for the Deaf (a certified therapist) and those Iowa School for the Deaf provides to AEA 13 (a trained aide).
- o The third agreement that establishes the terms of the relationship between AEA 13 and Iowa School for the Deaf concerning contracting for certified teachers for the hearing impaired.

Iowa School for the Deaf officials listed the following benefits from the agreements:

- o Students may elect to take advanced classes through Lewis Central. Federal law mandates that disabled students be educated to the maximum extent possible with their non-disabled peers.

- o Iowa School for the Deaf would have neither occupational therapy nor physical therapy services without this agreement. The school would incur significant costs to employ a certified professional.
- o The instructional services agreement enables students in the mainstream program to receive educational services from a teacher trained in education of the deaf.

The agreements were reviewed by the Attorney General's Office.

The Board Office requested that information on agreements be provided to the Board of Regents before original implementation or renewal.

MOTION: Regent Furgerson moved to (1) approve agreements with AEA 13 and Lewis Central Community School District and (2) request that information on agreements be provided to the Board of Regents before renewal. Regent Pellett seconded the motion. MOTION CARRIED UNANIMOUSLY.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office recommended the Board approve the Iowa School for the Deaf capital register, as presented.

PROJECT DESCRIPTIONS AND BUDGETS

Iowa School for Deaf officials requested approval of the following project descriptions and budgets to be funded by building repair operating funds:

Long Hall--North End Tuckpointing \$4,500

This project will address tuckpointing and caulking needs of the north exterior wall and curtain wall of the High School Building. The project will be processed through the Iowa State University Purchasing Department.

Careers Center--Doorway Cut, Room 203 \$4,200

This project will address accessibility needs of students and staff to allow ease of ingress and egress to this large multi-purpose room in the Careers Center. The project will be processed through the Iowa State University Purchasing Department.

Superintendent's Residence--Patio Door System Replacement \$2,500

This project will replace the existing east exterior patio door with an insulated door and thermally-broken sidelights. The project will be processed through the Iowa State University Purchasing Department.

Superintendent's Residence--Window Replacement \$3,500

This project will be the initial phase for the installation of new window sashes for Superintendent's Residence. The new sashes will be thermo-pane, fully weatherstripped clad aluminum to replace the existing low thermal value single pane windows and storm windows. The new windows will be specified by Iowa State University Facilities Planning and Management and will be processed through the Iowa State University Purchasing Department.

Superintendent's Residence and Garage--Roof Replacement \$14,000

This project will address the roof replacement needs for the two structures. The existing roof is deteriorating causing damage to interior finishes.

Long Hall--Interior Lighting Replacement for Classrooms \$8,000

This project will replace the existing fluorescent ceiling fixtures with new energy efficient fixtures.

Network Switch Replacement \$45,000

This project will be the initial phase of a multi-year project to replace and upgrade the telephone system for Giangreco Hall. The existing analog network switch is more than 20 years old and is no longer technically supported by the manufacturer. The initial phase of the project will address the most critical needs of a new digital network switch and internal cable plant auxiliary equipment for Giangreco Hall. Subsequent phases will address the internal and external cabling needs along with associated equipment in the school buildings and residence halls. The project will be processed through the Iowa State University Purchasing Department.

Iowa School for Deaf officials reported the following capital project for Board ratification:

Long Hall--East Exterior Door Replacement \$2,918

This project provides for the replacement of a worn, non-repairable door with a new, handicapped accessible, energy efficient door and associated

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hardware. The project was processed through the Iowa State University Purchasing Department.

MOTION: Regent Newlin moved to approve the school's Capital Register, as presented. Regent Dorr seconded the motion. MOTION CARRIED UNANIMOUSLY.

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

IOWA BRAILLE AND SIGHT SAVING SCHOOL

The following business pertaining to Iowa Braille and Sight Saving School was transacted on Wednesday, November 17, 1993.

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

Register of Personnel Changes for September 26 through October 23, 1993.

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

REPORT ON FEDERAL LEGISLATIVE GOALS OF COUNCIL OF SCHOOLS FOR THE BLIND.

The Board Office recommended the Board approve the adoption of the legislative goals as outlined by the Council of Schools for the Blind as the Board of Regents position on the reauthorization of the Individuals with Disabilities Education Act (IDEA).

Iowa Braille and Sight Saving School officials requested that the Board of Regents adopt the goals of the Council of Schools for the Blind in the reauthorization of the Individuals with Disabilities Act, the primary Federal law regarding handicapped individuals.

The Council's goals are consistent with the Board of Regents-approved mission and goals for the Iowa Braille and Sight Saving School.

Adoption of the goals would enable Superintendent Thurman, as legislative coordinator of the Council and Superintendent of Iowa Braille and Sight Saving School, to actively seek reauthorization on behalf of both the Council and the Board of Regents.

Superintendent Thurman stated that Federal legislation concerning special education is included in one omnibus act, the Individuals with Disabilities Education Act that went into effect in 1977. He said part B of the law is the part that covers the basic legalities including Individual Education Plans, etc. and is a permanently authorized part of the law. The other sections of the law have to be reauthorized by Congress on a regular schedule. This year part B will be opened up for review by Congress. The Council of Schools for the Blind will impact that process. The Council has 4 basic goals. It wishes to encourage Congress to reauthorize part B with no harm done to services that schools now provide. He stressed that there will be organizations working to insert roadblocks to the legislation as

currently written. The struggle for full inclusion taken at its ultimate would place a visually impaired child in a regular classroom with no "pull out" option. He believes in a continuum of services appropriate to the individual's needs.

Superintendent Thurman stated that the Council of Schools for the Blind will offer 4 amendments to part B of the legislation. To the body of the law there will be a statement that an individual child is entitled to placement in a continuum of services. Parents are entitled to full disclosure of the services available to the child. At the present time there is no guarantee that parents will have that right. The Council will propose that orientation and mobility be added as part of regular services. It will be proposed that there be eligibility to receive special project grants and that specialized schools for blind be identified as a separate category of schools. He said the Council will advocate no imposition of restrictions on access of students into programs. The fourth proposal of the Council will be to move PL 89-313 over to the Individuals with Disabilities Education Act with a clause that there will be no harm to services that schools already provide.

Regent Furgerson asked that when the Regents next meet at Iowa Braille and Sight Saving School they be given some orientation and mobility training. She said she learned a lot about that process and felt it would become much clearer to the Regents as a result of such an experience.

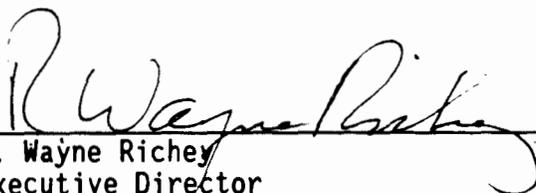
MOTION:

Regent Furgerson moved to approve the adoption of the legislative goals as outlined by the Council of Schools for the Blind as the Board of Regents position on the reauthorization of the Individuals with Disabilities Education Act (IDEA). Regent Dorr seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office stated that Iowa Braille and Sight Saving School officials reported no transactions on its Capital Register.

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

ADJOURNMENT. The meeting of the State Board of Regents adjourned at 3:20 p.m., on Wednesday, November 17, 1993.


R. Wayne Richey
Executive Director