

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Institutional and Board Office Personnel Transactions  
**Date:** April 10, 2000

**Recommended Action:**

That the Board ratify personnel transactions at the Regent institutions as follows:

**1. University of Iowa**

- a) Register of Personnel Changes for February 2000.
- b) Presented for the Board's ratification are promotion and tenure actions for the 2000-01 academic year.

**2. Iowa State University**

- a) Register of Personnel Changes for March 2000 which included the appointment of DR. GEBRE TESFAGIORGIS as Director of Institutional Research beginning June 1, 2000, at an annual salary of \$93,500.
- b) Presented for the Board's ratification are promotion and tenure actions for the 2000-01 academic year.

**3. University of Northern Iowa**

- a) The Register of Personnel Changes for March 2000.
- b) Presented for the Board's ratification are promotion and tenure actions for the 2000-01 academic year.

**4. Iowa School for the Deaf**

- a) Register of Personnel Changes for March 2000.

**5. Iowa Braille and Sight Saving School**

- a) Register of Personnel Changes for the period of February 20 through March 18, 2000.

**6. Board Office**

- a) Appointment of ANDREA ANANIA as Assistant Director, Business and Finance, effective March 24, 2000, at an annual salary of \$43,000.

**Executive Summary:**

The faculty promotion and tenure actions for the 2000-01 academic year are submitted for the Board's approval.

- The University of Iowa has a total of 98 promotion and tenure actions. This total is up from 84 in 1999-00.
- Iowa State University has a total of 58 actions, which is up from 53 last year.
- The University of Northern Iowa has a total of 34 promotion and tenure actions. In 1999-00 the university had a total of 22 actions.

Overall, women received 32% of the promotion and tenure actions.

The Board will receive a detailed analytical governance report on tenure in December.

**Background Information:**

The following chart outlines the overall percentage of males and females receiving tenure and promotions over the past five years:

	2000-01	1999-00	1998-99	1997-98	1996-97
Total Actions	190	159	186	209	219
Percent to Males	68%	61%	71%	63%	64%
Percent to Females	32%	39%	29%	37%	36%

A summary of the promotion and tenure actions for the 2000-01 academic year is outlined below.

University of Iowa 2000-01 Promotion and Tenure Actions

	Male	Female	Totals
Promotion with tenure	27	14	41
Promotion (already had tenure)	28	8	36
Promotion without tenure	10	3	13
Tenure without promotion	6	2	8
Totals	71	27	98

Iowa State University 2000-01 Promotion and Tenure Actions

	Male	Female	Totals
Promotion with tenure	11	9	20
Promotion (already had tenure)	27	7	34
Promotion without tenure	1	2	3
Tenure without promotion	0	1	1
Totals	39	19	58

University of Northern Iowa 2000-01 Promotion and Tenure Actions

	Male	Female	Totals
Promotion with tenure	11	11	22
Promotion (already had tenure)	8	3	11
Promotion without tenure	1	0	1
Tenure without promotion	0	0	0
Totals	20	14	34

Board of Regents 2000-01 Promotion and Tenure Actions

	Male	Female	Totals
Promotion with tenure	49	34	83
Promotion (already had tenure)	63	18	81
Promotion without tenure	12	5	17
Tenure without promotion	6	3	9
Totals	130	60	190

The personnel actions of the institutions and Board Office are in accordance with Board policy, and ratification is recommended.

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Marcia R. Brunson

Approved: \_\_\_\_\_  
Frank J. Stork