

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Institutional Personnel Transactions
Date: April 8, 2002

Recommended Action:

Ratify the personnel transactions at the Regent institutions as noted below and receive a report from President Coleman on the searches at the University of Iowa.

Executive Summary:

Iowa State
University

- Register of Personnel Changes for February 2002.
 - Promotion and tenure actions for the 2002-03 academic year.
 - Approve the consolidation of the Offices of Vice President for Research and the Vice President for External Relations.
 - Approve the assignment of the DR. DAVID SKORTON as Vice President for Research and External Relations effective April 1, 2002, at an annual salary of \$229,402.
 - President Coleman will provide an update on the progress of searches at the University of Iowa.
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Iowa State
University

- Register of Personnel Changes for March 2002.
 - Promotion and tenure actions for the 2002-03 academic year.
 - Accept the resignation of ROLLIN C. RICHMOND, Provost, effective June 30, 2002.
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University of
Northern Iowa

- Register of Personnel Changes for February 2002.
- Promotion and tenure actions for the 2002-03 academic year.
- Approve the appointment of THOMAS G. SCHELLHARDT as Vice President for Administration and Finance effective June 17, 2002, at an annual budgeted salary of \$150,000.
- Pursuant to Regent Policy Manual, §4.05D, the university is notifying the Board of its intent to begin an internal search to fill the position of the Dean of the Library.

Iowa School for
the Deaf

- Register of Personnel Changes for March 2002.

Iowa Braille and
Sight Saving
School

- Register of Personnel Changes for February 2002.

Analysis:

Tenure -- five-
year history

Promotion and Tenure Actions – Regent Universities

	2002-03	2001-02	2000-01	1999-00	1998-99
Total Actions	177	242	190	159	186
Percent of actions to males	62%	65%	68%	61%	71%
Percent of actions to females	38%	35%	32%	39%	29%

Tenure actions --
University of
Iowa

The University of Iowa has a total of 98 promotion and tenure actions for the 2002-03 academic year as compared to 132 in 2001-02.

	Female	Male	Totals
Promotion with tenure	11	24	35
Promotion (already had tenure)	14	23	37
Promotion without tenure	6	12	18
Tenure without promotion	1	7	8
Totals	32	66	98

Tenure actions -- Iowa State University has a total of 51 promotion and tenure actions for the Iowa State University 2002-03 academic year as compared to 65 in 2001-02.

	Female	Male	Totals
Promotion with tenure	14	15	29
Promotion (already had tenure)	5	12	17
Promotion without tenure	0	1	1
Tenure without promotion	1	3	4
Totals	20	31	51

Tenure actions -- The University of Northern Iowa has a total of 28 promotion and tenure actions for the University of Northern Iowa 2002-03 academic year as compared to 45 in 2001-02.

	Female	Male	Totals
Promotion with tenure	7	8	15
Promotion (already had tenure)	5	5	10
Promotion without tenure	0	0	0
Tenure without promotion	3	0	3
Totals	15	13	28

Tenure and promotion -- Overall, women received 38% of the promotion and tenure actions as increase to women compared with 35% last year.

Tenure -- Detailed Report The Board will receive a detailed governance report on tenure in January 2003.

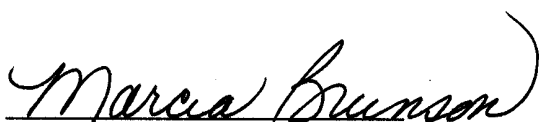
University of Iowa Reorganization The University of Iowa has abolished the separate position of Vice President for External Relations and consolidated this position with the Vice President for Research. Dr. David Skorton will assume both roles. Dr. Skorton has been performing these additional duties on a temporary basis and was given temporary salary supplement of 3%. This temporary supplement has been incorporated into his base salary. A revised organizational chart is attached.

University of Northern Iowa -- Vice President A national search for candidates for the position of Vice President for Administration and Finance, which was opened in Fall 2001 after a failed search in the spring of 2001, resulted in the nomination of Thomas G. Schellhardt. Mr. Schellhardt received a B.S. in Business Administration from Southern Illinois University and a M.S. in Education Administration from Purdue University. He is currently serving as Associate Vice President for Administration and Finance at Kansas, a post he has held for 12 years. Prior to coming to Kansas State, he was Director of Analytical Studies at Purdue University.


University of
Northern Iowa –
Dean of the
Library

The position of Dean of the Library was vacated on July 1, 2000, when former Dean Herbert Safford relinquished his position. Since then, Marilyn Mercado has served as Interim Dean. A previous external search was canceled due to budget cuts. The plan for conducting this search includes a campus-wide vacancy notice. Library faculty and staff were consulted and strongly support conducting an internal search at this time.

In accordance with the Regent Policy Manual, the name and a complete vita of the person the University intends to appoint will be provided to the Board and Board Office at least one week before the appointment is made. It is anticipated that this will occur prior to the June meeting of the Board.



Marcia R. Brunson

Approved: 

Gregory S. Nichols

