

MEMORANDUM

To: Board of Regents
 From: Board Office
 Subject: Institutional Personnel Transactions
 Date: April 12, 2004

Recommended Action:

Ratify the personnel transactions at the Regent institutions as noted below.

Executive Summary:

- | | |
|-----------------------------|---|
| University of Iowa | <ul style="list-style-type: none"> • Register of Personnel Changes for February 2004. • The Board is asked to approve the appointment of CAROLYN C. JONES as Dean of the College of Law effective July 1, 2004, at an annual salary of \$245,000. • Promotion and tenure actions for the 2004-05 academic year. |
| Iowa State University | <ul style="list-style-type: none"> • Register of Personnel Changes for March 2004. • The Board is asked to approve the appointment of MICHAEL C. WHITEFORD as Dean of the College of Liberal Arts and Sciences effective April 1, 2004, at an annual salary of \$185,000. • The Board is notified of the resignation of WALTER H. GMELCH, Dean of the College of Education, effective August 1, 2004. • Promotion and tenure actions for the 2004-05 academic year. |
| University of Northern Iowa | <ul style="list-style-type: none"> • Register of Personnel Changes for February and March 2004. • Promotion and tenure actions for the 2004-05 academic year. |
| Iowa School for the Deaf | <ul style="list-style-type: none"> • Register of Personnel Changes for March 2004. |

Iowa Braille and
Sight Saving
School

- Register of Personnel Changes for February 2004.

Analysis:

Tenure -- five-
year history

Promotion and Tenure Actions – Regent Universities

	2004-05	2003-04	2002-03	2001-02	2000-01
Total Actions	215	205	177	242	190
Percent of actions to males	70%	64%	62%	65%	68%
Percent of actions to females	30%	36%	38%	35%	32%

Tenure actions --
University of
Iowa

The University of Iowa has a total of 120 promotion and tenure actions for the 2004-05 academic year as compared to 100 in 2003-04.

	Female	Male	Totals
Promotion with tenure	14	27	41
Promotion (already had tenure)	10	28	38
Promotion without tenure	10	25	35
Tenure without promotion	0	6	6
Totals	34	86	120

Tenure actions --
Iowa State
University


Iowa State University has a total of 57 promotion and tenure actions for the 2003-04 academic year as compared to 68 in 2003-04.

	Female	Male	Totals
Promotion with tenure	11	19	30
Promotion (already had tenure)	4	16	20
Promotion without tenure	0	1	1
Tenure without promotion	2	4	6
Totals	17	40	57

Tenure actions -- The University of Northern Iowa has a total of 38 promotion and tenure actions for the 2003-04 academic year as compared to 37 in 2003-04.
University of Northern Iowa

	Female	Male	Totals
Promotion with tenure	9	15	24
Promotion (already had tenure)	3	9	12
Promotion without tenure	0	0	0
Tenure without promotion	1	1	2
Totals	13	25	38

Tenure – The Board will receive a detailed governance report on tenure in May.
Detailed Report



Marcia R. Brunson

Approved: 

Gregory S. Nichols