

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Institutional Personnel Transactions
Date: March 31, 2003

Recommended Action:

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

Executive Summary:

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|--------------------------------------|--|
| University of Iowa | <ul style="list-style-type: none">• Register of Personnel Changes for February 2003.• Promotion and tenure actions for the 2003-04 academic year. |
| Iowa State University | <ul style="list-style-type: none">• Register of Personnel Changes for March 2003.• Promotion and tenure actions for the 2003-04 academic year. |
| University of Northern Iowa | <ul style="list-style-type: none">• Register of Personnel Changes for February 2003.• Promotion and tenure actions for the 2003-04 academic year. |
| Iowa School for the Deaf | <ul style="list-style-type: none">• Register of Personnel Changes for March 2003. |
| Iowa Braille and Sight Saving School | <ul style="list-style-type: none">• Register of Personnel Changes for February 2003. |
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Analysis:

Tenure -- five-year history

Promotion and Tenure Actions – Regent Universities

	2003-04	2002-03	2001-02	2000-01	1999-00
Total Actions	205	177	242	190	159
Percent of actions to males	64%	62%	65%	68%	61%
Percent of actions to females	36%	38%	35%	32%	39%

Tenure actions -- University of Iowa

The University of Iowa has a total of 100 promotion and tenure actions for the 2003-04 academic year as compared to 98 in 2002-03.

	Female	Male	Totals
Promotion with tenure	12	32	44
Promotion (already had tenure)	7	18	25
Promotion without tenure	9	13	22
Tenure without promotion	2	7	9
Totals	30	70	100

Tenure actions -- Iowa State University

Iowa State University has a total of 68 promotion and tenure actions for the 2003-04 academic year as compared to 51 in 2002-03.

	Female	Male	Totals
Promotion with tenure	10	25	35
Promotion (already had tenure)	8	20	28
Promotion without tenure	0	1	1
Tenure without promotion	2	2	4
Totals	20	48	68

Tenure actions -- University of Northern Iowa

The University of Northern Iowa has a total of 37 promotion and tenure actions for the 2003-04 academic year as compared to 28 in 2002-03.

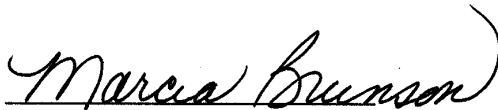
	Female	Male	Totals
Promotion with tenure	8	14	22
Promotion (already had tenure)	3	6	9
Promotion without tenure	0	1	1
Tenure without promotion	2	3	5
Totals	13	24	37

Tenure and
promotion --
increase to
women

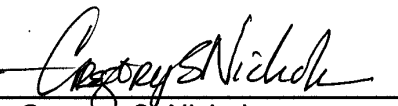
Overall, women received 36% of the promotion and tenure actions as compared with 38% last year.

Tenure –
Detailed Report

The Board will receive a detailed governance report on tenure in February 2004.



Marcia R. Brunson

Approved: 

Gregory S. Nichols