

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Revisions to the Professional and Scientific Classification System
Date: June 5, 2000

Recommended Actions:

Approve the following revisions to the P&S Classification System:

1. Eliminate the classifications of Dean of Boys and Dean of Girls in pay grade 4.
2. Establish the classification of Residence Dean in pay grade 5 (\$35,833 to \$53,917).
3. Upgrade the classification of Head Registered Nurse from pay grade 4 (\$32,485 to \$48,294) to pay grade 5 (\$35,833 to \$53,917).

Executive Summary:

Over the past ten years, the deans have assumed greater responsibility for the planning, development, implementation, and evaluation of the residential curriculum as well as assuming responsibility for many aspects of the training of the residential staff. The deans meet regularly with the principals of the academic programs to plan, develop and implement educational goals for the students. There are currently two deans -- one in the girls dormitory and one in the boys dormitory.

The Head Registered Nurse has assumed greater responsibilities, both administrative and clinical, over the last few years. Such responsibilities include serving on the Strategic Planning/School Improvement Committee, assisting with

the evaluation of students for the Iowa Child's Hearing Loss Clinic, and serving as a consultant to the ISD Student Assistance Center.

In compliance with the state's comparable worth law, the changes in duties and responsibilities of these two classifications were evaluated through use of the Job Evaluation Instrument. Pay grade assignments were made as a result of that evaluation.

The classification descriptions are in the Regent Exhibit Book.

Approval is recommended.


Marcia R. Brunson

Approved: 
Frank J. Stork