

The Board of Regents, State of Iowa, met on Wednesday and Thursday, November 15 and 16, 2000, at the University of Iowa, Iowa City, Iowa. The following were in attendance:

	<u>November 15</u>	<u>November 16</u>
<u>Members of Board of Regents, State of Iowa</u>		
Mr. Newlin, President	All sessions	All sessions
Ms. Ahrens	All sessions	Excused at 10:00 a.m.
Mr. Fisher	All sessions	All sessions
Dr. Kelly	All sessions	All sessions
Mrs. Kennedy	All sessions	All sessions
Mr. Lande	All sessions	All sessions
Mr. Neil	All sessions	Excused
Mrs. Smith	All sessions	All sessions
Dr. Turner	Excused	Excused
<u>Office of the Board of Regents, State of Iowa</u>		
Executive Director Stork	All sessions	All sessions
Deputy Executive Director Barak	All sessions	All sessions
Director Elliott	All sessions	All sessions
Director Wright	All sessions	All sessions
Associate Director Hendrickson	All sessions	All sessions
Associate Director Kniker	All sessions	All sessions
Associate Director Racki	All sessions	All sessions
Assistant Director Anania	All sessions	All sessions
Assistant Director Gonzalez	All sessions	Excused
Minutes Secretary Briggie	All sessions	All sessions
<u>State University of Iowa</u>		
President Coleman	All sessions	All sessions
Provost Whitmore	All sessions	All sessions
Vice President Jones	All sessions	Excused
Vice President Skorton	Excused	All sessions
Vice President True	All sessions	All sessions
Associate Provost Coulter	All sessions	All sessions
Associate Vice President Foldesi	Excused	All sessions
Director Parrott	All sessions	All sessions
<u>Iowa State University</u>		
President Seagrave	All sessions	All sessions
Provost Richmond	All sessions	All sessions
Vice President Hill	Excused	All sessions
Vice President Madden	All sessions	All sessions
Assistant to the President Mukerjea	All sessions	Excused
Assistant Vice President Espinoza	Excused	All sessions
Director McCarroll	All sessions	All sessions
Director Steinke	All sessions	All sessions
Associate Director Baumert	Excused	All sessions
<u>University of Northern Iowa</u>		
President Koob	All sessions	All sessions
Provost Podolefsky	All sessions	All sessions
Vice President Romano	All sessions	Excused
Interim Vice President Dell	All sessions	All sessions
Assistant Vice President Gaston	All sessions	All sessions
Assistant Director Saunders	Excused	All sessions
<u>Iowa School for the Deaf</u>		
Superintendent Johnson	All sessions	All sessions
Director Heuer	All sessions	All sessions
Interpreter Reese	All sessions	All sessions
Interpreter Gerischer	All sessions	All sessions
<u>Iowa Braille and Sight Saving School</u>		
Superintendent Thurman	All sessions	All sessions
Director Woodward	All sessions	Excused

Director Utsinger

All sessions

Excused

GENERAL

The following business pertaining to general or miscellaneous business was transacted on Wednesday and Thursday, November 15 and 16, 2000.

President Newlin stated that, on the previous day, the Board of Regents members learned that one of the university presidents was being recognized nationally for his contribution to teaching and undergraduate education. Dr. Richard Seagrave, Interim President of Iowa State University, was named Iowa Professor of the Year 2000 by the Carnegie Foundation for the Advancement of Teaching and Council for the Advancement and Support of Education. He said Dr. Seagrave was nominated by Corly Petersen Brooke, Professor and Director of Iowa State University's Center for Teaching Excellence.

President Newlin presented Dr. Seagrave with a plaque in honor of the award. Dr. Seagrave received a standing ovation.

President Seagrave said the receipt of this award was a great thrill, and was a demonstration of the tenacity and perseverance of his nominators.

Regent Fisher asked to publicly congratulate Owen Newlin who, earlier this month, was inducted into the Iowa Business Hall of Fame. He said President Newlin was honored, as were all the founders of Pioneer Hi-Bred International. Regent Fisher offered President Newlin the Regents' congratulations and said the honor was well deserved. President Newlin received applause in recognition of this achievement.

President Coleman referred to a news report from the previous day that indicated that University of Iowa psychiatry Professor Nancy Andreasen had won the National Medal of Science for her work in schizophrenia. She said twelve medals were awarded this year, several of which were given to Nobel laureates. President Coleman stated that Dr. Andreasen's receipt of this award was a great testament to the University of Iowa College of Medicine and to the University of Iowa Hospitals and Clinics. She suggested she could arrange for Professor Andreasen to speak to the Board of Regents members in the future.

President Newlin suggested that the February Board of Regents meeting would be a good opportunity for Professor Andreasen to speak to the Board. President Coleman said she would make those arrangements.

APPROVAL OF MINUTES OF BOARD MEETING OF OCTOBER 18-19, 2000. The Board Office recommended the Board approve the minutes.

President Newlin asked if there were additions or corrections to the minutes. There were none.

ACTION: President Newlin stated the Board approved the minutes of the October 18-19, 2000, meeting, as written, by general consent.

CONSENT ITEMS. The Board Office recommended the Board approve the consent docket, as follows:

Approve the institutional and Board Office personnel transactions;

Approve the Board meetings schedule;

Receive the informational report on the University of Northern Iowa's Master of Accounting (Macc) program to be offered in Des Moines;

Refer Iowa State University's proposal for a new B.A. program in Classical Studies to the Board Office and the Interinstitutional Committee on Educational Coordination for review and recommendation; and

Refer Iowa State University's proposal for a new B.S. program in Technical Communication to the Board Office and the Interinstitutional Committee on Educational Coordination for review and recommendation.

MOTION: Regent Lande moved to approve the consent docket, as presented. Regent Kennedy seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

INTERINSTITUTIONAL COMMITTEE ON EDUCATIONAL COORDINATION. (a) Approval of Creation of Department of Neurosurgery in the College of Medicine, University of Iowa. The Board Office recommended the Board approve the University of Iowa's proposal to create a Department of Neurosurgery within the College of Medicine, effective immediately.

University of Iowa officials proposed to create the Department of Neurosurgery from the current Division of Neurosurgery within the College of Medicine. University officials believe that achievements of this Division in skill, quality of education, and extramural funding meet the full academic complement expected of a Department in the College of Medicine. Neurosurgery is the only medical or surgical discipline that has its own specialty certification board and training program and does not have departmental status. University officials believe that the academic reorganization is necessary to advance the educational, scientific and service mission of this discipline. The granting of departmental status will provide a strengthened basis for recruitment and retention of faculty, enhanced education and training, and growth in research productivity.

The proposal was reviewed by the Interinstitutional Committee on Educational Coordination and the Board Office and both recommended approval.

Neurosurgery is a specific subspecialty within the surgical disciplines. A 1980 survey by the Society of Neurological Surgeons demonstrated that 42 percent of neurological surgery training programs were organized as departments. In 1990 the same survey reported an increase to 72 percent, and it was now estimated that over 85 percent of all programs have such status. There are no other neurosurgery training programs within the State of Iowa, but some do exist in surrounding areas including Minnesota, Wisconsin, Illinois, Missouri and Nebraska.

According to University officials, the Division of Neurosurgery currently functions as a self-supporting, autonomous unit within the Department of Surgery. This Division employs seven faculty, six of whom are tenured. The Residency program at the University of Iowa is fully approved by the Neurosurgical residency Review Committee. The proposal has been advanced by the faculty committee reviewing the Department of Surgery, reviewed by the Chair and the faculty of the Division, the College of Medicine Executive Committee, and endorsed by the Medical Council, and was being presented by the University for Board approval.

Provost Richmond presented the report on behalf of the Interinstitutional Committee on Educational Coordination.

MOTION: Regent Fisher moved to approve the University of Iowa's proposal to create a Department of Neurosurgery within the College of Medicine, effective immediately. Regent Ahrens seconded the motion. MOTION CARRIED UNANIMOUSLY.

(b) Approval of Change in Status of Emergency Medicine, University of Iowa. The Board Office recommended the Board approve the University of Iowa's proposal to

change the status of Emergency Medicine to an independent program within the College of Medicine, effective immediately.

University of Iowa officials requested approval for the formation of an independent Program in Emergency Medicine. Emergency Medicine is now a discrete specialty, with its own Board certification. This program would best serve the educational needs of the students and graduate trainees if the faculty are housed in an independent program that will provide a comprehensive curriculum in emergency medicine. In addition, this change will allow the option of University of Iowa developing its own residency training program in the future. Emergency Medicine faculty members have historically been appointed in the Department of Surgery, but more recently, this group has been organized as a formal division within that department. The faculty has been strengthened by the recruitment of emergency medicine trained faculty. The interest of medical students in pursuing this specialty has increased, and there has been a steady increase in ETC clinical volume over the last four years. The State has a shortage of trained emergency medicine physicians, and University officials plan to eventually develop a graduate medical education program in this specialty to help meet this need.

The proposed independent program was reviewed by the Interinstitutional Committee on Educational Coordination and the Board Office and both recommended approval.

There is no other emergency medicine program within the State of Iowa. However, there do exist such programs in several adjacent states such as Minnesota, Wisconsin, Illinois and Missouri, making recruitment of qualified staff to Iowa hospitals particularly difficult. All of the undergraduate medical and physician assistant students in the College of Medicine would be enriched by faculty participation in educational offerings of the College by emergency medicine approach learning, according to University officials.

This unit is currently funded through University of Iowa Health Care, and University officials do not anticipate any increase in resources for this change in status. The unit currently has appropriate personnel to undertake the additional administrative tasks that will be required. The proposal was endorsed by the Department of Surgery and the College of Medicine Executive Committee and Medical Council.

Provost Richmond presented the report on behalf of the Interinstitutional Committee on Educational Coordination.

MOTION: Regent Kennedy moved to approve the University of Iowa's proposal to change the status of Emergency Medicine to an independent program within the College of Medicine, effective

immediately. Regent Lande seconded the motion.
MOTION CARRIED UNANIMOUSLY.

(c) Approval of New Iowa State University Center to be called the Information Assurance Center. The Board Office recommended the Board approve the request for a new ISU Center to be named the Information Assurance Center.

The Information Assurance Center will be an interdisciplinary center, drawing faculty from both technology-based disciplines and from the liberal arts and sciences. The goal of this proposed center will be to move Iowa State University to national prominence by enhancing education and research in computer security. The mission of the Center is to "strive to become the preeminent academic leader in information assurance through national collaborative efforts in computer security education and research."

The new center was reviewed by the Interinstitutional Committee on Educational Coordination and the Board Office and was recommended for approval.

Information security has become a critical concern of both government and industry. According to the President's 1998 Commission on Critical Infrastructure report, computer security is of prime importance to protecting the national communication infrastructure, and the report recommends increasing the education efforts in computer security. Iowa State University, through the existing Information Systems Security Laboratory and the proposed Information Assurance Center, is poised to assume a leadership role in this area.

The appropriate administrators at Iowa State University have endorsed this action.

Provost Whitmore presented the report on behalf of the Interinstitutional Committee on Educational Coordination.

President Newlin asked if there were any other universities in the Midwest that offer such a program. Provost Richmond asked that Associate Professor Doug Jacobson, the initiator of the program, respond to the question. Associate Professor Jacobson stated that, in the Midwest, Purdue has a similar program, Tulsa has started a program, and the University of Nebraska at Omaha is considering starting a program.

Regent Fisher asked about the funding from the federal government of over \$1 million. Associate Professor Jacobson responded that the funding was from current grants. There are also two programs for scholarships for a total pool of money of approximately \$22 million. He noted that the federal funds are only eligible to schools that have been certified by the National Security Agency.

Regent Fisher asked about alternative sources of funding should the federal funding no longer be available. Associate Professor Jacobson responded that University officials are pursuing additional sources of funding, both federal and state funds. He noted that this area of study was relatively unique. Only four universities in the country have been designated as centers of excellence.

Regent Fisher asked if the \$22 million in federal funds was spread among the 14 institutions. Associate Professor Jacobson responded affirmatively.

Regent Neil asked about enrollments in the program. Associate Professor Jacobson responded that the offering of the degree was approved in July 2000, at which time 5 to 6 students enrolled. Currently, enrollment in the classes reaches the maximum enrollment on the first day of enrollment.

MOTION: Regent Neil moved to approve the request for a new ISU Center to be named the Information Assurance Center. Regent Ahrens seconded the motion. MOTION CARRIED UNANIMOUSLY.

PRELIMINARY REVIEW OF STRATEGIC PLANS. (a) University of Iowa. The Board Office recommended the Board receive and review the University of Iowa's strategic plan progress report.

The Board has indicated its interest in having consistency and linkage between institutional strategic plans and the Board's strategic plan. Also, the Board and institutions continue to work to refine performance indicators associated with action steps in the Board's strategic plan.

Current Strategic Plan - 1995-2000: Achieving Distinction

University of Iowa officials identified seven goals in connection with its mission of *Achieving Distinction 2000*. They include establishing: (1) comprehensive strength in undergraduate programs; (2) premier graduate and professional programs in a significant number of areas; (3) a faculty of national and international distinction; (4) a record of distinguished research and scholarship; (5) a culturally diverse and inclusive university community; (6) strong ties between the university and external constituencies; and (7) a high-quality academic and working environment.

The University of Iowa's first four goals relate to the Board's key result area (KRA) of quality. The KRA of access is addressed in certain indicators of goal 1 and goal 5. The KRA of diversity is addressed in the University of Iowa's goal 5 and goal 6. Throughout

the strategic plan, University of Iowa officials report its fiscal planning and funding efforts, which address accountability, the fourth of the Board's key result areas.

To measure and report progress in its 1995-2000 plan, University of Iowa officials identified targeted indicators, which it defines as "those quality-related measures that can be associated with time-specific numerical objectives," and progress indicators, which are described as "additional points of reference that cannot be set at predetermined levels but are useful in tracking the institution's direction and rate of improvement." The progress indicators, in other words, provide more intangible measures of achievement.

President Coleman made final comments on the University's current five-year strategic plan, *Achieving Distinction 2000*, which has been in place for the five-year period of 1995-2000. She also discussed the goals in the University of Iowa's strategic plan for 2000-2005, *New Century Iowa: Bridges to the Next Horizon*. Her comments were directed to the data baselines to be used for the strategic planning indicators of the new plan. The Board approved the new plan at its October 1999 meeting.

President Coleman stated that University officials recognize that the University's bedrock mission is to meet the needs of the people of Iowa, the nation and the world. The people of Iowa are at the top of that list. The University of Iowa touches the lives of all Iowans, from border to border. She said strategic planning indicators help to measure the University's impact on Iowans. University officials recently completed a self assessment under *Achieving Distinction 2000* and have established a new set of indicators for the next five years of the current plan, *New Century Iowa: Bridges to the Next Horizon*. In the new strategic plan, University officials retained only those indicators which were still relevant to the new strategic plan and developed some new indicators appropriate to the new goals. She stated that the results of strategic planning confirm for her that the University of Iowa is a great university.

President Coleman said the University of Iowa provides access to high-quality, cost-effective nationally-ranked education at the undergraduate, graduate and professional levels. The University graduates over 5,000 students every year and is now graduating students more quickly. University officials consider a study abroad experience to be crucial to students' success; therefore, University officials have designated study abroad participation as one of the most important indicators for undergraduate education. This past year, six students won Fulbright research scholarships abroad and four of these students were undergraduates.

In the most recent Kaplan Newsweek college catalog, the University of Iowa was ranked as a top national university in five categories: best value, best career services, best responsiveness to individual students, financial aid needs and academic

competitiveness. President Coleman stated that one measure of the excellence of programs is the high pass rate of students on certification exams, which are well above the national average in all professional programs offered by the University of Iowa. She said Iowans are the ultimate beneficiaries of these strong programs. The University of Iowa provides 50 percent of the state's physicians, 80 percent of its dentists, 60 percent of its pharmacists, and 50 percent of its bachelor's degree nurses.

Such a top-notch education can only come from top-flight faculty on the cutting edge of their fields in both teaching and research. In this past year, the University of Iowa faculty received a total of 11 national teaching awards. President Coleman said the University is increasing the number of faculty who apply for and win external grants. The University has far exceeded the original goal – 50 percent of the faculty have received external funding support. Therefore, the target has been raised to 60 percent.

President Coleman stated that attracting and retaining a diverse community of students, faculty and staff remains one of the University's top goals. Some targets have been exceeded but University officials want to focus on a goal that continues to be a challenge: recruiting and retaining minority faculty.

The University of Iowa's world-class quality must touch Iowans directly in their own communities as well as on campus. President Coleman addressed the University's service and outreach responsibilities throughout the state. She said UI Healthcare activities touch every corner of the state. The indigent patient care program serves all 99 counties in the state. University officials are committed to maintaining and enhancing strong ties between the University and external constituencies. One way those ties are measured is by tracking the mean monthly citations of UI activities in the national news where the University has far exceeded the target.

University officials are trying to measure the University's direct outreach and service impact on the state during the next five years with a new indicator: the number of Iowans served by educational, professional and service programs in their own communities. President Coleman provided some specific examples of programs currently in place in Iowa communities.

President Coleman stated that the University's highest aspiration is to become one of the 10 most distinguished public research universities in the country. According to a study emphasizing graduate measures conducted by the University of Florida, the University of Iowa tied for 11th place in the category of best public university overall. In *U.S. News and World Report's* most recent rankings for the year 2000, which emphasize undergraduate criteria, the University of Iowa placed 20th among public universities. Also, according to those rankings, the University of Iowa has the country's #1 ranked graduate programs in the following areas: audiology, creative writing, print

making, speech and language pathology, and nursing service administration. Even more important are rankings from the National Research Council. In the latest report, the University of Iowa placed in the top quartile in physiology, pharmacology, psychology, biochemistry, molecular biology, and political science.

In all aspects of Iowa's growth, the University of Iowa will be there. President Coleman promised that the University will help make this state, border to border, a better place. She noted that, by next month, University officials will have the printed annual report for the Board. She pointed out that there were some typographical errors for the indicators in the docket book; therefore, the Board members should refer to the University's materials.

Regent Kelly asked how many faculty who are on tenure track actually become tenured.

President Coleman responded that roughly 85 percent of faculty who are on tenure track actually become tenured. She said the number may not include faculty who leave the University before they come up for tenure.

Regent Kelly asked the same question of Iowa State University. President Seagrave responded that the number was close to 90 percent. He emphasized the point made by President Coleman that there may be some variation in the numbers.

Regent Fisher complimented University of Iowa officials on the power point presentation and particularly for showing how the University relates to citizens across Iowa. He said the Regents have heard that citizens of Iowa do not understand the importance of the universities. Reaching out is very important and will improve the visibility in the future.

President Coleman said University officials sometimes get so excited about what is going on on campus that they forget to talk about the activities taking place off campus. She plans to publicly talk more about those activities.

Regent Neil said he was impressed with the University of Iowa's presentation and that it told a story about what is being accomplished with a limited amount of resources. He asked if staff could take a look at presenting this kind of report for all legislators, perhaps in the House chambers, so that legislators can better understand the value of the Regent institutions. He asked that such a presentation be done in short fashion, 15-20 minutes each for the three universities and a lesser amount of time for the special schools. At the legislative budget hearings, legislators are often in a hurry and sufficient time is not allowed for thorough understanding. There are also some new legislators coming in. He stated that it would be valuable to have that kind of presentation.

President Newlin said staff would certainly look into Regent Neil's suggestion. He said it sounded like a wonderful idea.

Regent Kennedy asked President Coleman to comment on which of the increases she thought were most significant and whether she had any concerns about decreases. President Coleman responded that she had tried to highlight those issues in the oral report. Minority faculty is one area in which University officials will continue to work because they need to do a better job. She said the same issue was true with minority students. University officials want to do a better job of increasing graduation rates. She noted that the Board of Regents should be commended for encouraging University officials to implement the four-year graduation contract. This year, 69 percent of entering students signed up for the contract. One area about which she was extraordinarily proud was election to national scholarly academies. She said we tend to be modest as lowans. This was highly significant as a target. Another area was national news citations. She challenged her staff to figure out how to get the University in the national news and they have done that. Many good stories have been written about the University of Iowa. She noted that there were tremendous challenges ahead.

Regent Smith referred to Regent Neil's suggestion regarding educating legislators about the Regent institutions, and said she fully supported that effort. She said the Regents can get tunnel vision because they are so close to the work of the institutions. Others around the state still do not know what the universities mean to them. In terms of the four-year graduation contract, she asked how many of the participating students are from under-represented groups.

Provost Whitmore responded that for 2000-01, 69 percent of the students overall participated in the four-year graduation contract. Sixty-four (64) percent of the minority students signed up for the contract. Fifty-five (55) percent of African Americans, 77 percent of Native Americans, 64 percent of Hispanic and Latinos, and 68 percent of Asian American students participated in the contract.

President Newlin expressed appreciation for the use of graphs and for the new targets being displayed over the old targets. He said he echoed what had already been said by other Regents, and congratulated University officials on the progress that had been made. He then asked about the movement toward more outcomes assessment in the new plan.

President Coleman said she told the Board members last year that she was very proud when looking at input versus output measures. Over 70 percent of the measures were outcomes based. University officials want to focus on what is produced with what is given, and the maximization of those resources.

President Newlin asked for examples of some of the new outcomes measures. President Coleman responded that new outcomes measures include indicator #6: the number of graduate and professional students who win national competitive fellowship or awards; #8: number of graduate degree recipients obtaining academic employment, tenure-track academic positions, faculty positions at Research I institutions, and non-academic professional positions; and #12: percentage of faculty and number of staff members receiving external support for research, scholarship and artistic creation. She said target indicators for gender and ethnic diversity among faculty, staff and students have also been increased.

President Newlin said the Board members had received an excellent presentation; it was obvious that more lowans need to hear that.

ACTION: President Newlin stated the Board received and reviewed the University of Iowa's strategic plan progress report, by general consent.

(b) Iowa State University. The Board Office recommended the Board receive and review Iowa State University's strategic plan progress.

To achieve its goal of becoming the nation's best land-grant university, Iowa State University officials selected six goals: (1) strengthening undergraduate teaching, programs, and services; (2) strengthening graduate, professional, and research programs; (3) strengthening outreach and extension programs; (4) sustaining and enhancing an intellectually stimulating environment and a supportive university community; (5) establishing international leadership in the integration and effective use of information technology and computation services; and (6) strengthening initiatives to stimulate economic development. The University's report sets forth quantitative and qualitative indicators or benchmarks of progress achieved in each area.

The first two goals are consistent with the Board of Regents' key result area (KRA) on quality. The University's third goal and fifth goal relate to the Board's KRA on access. The Board's KRA on diversity is reflected in some of the indicators found in Iowa State University's fourth goal. Iowa State University's indicators for goal 6 on economic development relate to the Board's KRA on accountability.

President Seagrave said it was a privilege to have the opportunity to present Iowa State University's annual strategic plan progress report. He noted that he represented the University's thousands of students, faculty and staff, whom he publicly congratulated and thanked. President Seagrave recognized the leadership of Dr. Jischke, former president of Iowa State University.

President Seagrave stated that the key word was “progress.” Iowa State University officials are working consistently and aggressively to help the University to become the best land-grant university in the country. He said the first strategic plan goal was strengthening undergraduate teaching, programs and services. Most of the emphasis was placed on undergraduate retention which increased consistently in the past five years. Graduation rates have shown marked improvement. Another key measure is enrollment which has seen steady growth and record enrollment. Other measures include the number of national merit scholars and the number of classes taught by senior faculty. He said placement of graduates after one year is nearly 96 percent. Retention, graduation and placement data measure the University’s performance in serving undergraduate students.

President Seagrave stated that the University is in the midst of \$100 million in renovation and expansion of the residence halls, including the Towers renovation and the building of the Union Drive Neighborhood, which will give Iowa State University an advantage. Other capital projects include Howell Hall, re-engineering engineering education, and the Palmer Building for Human Development. He said other initiatives are more programmatic, including the multi-cultural visioning program and Science Bound. He said 41 students have made it to the last year of the Science Bound program; the first such student has graduated from Iowa State University. Another program is the College of Education’s Project Opportunity program. He said Simon Estes was an artist in residence last year. Mr. Estes has been added permanently to the faculty. He will teach on campus four weeks each fall and each spring. President Seagrave stated that Campaign Destiny was Iowa State University’s most successful private fund-raising effort ever. The University raised \$458 million, over \$100 million of which was raised for undergraduate scholarships.

With regard to the second goal, strengthen graduate, professional and research programs, President Seagrave stated that some records had been made and a goal was exceeded. He said three new faculty were hired in the plant sciences and a director was hired for the Plant Sciences Institute. He thanked the Board for support of this initiative. He described efforts of the National Swine Research Center, the NASA Food Technology Commercial Space Center, and the Livestock Infectious Disease group. Additionally, faculty have received two R&D 100 awards.

The third goal was to strengthen outreach and extension efforts. President Seagrave stated that 727,000 clients were served by the extension program. The University has an increasing number of partnerships with community colleges. This year the University’s motto is “strengthening families to become the best” which includes outreach to Iowa families. He described the collaboration between the Ames Laboratory materials preparation center and NASA’s jet propulsion laboratory.

President Seagrave stated that the fourth goal was to sustain and enhance an intellectually stimulating environment and a supportive university community. A key result area of this goal is diversity. The goal for the percentage of underrepresented minority students remains at 8.5 percent as set by the Board. The target for minority faculty and professional and scientific staff is 10 percent, and for merit staff it is 5 percent. He stated that Washington Week in Review was invited to campus by the School of Journalism for the Iowa caucuses, which was accepted. With regard to intercollegiate athletics, he said the University attained five conference championships, all in less than a month. Student athletes have also set records on the student side of the ledger. He said 966 students are studying abroad, which is a record. Students are also involved in Habitat for Humanity.

Goal 5 was to establish international leadership in the integration and effective use of information technology and computation services. Benchmarks include the percentage of course sections using computers, campus use of integrated technologies and electronic journal collections. President Seagrave stated that Iowa State University has been on the list of the most wired universities every year since Yahoo started compiling the information. Iowa State University has built C-6, the first virtual reality theater in the nation.

President Seagrave stated that goal 6 was to strengthen initiatives to stimulate economic development. Benchmarks include the number of agreements signed for licensing activities, the dollar amount of new technologies licensed and revenues generated. He said these numbers can fluctuate greatly. The activity runs high at the University. He provided some examples of how the University is helping Iowa companies. Other activities include the research park, the Center for Advanced Technology Development and the Iowa Demonstration Laboratory. With regard to stimulating economic development, he said the University is offering programs in Des Moines including the executive Master of Business Administration, the Master of Public Administration, and the Master of Educational Leadership.

President Seagrave stated that behind each of the University's success stories is at least one and usually more, students, staff and faculty. He said those people are what drives Iowa State University's success.

President Seagrave thanked the Board for its support of the University's initiatives. He also thanked the Board for the opportunity to present the report as interim president. He said he had no doubt that this report would greatly assist the effort of Dean Allen's search committee to secure a top candidate for the presidency of Iowa State University. The strategic plan progress report presents a portrait of a university that consistently aspires to become better as well as the image of a faculty and staff who are extremely skilled at what they do, a student body that brings talent and excitement to the campus,

and an alumni family that is incredibly supportive. Finally, it sends the clear message that this governing board encourages and supports Iowa's public universities in achievement of excellence, and measures their progress through its key result areas of quality, access, diversity and accountability.

President Seagrave acknowledged the people who put together this presentation: Rabindra Mukerjea, Tammy Michel, Diana Pounds, John Anderson, and Richard Beachler.

Regent Fisher said he was intrigued about the Des Moines initiative for minority students. He asked from where the funds come. He also asked for further information about the activity related to the contamination of meat products, noting that was a high profile issue.

President Seagrave responded that the activity related to the contamination of meat products was just getting started; it has been patented or licensed. He noted that was an example of one of several projects that come from the University's analytical chemists. He said the Science Bound Program in Des Moines was started in 1989. He asked Assistant to the President Mukerjea to address the program's funding.

Assistant to the President Mukerjea said the Science Bound Program was funded through IMAGES, through the University, and through some federal funds.

Regent Fisher said he liked the idea of the Science Bound Program and hoped it would continue.

Regent Neil asked what indicators President Seagrave felt were most significant and what decreases were seen as the biggest problem in achieving the University's goals.

President Seagrave said he was pleased about the increase in retention and graduation rates, which were quite significant. University officials now understand why they were able to increase those numbers so they will be able to do more. He was also pleased about placement rates. One area of concern for several years has been the increase in the number of minority students. He did not see too many negatives but said University officials have to watch things carefully.

President Newlin asked President Seagrave to comment on the word "engaged." In Iowa State University's new plan, what are the best indicators of Iowa State University being engaged? President Seagrave said the indicators of being engaged would be the same as the indicators found in goals 4 & 6 of the just-completed strategic plan relating to diversity, outreach and economic development. Such indicators include the number

of credit courses and non-credit courses, the number of degrees offered off campus, and the number of companies with which the University is working.

President Newlin expressed appreciation for the excellent report. He noted that, in the presentation, the University presented only three years of data although it has collected data for five years. President Seagrave said he believed that in most cases there was data available for five years. University officials will present the data for five years in all categories.

President Newlin asked if, in some cases, the University's performance indicators from the just-completed strategic plan would be retained in the new strategic plan. President Seagrave said he believed that was true.

ACTION: President Newlin stated the Board received and reviewed Iowa State University's strategic plan progress, by general consent.

(c) University of Northern Iowa. The Board Office recommended the Board receive and review the University of Northern Iowa's strategic plan progress report.

The Board has indicated its interest in having consistency and linkage between institutional strategic plans and the Board's strategic plan. Also, the Board and institutions continue to work to refine performance indicators associated with Action Steps in the Board's strategic plan.

The four goals of the University of Northern Iowa's current strategic plan are to promote intellectual vitality, to promote a sense of community within the university, to effectively manage internal resources and to seek external resources aggressively, and to enhance external relations. Some of the unique strategies taken toward these goals include developing individual Programs of Study (POS) for every student, holding campus-wide discussions in order to craft statements on the qualities of an educated person, and conducting surveys of students, faculty, and alumni on their opinions on the curriculum needed which would contribute to preparing an educated person. To assess these goals, University of Northern Iowa officials utilize some non-statistical instruments which are inherently harder to measure than the numerical goals.

Intellectual vitality, the first goal, is closely aligned with the first key result area (KRA) of the Board's strategic plan, quality. The second University of Northern Iowa goal, promoting a sense of community, addresses the Board's KRA on diversity. The Board's KRA on access is reflected in the University of Northern Iowa's second goal on community as well as its fourth goal on enhancing external relations. University of Northern Iowa's strategic plan provisions for internal and external resources are intended to relate to the Board's fourth goal, accountability.

President Koob stated that he would present a summary of selected performance indicators for the past five years as well as discuss the strategic plan for the next five years. He said the University of Northern Iowa has been, for a number of years, among the best comprehensive public universities in the nation. The University cannot improve above the top 10 without becoming more selective or receiving significant new dollars from the legislature or from tuition. Therefore, University officials changed the words from "among the best" to "the finest" comprehensive public university in the nation. The University campus is attempting to define what "finest comprehensive university" means. In the presentation, he pointed out areas in which the University is reaching for achievements which are extraordinarily difficult. He asked that the Board members join in the dialogue of what it means to be the finest comprehensive public university in the nation. He said some of the qualities of what it means to be the finest comprehensive public university are in the University's vision statement relating to learning environment and sense of community, which the University has achieved.

President Koob discussed some of the difficulties with the *U.S. News and World Report* college rankings. In the area of alumni giving, as reported in the Iowa State University "fact" publication with respect to AAU public universities, Iowa State University is ranked #7 at 15 percent giving while the University of Iowa is ranked #10 with 13 percent giving. The alumni giving rate at the University of Northern Iowa would place it third on the list at 21 percent. He stated that while the University of Northern Iowa ranks very well in the *U.S. News and World Report*, it was unlikely that the University's ranking would get much higher than another AAU university. He said the rankings are extraordinarily misleading, exactly inversely proportional to the number of dollars each university either collects or has in its endowments. Hence, the difficulty with using these kind of data in defining what a truly fine university might be. He said University officials would not ignore the *U.S. News and World Report* ranking. University of Northern Iowa officials were proud to be among the top 10 best comprehensive public universities as identified by an external data base. However, University officials think they have to go further.

President Koob discussed the challenges to getting better as well as where the University has been. Next April, the University of Northern Iowa will be 125 years old. The University has been committed to the people on its campus for that entire time, in agreement with its culture statement. President Koob said the University is a "people" university in every sense of the word. With regard to the values statement, he said the values were similar to those presented to the Board last year in the strategic plan presentation. He said the University carries forward those values the Board members would expect to be carried forward: excellence, intellectual vitality, academic freedom and academic quality. There is one new value, individualized learning, which President Koob was pleased to see grow out of the process of campus input into the plan. He

said the University of Northern Iowa has an obligation to educate an increasing number of Iowa high school graduates. He referred to the elitist techniques used to measure quality in the *U.S. News and World Report* data base. He said the University of Northern Iowa could achieve a higher ranking by admitting higher-quality students, those who rank higher on college admissions tests or with higher grade point averages. Although the University will continue to compete for those higher-quality students, he said the University's social responsibility is to make certain that not the highest quality student also gets a high-quality education. The way to help all students be successful in college is to understand that students learning differently. Therefore, adding individualized learning to the values is a recognition on the part of faculty that they are going to have to think more about where their student is coming from. Techniques will have to be developed that are above and beyond the traditional.

President Koob stated that the University's mission would not change significantly. The University of Northern Iowa is predominantly a comprehensive university. The University's success in its professional curriculum in teaching and in business is based on a strong liberal arts curriculum. One area about which there is envy of the sister institutions is a uniqueness within the comprehensive university definition. The University of Northern Iowa offers the same programs, liberal arts, business and teaching that virtually every other university in the country offers. He said University officials would like to enter into dialogue with the Board about what elements of the University of Northern Iowa could be given a specific and unique component to the institution. Looking toward the next five years, the University campus would like to redefine the nature of the university to ensure the University brings to the mix in the state of Iowa a unique opportunity to serve. He said he would have some proposals for the Board members later in the year.

University of Northern Iowa officials have always been proud of the University's excellent teaching and undergraduate focus, but selected graduate programs for professionals is what University of Northern Iowa has traditionally offered. President Koob stated that if there is going to be mission creep, this was where it would be found. He described the university's evolution from a normal school to the university it is today. There have been seen a move for requiring additional education, the most recent of which was the Master's in Accounting. He believes the fundamental requirement for entry into a profession will require more education than 4 years. There will be a blurring of boundaries between undergraduate and graduate programs. The educational requirements will grow with the demands of the professions they serve.

President Koob stated that the University of Northern Iowa strategic plan has eight major goals, 23 objectives and 36 performance indicators. In his presentation, he reviewed each of the goals, and under each one, its objectives and performance indicators. He said it was understood that the goals are taken together. It was hoped

that the strategic plan would thrust the University into the future. Goal 1 is to provide intellectually stimulating and challenging experiences for students that broaden and deepen their perspective and awareness. With regard to objective 1, to provide instruction to students from tenured or tenure track faculty in at least 75 percent of all classes and 80 percent of major classes, President Koob stated that the University has seen a large degree of turnover in faculty and continuous growth in enrollment. The goal is to return to 75 percent tenure and tenure track faculty teaching in all classes, which would require extraordinary effort.

Goal 2 is to support creative and intellectually rigorous teaching and scholarship. Objective 2.1 is to generate increased opportunities for faculty to enhance the quality of their teaching. The University has significantly exceeded this goal each year. Goal 3 is to expand the involvement of the University in addressing critical local, state, national and global needs that also enrich the educational experiences offered by the University. President Koob stated that one objective relates to experiential learning. Objective 3.2 is to increase availability of distance learning, continuing education and international academic and professional development opportunities to meet the needs of students. With regard to being of service to Iowa, President Koob stated that the University intends to address the first recommendation of the Iowa 2010 strategic plan by offering services to communities to assist in resettling refugee populations.

President Koob referred to goal 4, strengthen a university culture characterized by diversity, collegiality and mutual respect, and stated that diversity on campus has been particularly challenging. University officials want to meet the Board goal of 8.5 percent. While the number of students who would be classified as minority has grown, as a percentage of total enrollments those percentages either stayed constant or began to shrink until recently. He said the growth experienced this year and that is expected to continue to be experienced is a direct result of new investments in this activity. There has been an increase in student aid set aside, for example. It is an expensive proposition but University officials are committed to it.

Goal 5, foster a supportive living, learning and working environment with services and programs that promote individual well being and organization effectiveness, contained a new objective which was to provide child care services to better meet the needs of university families. President Koob stated that the University offers two types of child care. One is day care and another is early childhood school. There is a long waiting list for the early childhood school.

With regard to goal 6, enhance the quality, diversity and number of human resources available to meet the needs of the university, President Koob stated that in the same way University officials like to have faculty grow continuously, they would also like to have the staff grow by providing university sponsored professional activity. With regard

to goal 7, continue to improve capital, physical and informational resources at the University, President Koob discussed the objective to more fully integrate modern technology into the everyday lives of students, faculty and staff. He said the campus and the residence halls are fully networked. The University of Northern Iowa is second in the nation with respect to network services provided to students. On the drawing board is a project called My Portal which is a customized screen for the student.

President Koob stated that the last goal was to establish strong, mutually beneficial relationships with external constituencies. Over the last 5 years, University officials have seen significant increases over their expectations.

President Koob concluded by stating that the University of Northern Iowa, a university which has long been recognized as best of breed, has stretched to find a new way to define itself.

President Newlin thanked President Koob for all of his hard work, and said he was pleased with the results.

Regent Kelly thanked President Koob for the work in the area of child care. It was his belief that many recent education graduates who want to teach cannot teach because child care is not available in their communities. He then stated that the Board members had received three excellent reports from the three presidents, noting that so much seems to involve appropriations. He asked about extracting some of each of their presentations and sending those to the legislators.

President Newlin asked if Regent Kelly was suggesting something similar to what Regent Neil had suggested about presentations at the Statehouse. Regent Kelly said Regent Neil had a wonderful idea; however, he has been at some of the meetings at the Statehouse and the attendance is rather small. Would there be any problem with doing both to make sure that everyone receives it? He said he would not be happy with just the presentation at the Statehouse.

President Newlin said the Board members would think about both a live presentation or possibly a videotape plus written materials.

Regent Lande suggested the presentation in Des Moines at the Statehouse be shrunk to 1-1/2 hours and that written presentations be provided to legislators ahead of time. He noted that a presentation of what the universities are doing for Iowans was an important part of this effort.

Regent Lande commended President Koob for moving forward with the new strategic plan. He said he noticed that the recently-completed plan had included a strategy for a

campus survey regarding the goal to promote a sense of community within the university. He questioned whether the new plan anticipated a campus survey.

President Koob responded that University officials continue to survey the campus. He said that while the elements of the survey compared to one another make sense, there have been arbitrary ups and downs. University officials will continue to use that survey or a new survey.

Regent Ahrens asked for a description of some of the different indicators. President Koob responded that the most different indicator is the child care indicator; the rest are drawn from the MGT group of indicators. University officials tried to converge the indicators of the previous strategic plan. He said the Board would see a new collection in the sense of the items targeted but not new indicators.

President Newlin noted that the new strategic plan also provides linkages with the Board's strategic plan.

Regent Neil asked for the strategic plan goals and objectives that can be accomplished without additional resources. President Koob responded that the targets are incremental targets, mostly with 2 percent change per year in accordance with the 2 percent reallocation within the University. The original strategic plan was developed to be rational with respect to the University's resources. The University has very few outside resources. The University of Northern Iowa goals are resource dependent. He did not see opportunities for many new resources but he does believe resources can be reallocated to reach the goals, which is substantiated by the progress that has taken place over the last 5 years. The biggest problem now with respect to resources is the University's growth. The University of Northern Iowa has grown nearly 10 percent in the last five years. The University is serving 10 percent more students with, effectively, a cost-of-living increase in resources over the last five years. He cautioned that if the growth continues but the resources do not increase, there will have to be some resolution of that problem. He said that matter was something that he would have to bring to the Board's attention regularly through the next year as we go through the next legislative session.

President Newlin referred to the proposed mission statement for the University of Northern Iowa, and stated that that Regents did not want to change the mission of the University of Northern Iowa. He asked to do some word tweaking in the mission statement as it was presented in the meeting materials. He was concerned that there might be a misinterpretation that the Board of Regents was creating a new research university. He offered the following revision to the proposed mission statement (modification in italics):

The University of Northern Iowa is a comprehensive institution committed to providing a diverse, dynamic learning environment, founded on a strong liberal arts curriculum, and characterized by excellence in teaching *and service, and by quality research in support of teaching*. The University focuses both on undergraduate education that emphasizes a personalized learning environment and on selected master's, doctoral, and other graduate programs that provide students with specialized educational experiences. UNI programs incorporate scholarship and service to individuals, communities, and organizations throughout the state, the nation, and the world.

Regent Kelly questioned whether it might be wise to omit the words "*in support of teaching*". He was unsure whether the research was just in support of teaching. Teaching was not the purpose solely for research.

Regent Kennedy also expressed concern about limiting research to that related to teaching.

Following a recess, President Newlin announced that President Koob and others had discussed the mission statement, and that the wording was proposed to be changed from the mission statement proposed by University officials, as follows:

The University of Northern Iowa is a comprehensive institution committed to providing a diverse, dynamic learning environment, founded on a strong liberal arts curriculum, and characterized by excellence in teaching, *scholarship* and service. The University focuses both on undergraduate education that emphasizes a personalized learning environment and on selected master's, doctoral, and other graduate programs that provide students with specialized educational experiences. UNI programs incorporate scholarship and service to individuals, communities, and organizations throughout the state, the nation, and the world.

MOTION: Regent Fisher moved to approve the revised mission statement for the University of Northern Iowa, as outlined above. Regent Kennedy seconded the motion. MOTION CARRIED UNANIMOUSLY.

ACTION: President Newlin stated the Board received and reviewed the University of Northern Iowa's strategic plan progress report, by general consent.

(d) Iowa School for the Deaf. The Board Office recommended the Board receive and review the Iowa School for the Deaf strategic plan progress report.

The mission of the Iowa School for the Deaf is to provide comprehensive and appropriate programs and services that will enable deaf and hard of hearing students attain personal excellence. The key result areas developed to achieve this mission are: quality teaching, pupil personnel and administrative services; strengthening and expanding creative and innovative programming; maintaining facilities and equipment with sufficient funding, and accountability. Under each key result area, Iowa School for the Deaf has listed objectives and indicators. Its strategic plan also has a list of benchmarks, for which targets have been established.

There were no changes this year in Iowa School for the Deaf's strategic plan. The emphasis this past year has been in additional data collection for the benchmarks. A number of the benchmarks have reached their targets. The Iowa School for the Deaf Advisory Committee reviewed and approved the strategic plan. The Superintendent indicated to the Advisory Committee that it may be necessary to develop new targets in some areas.

Iowa School for the Deaf is preparing for accreditation visits in 2001. As part of the process of writing its self-study, Iowa School for the Deaf faculty and staff are carefully assessing how the strategic plan is being implemented. The Iowa School for the Deaf Advisory Committee will also review the self-study document in the spring.

Superintendent Johnson presented the Board members with highlights of the strategic plan progress of Iowa School for the Deaf. He said the school has to develop a limited number of issues for school improvement, the fiscal impact of which he discussed. One area in which benchmarking is taking place is academic comparison with hearing individuals. He said the School's mission, beliefs, values and vision would probably not change. He noted that in July, in conjunction with the report of the School's advisory committee, there was discussion about the reading achievement of Iowa School for the Deaf students. He said the meeting materials included a five-year data report.

Superintendent Johnson stated that progress had been made in the achievement level of students. The sign language proficiency of staff has continued to increase. Staff development activities have continually increased. The number of individuals being taught by the School's faculty has increased. He said one area which usually receives much attention in a residential school is the student life program. The Iowa School for the Deaf has dramatically increased the number of student life staff who have college degrees. Less than 5 percent of student life staff had college degrees when he came to the Iowa School for the Deaf. He said the Nebraska initiative has been a wonderful activity for Iowa School for the Deaf and for the state of Nebraska.

Superintendent Johnson addressed the challenges identified in the strategic plan progress report including increasing percentage of faculty with graduate degrees and recruitment of teachers nationally. Often, when staff with graduate degrees retire, they are replaced by individuals with undergraduate degrees. Another issue is percentage of faculty who have national teacher certification. Additionally, the School has no faculty who are a racial or ethnic minority. Lastly, one of the School's challenges is reading for comprehension by students, which is probably the most critical skill that students need to develop.

In the next one to two months, Board of Regents members will be provided with the School's annual report to parents on achievement, as required of K-12 schools in this state. School officials will also report to the Board on the results of the accreditation visits.

President Newlin asked if Superintendent Johnson would be making a strategic plan presentation to the Board next month. Superintendent Johnson said he was not comfortable doing so because he expected the on-campus committee would not have a first draft of the accreditation self study until January.

President Newlin stated, for the purpose of next year's report, that he would like for the school to adhere to the Board's schedule of receiving progress reports in November and final reports in December. Superintendent Johnson said he would do so.

President Newlin said he had studied the School's strategic plan and performance indicators and he felt that Superintendent Johnson and the Iowa School for the Deaf Advisory Committee had some very good suggestions. Superintendent Johnson said there had been much activity taking place on campus.

President Newlin noted that the Iowa School for the Deaf Advisory Committee had five suggestions for further clarification. He said he assumed that Superintendent Johnson would provide that clarification and present it to the Board in the spring. Superintendent Johnson responded affirmatively.

ACTION: President Newlin stated the Board received and reviewed the Iowa School for the Deaf strategic plan progress report, by general consent.

(e) Iowa Braille and Sight Saving School. The Board Office recommended the Board receive and review the Iowa Braille and Sight Saving School's strategic plan progress report.

The Board approved the Iowa Braille and Sight Saving School's strategic plan for 1998-2002 at its May 1998 meeting. Since that time, the School has been actively involved in carrying out the plan. The Iowa Braille and Sight Saving School plan has three key result areas (KRA) -- quality and access in education, diversity, and finances

Refinements in language from the initial plan were made to describe better the activities in which the School is involved. Action steps and benchmarks were added to the original plan, where necessary. For example, a new strategy (1.1.4) was added last year. Its purpose is to enable the School to provide quality services and access to education for students throughout Iowa who are blind or visually impaired.

The Iowa Braille and Sight Saving School Advisory Committee reviewed and approved the 1998-2002 strategic plan.

The first KRA for Iowa Braille and Sight Saving School is quality, which aligns with the first Board of Regents' KRA of quality. The second Iowa Braille and Sight Saving School KRA focuses on diversity, which matches another Board KRA. The third Iowa Braille and Sight Saving School key result area addresses finances, which relates to the accountability KRA of the Board.

Services provided by Iowa Braille and Sight Saving School are available to all students of the state who are blind or visually impaired, which also relates to the Board's diversity KRA.

Superintendent Thurman stated that Dianne Utsinger, Director of Human Resources, had developed the power point presentation for the Board members, and that she had done a masterful job. He said this report related to the last full year of the School's strategic plan. The difference from the other institutions' strategic plans is that, rather than focusing on making the institution as good as it can be, it focuses on students wherever they may be. The vast majority of the School's students attend a local public school, not the Iowa Braille and Sight Saving School. He discussed each of the School's key result areas and one initiative under each of those.

The reorganization of the Iowa Braille and Sight Saving School has been completed. The School now has only one department, which is called the education department. The School continues to have faculty on campus to serve the students who need comprehensive services. Superintendent Thurman stated that 80 percent of the faculty have full or partial roles providing services to students around the state. In 1999, the School began an 8-week summer program. School officials had hoped to have 60 students in attendance for the summer program of 1999 and they had 72 students. They then hoped for 70 students for the 2000 summer program and they had 83.

Superintendent Thurman described the program to orient students to the world of work (OWOW) which takes place on the University of Northern Iowa campus in cooperation with the Iowa Department for the Blind. The program serves 16- to 18-year-old public school students.

Superintendent Thurman said the summer technology institute provides parent and professional development. Because of the program offered by the University of Alabama for special education training for students desiring to be teachers of the blind, a number of individuals are now certified to teach the visually impaired in Iowa. The number of certified teachers has grown dramatically in the last two years.

Superintendent Thurman stated there are 620 to 650 known visually impaired children in the state; the Iowa Braille and Sight Saving School serves nearly all of those children. He described the methods by which School officials identify and address students' needs. He emphasized that almost everything, other than physical plant projects, that has taken place at the Iowa Braille and Sight Saving School has occurred through reorganization and through cooperation with the Area Education Agencies. He discussed the needs in western Iowa where School officials are confronted with large amounts of space and lack of concentration of students except in the Council Bluffs area. He said the number of blind children identified in AEA 13 has doubled within a 5-year period.

One area about which there is excitement on campus is the early childhood study. Superintendent Thurman stated that as this study is conducted, School officials will delve into the question of what should be the role of the Iowa Braille and Sight Saving School in providing services to infants, toddlers and children, from birth to age 6, who have visual impairments including those with multiple disabilities. The first meeting relating to this study was held a month ago. School officials came away from the meeting much information. University of Northern Iowa Professor Gene Lutz of the Center for Social and Behavioral Research will be conducting the study. At the end of the study, School officials expect to know the kind of services that Iowans are receiving.

In November 2001, Superintendent Thurman hopes to bring to the Board the School's next strategic plan, discussion of which will begin on campus in January. He said the next plan will be less of an Iowa Braille and Sight Saving School plan than a plan for the state of Iowa for visually impaired children.

Regent Kelly said he was pleased with the continuing progress of graduate student education for teachers. He asked that, at some time, School officials answer the question of how school officials plan to measure the progress of visually impaired students who remain in their local schools and who receive outreach assistance. Also, he would like to receive additional information on the early childhood study.

Superintendent Thurman responded that measuring progress of students who remain in their local school districts would be addressed in the next strategic plan. Some work in that area has begun with the low vision clinics. With regard to the early childhood study, he said he believed that as he brings information forward to the Board that effort would become clearer.

President Newlin asked which one or two areas of school improvement are the most significant. Superintendent Thurman said the school has to get much better at using technology in more focused areas. It has to get much better at applying research to learning situations. School officials have to confront educational beliefs in accordance with intergenerational experiences. He said the School has to grow; School officials have been recreating the School.

President Newlin asked about the School's report to be presented next month. Superintendent Thurman said he would follow what was done last year. Unless the Board members have any questions or clarifications, nothing new would be presented next month. School officials will then begin working on the new strategic plan.

Superintendent Thurman asked to take a moment of the Board members' time. He said he has been reading a book entitled "Betrayal of Trust" regarding the collapse of the public health system in the Soviet Union. Last year, 1.2 million children were left homeless, 700,000 of whom were children with disabilities. Those children were put in warehouses and abandoned factories. He stated that there are places in Iowa, at the Iowa Braille and Sight Saving School, the Iowa School for the Deaf as well as many other statewide institutions, where these children could be cared for. He thinks it is a shame that the needs of those children have not been addressed. He said that in a nation and a state of plenty, when there is such horror going on for children, there is a moral obligation to be of assistance. He would be pleased to begin dialogue with the Board about what might be done to ameliorate that situation.

ACTION: President Newlin stated the Board received and reviewed the Iowa Braille and Sight Saving School's strategic plan progress report, by general consent.

(f) Board of Regents. The Board Office recommended the Board (1) receive and review the Board of Regents' strategic plan and (2) encourage the Board Office and institutions to maintain and expand close links between each institutional strategic plan and the Board of Regents' plan.

In 1998 the Board of Regents adopted a five-year strategic plan (1998-2003). Each year of the plan an annual report is prepared to review progress on the implementation of the plan. During the Board's annual review last year, the Board examined in detail three aspects of its strategic plan:

- linkages between the Board plan and institutional plans. (The Board expressed interest in assuring that the Board and institutional plans be consistent, especially as the three universities develop new strategic plans).
- need to clarify terminology and examine implementation procedures of the 83 action steps.
- adjustments in the areas of technology, international study, and diversity.

The four key result areas of the Board's strategic plan are: quality, access, diversity, and accountability. The Board's plan contains 9 objectives, 20 strategies, and 83 action steps. As of this date, 77 of the action steps have been implemented; i.e., evaluation procedures are in place and are being regularly reported. Six action steps are now in the "nearing completion" category and none are judged to be in the early stages of assessment.

This annual review of the Board's strategic plan focused on three topics:

- Enhancing links between the strategic plans of the Board and institutions
- Reviewing the implementation of assessments of the action steps
- Refining the Board's plan in selected areas.

Executive Director Stork stated that the Board of Regents is at the midway point of its strategic plan. Last year, the Board identified three aspects of its strategic plan to be examined in detail: developing linkages between the Board and institutional plans, continuing to clarify terminology and examine implementation procedures of the action steps, and adjustments in the areas of technology, international study and diversity. He noted that of the 83 action steps, 77 had been implemented. He referred the Board members to the location in the meeting materials of the status of the final six action steps as well as a report regarding linkages between the Board's strategic plan and the new institutional plans.

Associate Director Kniker reviewed with the Board members highlights of the information that was provided in the meeting materials. He said the Board and the five institutions have linkages in their strategic plans. Between now and next month, part of the review that will take place is to determine how closely some of the new institutional performance indicators relate to the Board's action steps. As a result of

recommendations last year, a work group examined what additional action steps might be needed in the areas of technology and international education. With regard to the Board's key result area of accountability, last year a column was added in the action steps that calls for evidence of completion of the action step.

President Newlin thanked Associate Director Kniker and the institutional work group. He said he hoped that Executive Director Stork and Associate Director Kniker would keep up the good work.

ACTION: President Newlin stated the Board, by general consent, (1) received and reviewed the Board of Regents' strategic plan and (2) encouraged the Board Office and institutions to maintain and expand close links between each institutional strategic plan and the Board of Regents' plan.

FALL ENROLLMENT REPORT -- PART II. The Board Office recommended the Board (1) receive the report and (2) approve the enrollment projections for Fall 2001 to Fall 2010.

Part II of the Fall 2000 enrollment report includes an analysis of the following characteristics at Regent universities: (1) the quality of incoming freshmen; (2) enrollments of transfer students; (3) enrollment by collegiate units; (4) enrollments by residency; (5) foreign student enrollments; (6) enrollments by age of students; (7) enrollments by gender of students; (8) enrollments by race/ethnicity of students; (9) enrollments by disabilities of students; (10) Regent university enrollments compared to enrollments at other Iowa colleges and universities; (11) enrollment projections at the Regent universities; (12) enrollment projections at Regent special schools and Price Lab School; and (13) Appendix.

Regent universities attract highly qualified students. For Fall 2000, the mean ACT scores for entering freshmen at Regent universities range from 23.0 to 24.6. This compared very favorably to a national mean of 21.0 and a state mean of 22.0. More than 87 percent of the new freshmen at Regent universities graduated in the top half of their high school classes.

Approximately 52 percent of new undergraduate transfer students to Regent institutions come from Iowa community colleges. During the past eleven years, the number of community college students who have transferred to Regent universities has increased by almost 55 percent. However, the number of undergraduate transfers represents only approximately 4.5 percent of the total undergraduate enrollment at Regent institutions. The following numbers compare enrollment for the current fall semester with Fall 1999.

Undergraduate enrollment at Regent universities increased by 1.1 percent in Fall 2000 from 53,024 to 53,589.

- Undergraduate enrollment increased at the University of Iowa in the College of Business (+0.3 percent), the College of Engineering (+5.1 percent), and the College of Medicine (+12.0 percent).
- At Iowa State University, undergraduate enrollment increased in the College of Business (+4.6 percent), the College of Design (+4.4 percent), the College of Engineering (+2.4 percent), the College of Liberal Arts (+4.5 percent), the College of Education (+3.5 percent), and the College of Family and Consumer Sciences (+3.4 percent).
- At the University of Northern Iowa, undergraduate enrollment increased in the College of Business (+2.1 percent), the College of Education (+2.2 percent), the College of Humanities and Fine Arts (+3.7 percent), and the College of Social and Behavioral Sciences (+3.4 percent).

Graduate enrollment at Regent institutions decreased by 756 students (-6.2 percent) from 12,179 to 11,423. Some of the decrease is due to the fact that the University of Iowa now counts MBA students as professional students, rather than as graduate students. Some of the decrease may be due to the fact that in a good economy fewer persons undertake graduate study.

- At the University of Iowa, graduate enrollment increased in the College of Engineering (+3.2 percent). This is the first year that graduate student enrollment has been reported in the College of Public Health.
- At Iowa State University, graduate enrollment increased in the College of Business (+10.9 percent), the College of Education (+5.3 percent), the College of Engineering (+10.1 percent), the College of Design (+15.8 percent), the College of Family and Consumer Sciences (+5.6 percent), and the College of Veterinary Medicine (+6.3 percent).
- At the University of Northern Iowa, graduate enrollment increased in the College of Business Administration (+7.4 percent), the College of Natural Sciences (+21.7 percent), and the College of Social and Behavioral Sciences (+5.2 percent).

Professional school enrollment at Regent universities increased by 612 students (+18.5 percent) from 3,306 to 3,918; however, as described above, some of the increase is due to the transfer of MBA students from the graduate college at the University of Iowa. At the University of Iowa, professional school enrollment increased in the College of Dentistry (+3.0 percent).

More than 4,600 foreign students from approximately 140 nations and territories enrolled in Regent universities during Fall 2000. This represents an increase of 4.5 percent from Fall 1999. Regent universities also provide opportunities for students to study abroad in a variety of sites from "Aberdeen" (University of Aberdeen) to "Wales" (the University of Swansea), as well as at colleges and universities from coast to coast in the United States.

The number of women enrolled in Regent universities increased from 34,708 to 34,861 (+0.4 percent) in Fall 2000. The proportion of women to men at Regent universities is currently 50.6 percent. In undergraduate and graduate enrollments, the proportion of women to men exceeds 50 percent while in professional school enrollments the proportion is below 50 percent. The variations of gender ratios in enrollments should be reviewed as a measure of diversity targeted in the Regent universities' strategic plans.

The enrollment of undergraduate students who are 25 years and older decreased by 525 (-9.9 percent) at the Regent universities in Fall 2000 compared to one year ago. This resulted in an increase in the proportion of undergraduates who are under 25 years of age from 90.0 percent (47,738) to 91.1 percent (48,828).

The number of students with disabilities who are attending Regent universities increased by 80 (+6.3 percent) from 1,279 to 1,359 in Fall 2000. It is important to remember that these data are compiled primarily from self-referrals or outside party referrals so that the reported number may not reflect the total number of students with disabilities at the Regent universities.

The total enrollment at all Iowa colleges and universities is 188,906¹ for Fall 2000. This represents an increase of 3,234 students (+1.7 percent) from the prior year. Regent universities serve 36.5 percent of the students (headcount enrollment) pursuing postsecondary education in the State of Iowa. The average market share for Regent universities during the past nine years has been 36.9 percent. Community colleges serve 34.9 percent of the students and private colleges and universities serve 25.6 percent of the students pursuing postsecondary education.

Regent universities project that total enrollments will increase by 821 students (+1.2 percent) between 2000 and 2010 from 68,930 to 69,751. The projections indicate that the peak year will be in 2003 when there will be a 1.9 percent increase of 1,299 students from Fall 2000. Enrollments are then expected to decline through 2007 and increase slightly through 2010. Although it is difficult to use projection models accurately for long-term (10-year) projections, the projections included in this report are

¹ Source: Iowa College and University Enrollment Report prepared for the Iowa Coordinating Council on Post-High School Education by Jerald Dallam.

significant components in the environmental analyses for the respective institutional strategic plans.

Iowa Braille and Sight Saving School officials project that on-campus enrollments will remain relatively constant at 33-34 students between 2000 and 2010. Off-campus direct services are projected to increase from 308 to 322 students (+4.5 percent) through 2005 and subsequently decline to 300 students by 2010.

Iowa School for the Deaf officials project that on-campus enrollments will increase by 33 students (+23.7 percent) from 139 to 172 students between 2000 and 2010. In addition, off-campus services are projected to increase from 104 to 112 students (+7.7 percent) during the next ten years.

Price Lab School officials project an on-campus enrollment increase from 541 to 604 students (+11.6 percent) between Fall 2000 and Fall 2010. This number includes students enrolled in preschool through twelfth grade. There are no off-campus services at Price Lab School.

Assistant Director Gonzalez reviewed with the Board members the enrollment report. She provided a power point presentation which presented information on ten-year headcount enrollment at the three universities, at the community colleges and at the independent colleges and universities; percentage of resident enrollment for the most recent ten-year period; distribution of transfer students by source; international student enrollment; mean age by educational level; enrollment by gender and minority status; enrollment of students with disabilities; and enrollment projections. She noted that some of the Regent universities had experienced all-time high enrollments.

Regent Fisher asked if the enrollment of non-traditional students in Iowa had declined. Assistant Director Gonzalez responded affirmatively.

Regent Fisher asked if the figures for non-traditional students were for on-campus students. Assistant Director Gonzalez responded that the figures were for total enrollment.

Regent Fisher noted that the number of ethnic and minority students was relatively small in the graduate programs.

President Newlin asked if the change in classification of University of Iowa MBA students had impacted the number of minority students in the group. Assistant Director Gonzalez responded that the classification change had affected the overall graduate enrollment numbers.

Regent Smith asked if the minority enrollment figures were for under-represented minorities or all minorities. Assistant Director Gonzalez responded that included in the minority category were African American, Asian American, Native American and Hispanic American students.

President Koob stated that University of Northern Iowa officials had received notification that there were questions about the actual enrollment of community college students. He asked if the data reflected the first report or the corrected report. Assistant Director Gonzalez said the category of new freshmen was the only category that was affected. The total enrollment number was correct.

Regent Neil asked if data is collected on the experience of exchange students. President Coleman stated that, through the University of Iowa international programs office, there is much opportunity to interact with exchange students to determine what kind of experiences they are having. She did not know whether a systematic assessment takes place but said she could find out.

President Koob stated that at the University of Northern Iowa, exit interviews are conducted with exchange students. Less than 1 percent of those students do not have a positive or life-changing experience.

Regent Kennedy asked if there are any university programs in which the enrollments have changed substantially. If so, what would be the implications for the programs?

President Coleman stated that University of Iowa officials monitor enrollment levels, particularly for low-enrollment classes, to determine whether classes should be offered every year or every other year. There has to be a targeted number of students for a class to be offered. She noted that there had been some areas of dramatic shifts in academic interest.

Regent Ahrens asked why University of Iowa Master of Business Administration (MBA) students were moved to a different classification. Associate Provost Coulter responded that the change in classification was to bring the MBA students into the professional category. Those students had been categorized as graduate students. University officials believe that the MBA is a professional degree and not a graduate degree.

Regent Ahrens asked if the other two universities are still reporting MBA students in the graduate column and, if so, would doing so have an impact on the reporting of the other two universities?

Provost Rollins stated that Iowa State University reports MBA students as graduate students.

President Koob stated that the University of Northern Iowa reports MBA students as graduate students. The University of Northern Iowa does not have a "professional" category for its students. At the University of Northern Iowa, in fact, most of the graduate programs are actually professional programs. He said University officials would be willing to rethink how students are categorized.

Regent Kennedy asked if Iowa State University officials cared to comment on any programs in which enrollment had declined.

President Seagrave said he did not think there had been any big shifts. He tracks gender shifts in programs and noticed a couple of interesting early shifts this year. The percentage of women in engineering had slowed down as had the percentage of men in family and consumer sciences. Both of those are a reversing of historical trends. Otherwise, University officials have not noticed any dramatic shifts.

Provost Richmond pointed out that students' academic interests are responding to the good job market. University officials have responded with the development of programs in business and management information systems, and an expansion of programs in computer engineering and electrical engineering.

President Koob said that at the University of Northern Iowa, general across-the-board growth was being seen. On a college-wide basis, there had been fairly even distribution of the enrollment growth. There is increased student demand in the areas of information technology and psychology.

MOTION: Regent Kennedy moved to (1) receive the report and (2) approve the enrollment projections for Fall 2001 to Fall 2010. Regent Smith seconded the motion. MOTION CARRIED UNANIMOUSLY.

EXECUTIVE SESSION. President Newlin requested that the Board meet in closed session pursuant to Iowa Code §20.17(3) to conduct a strategy meeting of a public employer for collective bargaining; and Iowa Code §21.5(1)(c) to discuss a matter with counsel which is either in litigation or where litigation is imminent.

MOTION: Regent Kelly moved to enter into closed session. Regent Ahrens seconded the motion, and upon the roll being called, the following voted:
AYE: Ahrens, Fisher, Kelly, Kennedy, Lande, Neil, Newlin, Smith.

NAY: None.
ABSENT: Turner.

MOTION CARRIED.

The Board having voted at least two-thirds majority resolved to meet in closed session beginning at 4:55 p.m. on November 15, 2000, and adjourned therefrom at 5:53 p.m. on that same date.

GOVERNANCE REPORT ON STUDENT RETENTION AND GRADUATION RATES.

The Board Office recommended the Board receive the report.

This annual report provides the most recent available data about graduation and retention rates at Regent universities. Consistent with patterns over many years, the three institutions continue to graduate more than 60 percent of entering freshmen within six years. Typically, the six-year graduation rates are compared to each institution's peer group; however, this year, the information which is published by NCAA will not be available until the middle of November. Last year, the University of Iowa's six-year graduation rate was 62.1 percent; its peer group mean was 68 percent. Iowa State University's six-year graduation rate was 60.4 percent and its peer group mean was 64 percent. University of Northern Iowa's six-year graduation rate was 62.7 percent and its peer group mean was 47 percent.

Six-year graduation rates for the most recent reporting year - the entering class of 1994 - increased at the University of Iowa, from 62.1 percent to 63.1 percent and at Iowa State University, from 60.4 percent to 62.4 percent. The six-year graduation rate decreased slightly at the University of Northern Iowa, from 62.7 percent to 62.2 percent. The most recent first-year retention rates (for the entering class of 1999) were positive at all three institutions, with a minimum of 81 percent of all freshmen returning for their second year of studies.

In 1995, the Board's Priority Study Group on Graduation Rates recommended that each institution develop a four-year graduation plan which would effectively guarantee full-time students the opportunity to complete a bachelor's degree within eight semesters. Subsequently, each of the universities developed a four-year graduation plan for students who chose that option. The University of Iowa has consistently made its four-year graduation option known to students and was to be commended for achieving a four-year graduation rate of 37.1 percent, which is the highest among the Regent institutions. The University of Iowa's strategic plan calls for raising this rate to 40 percent. Iowa State University's four-year graduation rate is at an all-time high of 28.4 percent, while the University of Northern Iowa's is at an all-time high of 33.2 percent.

Variations in graduation and retention rates occur among different student cohorts. Freshmen who enter with higher ACT scores and class ranks have better graduation rates. Women have a higher graduation rate than men at all Regent universities. Transfer students typically enter Regent universities with focused academic goals and achieve high graduation rates.

Ethnic and racial minority students generally have lower graduation rates than white students in the traditional four-year format as well as in the six-year time frame.

Assistant Director Gonzalez provided the Board members with a power point presentation. She stated that retention is the rate at which members of an entering freshman class return to that institution in successive years until completing a degree. She discussed factors which affect retention, one-year retention rates and two-year retention rates. She provided information on graduation rates for the cumulative six-year time frame for the entering class of Fall 1994. The data included comparisons by gender at each of the three universities, by race/ethnicity at each of the three universities, and the graduation rates of transfer students for entering classes of 1990-1994.

Regent Fisher asked if benchmarking is done with peer institutions. Assistant Director Gonzalez responded that the peer institution comparison is usually included in the report; however, the source of the information (the NCAA report) was late in getting out. Therefore, peer institution comparison data were not included in this year's report.

Regent Lande referred to the lower rate of graduation by Native Americans at the University of Iowa and asked if that was reflective of the small population. President Coleman said she believed the decrease related to the small number of Native American students.

President Newlin asked for the newest plans to improve retention rates. President Coleman introduced University of Iowa Associate Provost Lola Lopes to respond to the question.

Associate Provost Lopes stated that five years ago, when the universities were asked to develop programs to help students graduate in 4 years, 48 percent of the eligible students in the University of Iowa's entering class signed up. Interest in this program continues to grow. The University of Iowa hit a new high this year with 69 percent of the eligible students of the freshman class enrolling in the four-year graduation plan. This fall, over 60 percent of under-represented minority students are enrolled in the plan. She stated that at the heart of the plan is a contract between the student and the university. Although students and parents take comfort in the University's promise, she said the main benefit of the four-year graduation plan is that it puts students in a

planning frame of mind. She was astounded by the impact of the plan on graduation rates. She noted that the rate at which students progress is only one piece of the puzzle. Another factor is retention. There are very few enrolled students who take longer than 5 to 6 years to graduate. She noted that persistence in the first few years would have to improve in order to improve the University's six-year graduation rates.

With regard to specific retention efforts, Associate Provost Lopes provided the following examples of activities that are taking place: courses in common, living/learning centers, and the first year success program which will be initiated in Spring 2001. She noted that students who graduate in 4 years often take summer courses. The University of Iowa offers three-week summer courses that begin right after spring semester ends. This winter, the University of Iowa is piloting a three-week winter program. Other activities which are being implemented include the business study abroad in London program and supplemental instruction. She said there is much happening on the campus with the full and enthusiastic support of all of the University's colleges.

President Newlin asked for the major two or three reasons why a student either transfers or drops out. Associate Provost Lopes responded that the major reason a very large proportion of students drop out is because they are academically unsuccessful. Others are just not living up to their parent's expectations. Some students leave because of financial difficulties which is often exacerbated by poor performance. Some students leave because they find the University does not have the programs that they want, or because they are homesick. University of Iowa officials have sent a survey to all of last year's freshmen who failed to return to campus this fall, asking why they left. At the end of this year, while students are still on campus, a follow-up phone survey will be conducted of those undergraduates who appear from pre-registration information not to be returning in the fall. Students will be doing the telephoning. University officials expect to receive very good data as to whether the problems are academic, social or lack of motivation.

President Newlin summarized that Associate Provost Lopes had named the University of Iowa's three primary reasons that students either transfer or drop out: academic, financial, and underprepared or unprepared. Associate Provost Lopes said she could not say what the third reason would be other than students decide that the University of Iowa is not the place for them. It is believed that students do not feel connected to the academic community which was why so many of the University's retention efforts are aimed at connecting students academically to their departments and to other students with similar interests. It is known nationally that the connection of students to the university is a very important aspect of their success.

President Newlin asked for comments from Iowa State University. President Seagrave first addressed what University officials are doing to increase retention. He said the

data now show that students in learning communities have a first-year retention rate of about 92 percent compared to the University's overall retention rate of 82 percent. University officials expect to see the biggest effect of learning communities in two-year retention rates. Students will make it through the second year courses as they move into their majors because they will have gotten a much more solid base in the first year. University officials expect that the big increase in retention is yet to come. He said the residence hall plans are an important component of retention. The strategy is to try to make retention a 24-hour-a-day effort.

President Seagrave referred to minority graduation and retention rates. He stated that in 1992, Iowa State University recruited a very large number of minority students, particularly African American students, who were under-prepared and under-qualified for success at Iowa State University. Following that year, University officials returned to a more appropriate approach to recruitment of minority students. Therefore, while the University's retention rates for minority students are increasing, the graduation rates are still being affected somewhat by what happened in 1992.

With regard to graduation rates, President Seagrave stated that Iowa State University officials put more emphasis on five- and six-year graduation rates than on the four-year graduation rate. The University has a benchmark goal for five- and six-year graduation but not for four-year graduation rates. University officials are targeting the longer-range goal. Several of the colleges have goals for intern and cooperative education opportunities. In the College of Engineering, for example, it is estimated that 50 to 60 percent of students are now engaged in either intern or cooperative education which lengthens the graduation rate somewhat. A high priority is also placed on international study. Almost 1,000 Iowa State University students studied overseas last year which, in some cases, also lengthens the time to graduation somewhat.

With regard to President Newlin's question about why students leave, President Seagrave said he believes there are three reasons. One is under-preparedness, which is becoming less of an issue as University officials pay more attention to courses and to the University's relationships with community colleges. Secondly, many students leave to go to work in jobs that look very attractive to them, particularly in computer science. He said there are a fair number of those students who feel they have achieved their educational objective although they have not finished their degree. Oftentimes, those are first-generation college students who do not have a cultural driving force to get their degree. Third, for lack of a better phrase, President Seagrave said Iowa State University does not have what the student wants. Once again, these are often first-generation college students or students whose families have expected them to go to college but who have a different set of priorities.

President Koob asked that Dr. Renee Romano, University of Northern Iowa Vice President for Educational and Student Services, provide the Board members with an update of the University's activities.

Vice President Romano stated that administrators of the Divisions of Educational and Student Services and Academic Affairs have been collaborating on programs to enhance learning environments in and out of the classroom and to enhance retention. First-year experience programs, such as cluster courses or learning communities, have been piloted. University officials feel that the University has a strong general education program on which can be built some first-year courses. University officials are considering expanding fall orientation so students get a better start. Such an expanded orientation program, called Jump Start, was initiated for minority students for the past three years. Assessment data show that Jump Start is having a positive effect on first- and second-year retention for minority students. University officials are considering instituting programs such as Jump Start for all students. There are plans in place for an integrated student services center to relocate all of the student services in one location. University officials believe the integrated student services will lower the possibility of students "falling through the cracks".

University of Northern Iowa officials are integrating phase two of the Program of Study initiative which is a system whereby a student enters the university, knows what courses he/she wants to take, and what courses the University will need to offer as the student moves through the system. Vice President Romano stated that University officials feel that effort will enhance retention. Phase One of Program of Study has been implemented which assists with identifying where students are in completing their degree. As the University continues the Program of Study, it is felt that the activity will enhance four- and six-year graduation rates.

Vice President Romano said University officials are looking to better integrate comprehensive learning services on the campus so that students all over campus can easily access study skills, learning strategies, tutoring, and math and writing skills to ensure that students' needs are being met when they need them. The Division of Academic Affairs is working to keep class size small and to ensure there are full-time professors in the classroom, which University officials believe is a key to retention and graduation.

With regard to why students leave the University, Vice President Romano said that was one of the University's greatest challenges. She has performed a number of different studies and has found difficulties with all of the methods used to discover why students leave. University officials utilized non-returning student surveys three or four years ago. Those are very good but the return rate is usually very small because the students have disengaged from the campus. Those surveys do indicate issues such as academic

preparedness, connection with the institution, and financial problems. University officials have also tried to talk to students before they leave the University. Sometimes students respond with an easy answer like financial reasons or personal reasons because they do not want to discuss the real reasons, or they may not understand the reasons themselves. In conjunction with the registrar's office, Vice President Romano's office is looking at the demographics of the students who leave. Do they live farther away? Were their incoming grade points and ACT scores lower than students who stay? University officials believe that the answers to those types of questions will help to address the needs of students so they will be more likely to stay on campus. She noted that the University has been very successful with students who transfer to the University of Northern Iowa, particularly those who transfer in from community colleges. If it can be determined why transfer students are successful, and particularly community college students, she thinks they will get closer to not only why students are leaving but what can be done to help them remain at the University.

President Koob stated that between 700 and 800 students per year transfer into the Regent institutions. Students transfer among Regent institutions, to and from the independent sector, and to and from community colleges. He said it was reasonable to expect that perhaps one-quarter to one-half of the students identified as drop outs have not actually dropped out of higher education. He believed that with the electronic record keeping that is presently taking place among the Regent institutions and the community colleges, university officials could find out more about the fate of students who appear to be lost. He said it was his contention that while the reports show institutional loss rates of between 15 and 20 percent, the actual loss to higher education is probably about one-half of that amount.

President Newlin asked if the three presidents, in conjunction with the Board Office, could agree on the top four, five or six reasons why students leave. When the institutions present questionnaires to those who drop out, the institutions would be gathering the same information so that over a period of time good information is collected across all institutions concerning why students leave.

President Coleman cautioned that students may leave the Regent institutions for different reasons. If President Newlin was asking that the three universities ask the same set of questions, they can. She referred to remarks of Vice President Romano that the students may not be providing the universities with the real reasons they leave. She was not convinced that the same reasons for leaving would apply to the three institutions.

Regent Lande said his anecdotal evidence led him to believe that a certain number of college students drop out or under-perform because they go to college before they are ready, as a person, to go to college. He believes there are a number of people who, at

age 18, would be better off doing something else for a couple of years and then going to college.

President Seagrave said he believed that the three institutions were still sufficiently different in areas such as the majors offered, gender balance and source of students that he would be surprised if there would be much overlap in the top three or four reasons that students leave each institution. He questioned whether the idea of developing the top three or four reasons was practical or even appropriate. He said it was a situation that is solved one student at a time which was what the faculty try to do. He believed that putting more effort into convincing faculty that this is important would be a better way to proceed than to try to come up with a list of common reasons.

President Koob said he would have no objection to a common set of questions. However, the national data tend to suggest that the primary reason a student leaves a campus is failure to make connection with the campus. He said that can mean all different kinds of things. The success of the learning communities on all of the campuses has shown that by paying more attention to the individual student, a university will have success in retaining the student. It is a matter of understanding the individual student on a person-to-person level which was why University officials have engaged in creating a learning community where a better connection can be made with faculty, staff and other students. He was convinced that the solution is in creating a more personal environment for each student which is a matter of resources, time, effort and cooperation.

Regent Lande suggested that if the Board were looking to advance the cause it could do so by championing and assisting the schools in doing what they are doing right now in increasing the quality of residence hall life. He believes there is great difficulty in connecting to a university for the large number of students who leave their home high school or community college, move to an apartment in a university town and then drive to attend the university. Those students would have a significantly better chance of connecting with the university if they moved into a residence hall for a semester or a year. He believes the activities being done at all three universities in that regard are very important.

Regent Smith expressed support for the need for individualized attention. She said she expected that all three universities had experienced success in providing that type of individualized support and attention to students along the lines of retention with their student-athletes. If there was a way to replicate that type of support system it would be beneficial. She said it would be interesting to compare the universities' retention and graduation rates of athletes to the rest of the student body.

ACTION: President Newlin stated the Board received the report, by general consent.

President Newlin congratulated Assistant Director Gonzalez for the graphics provided in her power point presentation, and encouraged her to continue doing this type of presentation.

REGENT LEGISLATIVE PROGRAM. The Board Office recommended the Board (1) give preliminary consideration to the proposals noted below for inclusion in the Board's legislative program for the 2001 session and (2) request that any additional suggestions for the Board of Regents legislative program be provided to the Board Office for inclusion in the legislative program for the December Board meeting.

As noted during the October Board meeting, the 2001 Session of the Iowa General Assembly is scheduled to convene on Monday, January 8, 2001. Prior to the legislative session, the institutions are to submit to the Board any matters, in addition to the state appropriations requests approved in September, that may be subject to legislative consideration. These matters become part of the Regent legislative program and will be updated on a monthly basis.

In September, the Board approved requests by the University of Northern Iowa to continue efforts to secure targeted funding of University of Northern Iowa programs through state agencies. In October, the University of Iowa requested the Board to consider a name change for the University Hospital School to the "University of Iowa Hospitals and Clinics, Center for Disabilities and Development."

No other items for inclusion in the Regent legislative program were submitted by the institutions.

Prior to determining the formal appropriations recommendations, the Governor and Lieutenant Governor, with assistance of department directors, will again hold several budget hearings at different sites around Iowa between November 12 and December 11. Each hearing will focus on one key policy area of the leadership agenda of the Governor and Lieutenant Governor (accountable government, education, environment, health, new economy, and safe communities).

Executive Director Stork stated that no additional items had been presented by institutional officials for Board consideration for its legislative program.

ACTION: President Newlin stated the Board, by general consent (1) gave preliminary consideration to the proposals for inclusion in the Board's legislative program for the 2001 session and (2) requested that any additional suggestions for the Board of Regents legislative program be provided to the

Board Office for inclusion in the legislative program for the December Board meeting.

REPORT OF THE BANKING COMMITTEE. The Board Office recommended the Board (1) approve the bond issuance schedule for calendar year 2001 and (2) accept the report of the Banking Committee.

Regent Fisher stated that at its meeting, the Banking Committee approved a proposed bond issuance schedule for 2001. He stressed that inclusion on the schedule does not mean that a bond issuance would take place. The Board will be presented with each proposed bond issuance and determine, at that time, whether or not to approve the bond issuance. He said the Banking Committee received a report on the change in representative at Wilshire Associates, the Board's investment advisor; received the revenue bond fund audit reports of the University of Iowa for FY 2000; and received internal audit reports for the University of Iowa.

MOTION: Regent Fisher moved to (1) approve the bond issuance schedule for calendar year 2001 and (2) accept the report of the Banking Committee. Regent Kelly seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

GOVERNANCE REPORT ON FIRE AND ENVIRONMENTAL SAFETY. The Board Office recommended the Board (1) receive the governance report on fire and environmental safety and (2) encourage the institutions to continue to correct identified deficiencies as expeditiously as possible within the limits of available funding.

The Regent Procedural Guide (§9.13) requires that an annual governance report on fire and environmental safety be presented to the Board in November of each year. The institutional reports are to include the results of the State Fire Marshal's latest inspection and should detail programs completed or underway to correct outstanding deficiencies.

The report helps ensure that the Board provides good stewardship of facilities in accordance with its strategic plan (key result area 4.0.0.0) and institutional strategic plans. Fire and environmental safety standards are set by several agencies, including the State Fire Marshal and federal and state governmental regulatory entities.

In recent years, the institutions have made major efforts to correct fire safety deficiencies identified by the State Fire Marshal's office and campus personnel. From FY 1993 through FY 2000, fire safety projects totaling \$26.2 million were completed in general fund facilities, including \$11.8 million at the University of Iowa, \$6.7 million at the University of Iowa Hospitals and Clinics, \$5.3 million at Iowa State University,

\$1.4 million at the University of Northern Iowa, \$0.9 million at the Iowa School for the Deaf and \$0.1 million at Iowa Braille and Sight Saving School. These sums do not include fire safety projects addressed as components of major renovation projects. Fire safety projects totaling \$8.0 million are planned or will continue for FY 2001.

While substantial progress has been and is being made to correct deficiencies, the Regent institutions need to make continuing commitments for fire and environmental safety. Future progress will be challenged by new safety standards, aging buildings and changes in building usage. Identified deficiencies which are potentially life threatening are promptly addressed and corrected, or facilities are closed until they can be made safe. Lesser risks are prioritized using multiple factors including hazard assessments and regulatory requirements. Each institution has a process in place to ensure that fire safety deficiencies are incorporated into renovation projects. All renovation projects and new construction must meet current building codes.

Institutional officials indicated that \$3.7 million in funding is needed to correct fire safety deficiencies identified in past inspections by the State Fire Marshal. This amount excludes the deficiencies which will be corrected as part of major projects and work planned for FY 2001.

Associate Director Racki stated that this was the eighth year that she has presented both the reports on fire and environmental safety and on deferred maintenance. She provided the Board members with a power point presentation of highlights of the governance report on fire and environmental safety. Regent facilities total over 30 million gross square feet with a building replacement value in excess of \$5.3 billion. This report and the subsequent report on deferred maintenance addressed general fund facilities and utilities with in excess of 18 million gross square feet and a replacement value in excess of \$3.9 billion. Associate Director Racki concluded her presentation by stating that institutional officials need to continue to address and correct deficiencies.

Vice President True stated that one of the ways that University of Iowa officials intend to emphasize the importance of this issue is through the recent assignment of fire and environmental safety to Chuck Green, Public Safety Director. Director Green will take a leadership role in this area. He noted that University officials emphasize safety in facilities in the residence system.

ACTION: President Newlin stated the Board, by general consent, (1) received the governance report on fire and environmental safety and (2) encouraged the

institutions to continue to correct identified deficiencies as expeditiously as possible within the limits of available funding.

GOVERNANCE REPORT ON DEFERRED MAINTENANCE. The Board Office recommended the Board (1) receive the governance report on deferred maintenance, (2) encourage the institutions to continue to correct identified deficiencies within the limits of available resources and (3) request that the University of Northern Iowa include with submittal of its FY 2002 operating budget for Board approval (in May – July 2001), a plan for considering the amount of general funds allocated to the line item, “building repairs.”

The Regent Procedural Guide (§ 9.15) requires an annual governance report on deferred maintenance to be submitted to the Board in November of each year. This report includes information on the deferred maintenance backlog and expenditures which are performance indicators that the Board has selected to measure progress toward its strategic plan. This indicator relates directly to the Board’s strategic plan, key result area 4 – provide effective stewardship of the institutions’ resources (action steps 1.2.1.6 and 4.3.3.1- capital needs and funding). Correction of deferred maintenance is also addressed directly or indirectly in each institution’s strategic plan.

Deferred maintenance is the repair or replacement of all, or a part of, an existing capital asset that was not repaired or replaced at the appropriate time because of a lack of funds. Deferred maintenance is dependent upon time. Replacement of a building or infrastructure system or component when it should be replaced is building renewal, not deferred maintenance.

Deferred maintenance results from inaction on: 1) normal maintenance, including planned and preventive maintenance, and 2) renewal and replacement projects. Adequate funding of regular maintenance can significantly extend the useful lives of facilities and their components. Adequate funding of building renewal is also needed to replace building components.

Reduction of deferred maintenance has been a high priority of the Board of Regents for a number of years. The estimated amount of deferred maintenance in general fund facilities and utilities, as identified by the institutions but not through a complete facilities audit, is \$153.6 million. This amount includes individual projects (\$101.8 million) and deferred maintenance components of major renovation and utility projects on the Board’s five-year capital plan (\$51.8 million). It does not include deferred maintenance to be corrected by FY 2001 projects or the deferred maintenance components of on-going renovation projects.

The five-year capital plan (FY 2002 – FY 2006) for state funds, approved by the Board in September 2000, includes \$16.9 million to address deferred maintenance needs. In total, if the major renovations and utilities projects on the Board's five-year plan were funded, \$68.7 million in deferred maintenance would be corrected.

During recent years, the institutions have made major efforts to correct deferred maintenance. From FY 1993 through FY 2000, deferred maintenance projects totaling \$92.0 million were completed by the Regent institutions in general fund buildings and utilities. This amount includes projects totaling \$17.1 million completed in FY 2000. Projects planned for or which will continue into FY 2001 total \$14.3 million. During the same period of time, renovation projects have corrected significant amounts of deferred maintenance.

Deferred maintenance continues even though significant sums of money have been expended to reduce it. Adequate funding in the operating budgets for building renewal is a critical factor in reducing current deferred maintenance and minimizing future deferred maintenance. FY 2001 general fund building repair budgets range from 0.39 percent to 0.78 percent of the replacement value of the general fund facilities; the goal is to have the budgets equal 1 percent of the replacement value. This compares to a range of 0.34 percent to 0.78 percent in the original FY 2000 budgets and actual FY 2000 expenditures ranging from 0.37 percent to 1.07 percent. The University of Iowa reduced its FY 2001 building renewal budget by approximately \$1.0 million from the original FY 2000 budget to address, in part, its shortfall in appropriations.

The institutions will fall further behind in correcting deferred maintenance if funds are not reallocated for this purpose, or if additional operating or capital funds are not appropriated. While development of internal budgets requires that resources be allocated among competing priorities, there needs to be an appropriate balance so that one priority does not become short-changed.

By a number of measures, it appears that the University of Northern Iowa is falling behind with its building repair budgets and expenditures. From FY 1993 – FY 2000, its increase in building repair expenditures was 38.3 percent. This compares to a weighted average for all Regent institutions of 94.3 percent.

In the mid-1990s, the University of Northern Iowa's general fund building repair budget represented less than 0.20 percent of the replacement value of the facilities. By FY 1998 the budgeted amount had increased to 0.46 percent of the replacement value and \$.80 per gross square foot. The comparable figures for FY 2001 are 0.39 percent and \$.74 per gross square foot. The FY 2001 weighted averages for all Regent institutions are 0.65 percent and \$1.11, respectively. National studies have shown that building repair funds should equal, at a minimum, 1 percent of the replacement value.

Executive Director Stork stated that the Board Office recommended removal of the third of its recommended actions: Request that the University of Northern Iowa include with submittal of its FY 2002 operating budget for Board approval (in May – July 2001), a plan for considering the amount of general funds allocated to the line item, “building repairs” at this time to allow Board Office and institutional staff more time for discussion on the matter.

Associate Director Racki provided the Regents with a PowerPoint presentation highlighting the annual report on deferred maintenance. She said the definition of deferred maintenance is the repair or replacement of a capital asset not repaired or replaced on time due to lack of funds. Deferred maintenance results from inaction on normal maintenance or on renewal and replacement projects. She identified deferred maintenance by type and cost: HVAC - \$21.2 million; building envelopes - \$16.7 million; windows - \$14.4 million; electrical - \$14.2 million; interior - \$14.1 million; and roofs - \$10.7 million.

Regent Kennedy asked how university officials determine when a project goes from the list for renewal and replacement to deferred maintenance. Vice President True responded that the making of those decisions was not precise. University officials can measure what are building repairs; however, within the deferred maintenance or ongoing maintenance category there is a fuzzy line. One determining factor may be whether the decision was made that a repair should be done for which the University does not have the funds. Some repair/replacement projects are found through facilities audits and may not have been previously identified.

Regent Kennedy asked if the University of Iowa is conservative about what is put on its deferred maintenance list. Vice President True said he did not think University officials are conservative or liberal in determining what is put on its deferred maintenance list. The University's facilities personnel make the judgment. University officials are performing facilities audits more often now to make sure situations are found at the earliest possible time.

Regent Fisher said it appeared that the University of Iowa has an enormous amount of deferred maintenance. From a management standpoint, how is that managed? Vice President True said there is a certain amount of capital funding available. There are fundamental program issues that have to be met. The University has to have a safe environment; its roofs have to be kept intact. The judgment is made by technical people first. Administrators then make judgments; ultimately, the University President gets involved.

Regent Fisher said he had noticed many room air conditioners being utilized around the campus. Vice President True stated that many room air conditioners have been

replaced as the University has installed central chilled water systems. He hoped to someday be able to say that the University has no more window air conditioners. The upper floors of Jessup Hall, for example, have to have some window air conditioners.

President Newlin stated that the University of Iowa had \$28 million in building deferred maintenance in the current year and \$25 million in deferred maintenance the year before. He said he understood that some projects are taken off the deferred maintenance list while others are added to the list. He asked if the amount of deferred maintenance at the University of Iowa was expected to remain at about \$25 million every year.

Vice President True said he certainly hoped not. This year, University officials had to reduce some capital expenditures because of reduced revenues including the appropriations reduction. The University building repairs budget was reduced by roughly \$1.5 million from what it was at the beginning of last fiscal year. One of his objectives is to try to build that back next year. Whether or not that is possible, with all of the priorities of the University, remains to be seen. The University's objective remains to eliminate deferred maintenance and to ensure a safe campus.

President Newlin asked Vice President Madden to answer the same question on behalf of Iowa State University. Vice President Madden noted that what was described for the University of Iowa was similar to what is taking place at Iowa State University. He said the backlog of deferred maintenance continues to grow because facilities continue to age. Iowa State University officials have adopted a much more aggressive preventive maintenance program in order to correct deficiencies before they become serious. The University has a maintenance and improvement committee with representatives of the major programmatic areas. The committee meets monthly and prioritizes the building repair needs, a high priority of which is life safety issues. He noted that a whole new set of air quality regulations is emerging. He described the University's activities in addressing building repairs from all directions as individual projects and as a part of major building projects. He said progress was being made. Iowa State University did not cut its building repair budget this spring in response to state appropriations reductions; in fact, the budget had a slight increase with a goal to equal about 1 percent of the buildings' replacement value. A high priority has been given to building repair and deferred maintenance at the expense of other programmatic areas of the University.

President Koob stated that the term "deferred maintenance" has never been clear to him. He described the process that takes place on the University of Northern Iowa campus in addressing major projects. The campus policy is to maintain the envelope first. Some buildings have been maintained perfectly in 1930s condition, which is abominable. Expectations for the use of buildings has changed significantly. He said many of the projects that are included on the list of deferred maintenance have occurred

because the University has been trying to upgrade facilities. When a project appears to have become a capital renovation issue, University officials stop making repairs other than maintaining the external shell. Lang Hall became such a project. East Gym is another example; it is still being used but it is not being upgraded. East Gym has shifted over to a capital expenditure priority, but probably still shows up on the deferred maintenance list. He said the steam lines have been maintained but they have worn out; therefore, it is not deferred maintenance. Construction of the steam tunnels will require a capital expenditure. The University also experiences changing needs. The Biology Building became a higher priority project because of an increase in student academic interest.

President Koob stated that if the University of Northern Iowa could receive the same level of appropriations that it received for Lang Hall and for McCollum Hall each year for the next decade, every facility issue at the University of Northern Iowa campus would be taken care of. Historically, the term deferred maintenance was put forward to demonstrate to the public and legislature the need to address facility needs in existing buildings. It is important that there be some standard of maintenance, some standard of meeting expectations, whether it is called remodeling to meet expectations or new construction to meet changing needs on the campus. He said it would make a lot more sense in the classification that is being used.

Interim Vice President Dell stated that at the University of Northern Iowa, as at the other two universities, there is a team of experts who develop the list of deferred maintenance projects. She said she would not call the effort conservative or liberal but rather was the best effort to develop a realistic list. Lang Hall was an example of why projects move on and off the deferred maintenance list. Lang Hall is the oldest building on the campus; it had an extensive list of deferred maintenance. The University received appropriations to significantly renovate the facility; therefore, it came off the deferred maintenance list. She noted that there is a Board definition of deferred maintenance and University officials make their best effort to be consistent with the Board's definition.

Executive Director Stork stated that this governance report was initiated 13-14 years ago. It was developed by the Board and institutions. The definitions were driven by institutional definitions with Board approval. He suggested this may be a good time to take another look at the report. University officials have advised the Board Office that perhaps "building renewal" is a better term. In the course of the next couple of months, the Board Office will have discussions with institutional officials about possibly changing some terminology and establishing better standards or benchmarks. He said deferred maintenance may not go away but maybe there can be a better understanding of its meaning.

Regent Fisher said he thought Executive Director Stork's suggestion was very prudent.

Regent Kennedy stated that with rapid changes in technology and facility expectations, the classification of the needs was important.

MOTION: Regent Fisher moved to (1) receive the governance report on deferred maintenance and (2) encourage the institutions to continue to correct identified deficiencies within the limits of available resources. Regent Smith seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

GOVERNANCE REPORT ON PURCHASING. The Board Office recommended the Board (1) receive the annual governance report on purchasing activity at the Regent institutions for FY 2000, (2) continue to encourage the institutions to develop strategies to meet statutory objectives regarding purchasing from Iowa-Based Businesses, Targeted Small Businesses, and Iowa Prison Industries, and (3) request that next year's purchasing report contain a section on the use of Procurement Cards and a section on Electronic Procurement Initiatives.

The Board exercises oversight for purchasing at the Regent institutions in order to meet its statutory responsibility and strategic planning objective (4.4.0.0) to provide effective stewardship of resources by strengthening public understanding and confidence in its governance authority. Regent Procedural Guide, Chapter 8, requires each institution to submit an annual report on purchasing, which reviews institutional purchasing efforts and compliance with state purchasing statutes regarding Iowa-Based Businesses, Targeted Small Businesses, and Iowa Prison Industries.

This report also identifies cooperation and collaboration among the Regent institutions and with other agencies — a specific Board strategy to provide effective stewardship. Institutional purchasing staff and Board Office staff meet quarterly regarding purchasing-related activities. These individuals also meet at various times during the year with state officials to discuss purchasing initiatives. A current purchasing collaboration involves Regent participation and leadership on various teams to develop a plan to implement the Governor's Task Force recommendations for Targeted Small Businesses.

Assistant Director Anania provided the Board members with a PowerPoint presentation of the governance report on purchasing. She said the governance report on purchasing relates to the Board's key result area of accountability. She discussed the activities of central purchasing, the amount of purchases for the five Regent institutions for the last five fiscal years, areas of compliance that are monitored, and cooperative purchasing activities.

Regent Lande asked what constitutes an Iowa-Based Business. Executive Director Stork responded that the business zip code determines whether or not it is an Iowa-Based Business.

Regent Lande said he was unsure of the intent of the underlying legislation although he did not think it was to enable a company to get an Iowa business address and zip code in order to become an Iowa-Based Business.

President Newlin said the Board Office would try to find the answer to that question. He then asked if the Regent institutions were doing everything that should or could be done regarding cooperative purchasing among the institutions.

Vice President True noted that there is more cooperation among the universities, working with the Board Office, in the area of purchasing than in any other segment of the University of Iowa's business affairs. Institutional representatives meet frequently. There are many Regent joint contracts and joint contracts with the state. He said the institutions enable each other to access purchasing consortia. He has been pleased with the amount of interaction that takes place, with the understanding that each university has different requirements.

President Newlin asked how often the purchasing committee meets. Vice President True responded that the purchasing committee meets quarterly.

ACTION: President Newlin stated the Board, by general consent, (1) received the annual governance report on purchasing activity at the Regent institutions for FY 2000, (2) continued to encourage the institutions to develop strategies to meet statutory objectives regarding purchasing from Iowa-Based Businesses, Targeted Small Businesses, and Iowa Prison Industries, and (3) requested that next year's purchasing report contain a section on the use of Procurement Cards and a section on Electronic Procurement Initiatives.

GOVERNANCE REPORT ON FRINGE BENEFITS. The Board Office recommended the Board receive the report.

This annual report provides the Board with information concerning insurance, retirement, vacation and sick leave at the Regent institutions for fiscal year 2000, including data about usage and costs of these benefits.

Total employer cost of insurance and retirement programs at the Regent institutions and the Board Office was \$262 million (all funds) for fiscal year 2000, which is an increase of about 9 percent over the previous year. This is the highest increase in benefit costs in the last five years. Increases in the past years have ranged from 2 percent to 6 percent. Costs for insurance and retirement programs average about 25 percent of non-student payroll.

The employer's share of health insurance premiums was \$74.2 million. Both the University of Iowa and Iowa State University will experience significant increases in the cost of health insurance beginning January 1, 2001. The employer cost of the health insurance at the University of Northern Iowa increased 14 percent in fiscal year 2001. The rates for the state health plans increased 17 percent on July 1, 2000, and will increase an additional 17 percent on January 1, 2001.

Employer contributions to retirement programs (TIAA-CREF or IPERS and Social Security) totaled \$169 million. The employer contributes 10 percent to TIAA-CREF (or an approved substitute) while the employee contributes 5 percent at the universities and Board Office. Contributions to TIAA-CREF at the special schools are at the IPERS rate. The IPERS contribution rate is 5.75 percent for the employer and 3.7 percent for the employee. Both the employer and employee contribute to Social Security (6.2 percent each) and to Medicare (1.45 percent each).

In May of 1999, the Board approved a change in TIAA-CREF retirement program to permit convertibility of TIAA-CREF accounts for retirees and former employees of the Board of Regents, who are at least 55 years of age, to the extent permitted by TIAA-CREF. Convertibility provides the employee with the option to move money from the "institutional approved option" to any other financial instrument of the employee's choice at the termination of employment. TIAA-CREF reports that in calendar year 1999, \$70.8 million in retirement funds were converted. TIAA-CREF has provided a report for the first three quarters of calendar year 2000, which shows conversion of \$29.1 million. This compares to \$60.5 million in the same three quarters of calendar year 1999. (Full conversion was not available until late May 1999, and the majority of the 1999 conversion occurred after that date.)

The cost of sick leave (149,837 days) used in fiscal year 2000 by employees of the Board of Regents was \$20.4 million. The overall average annual usage per employee was 6.6 days which is up slightly from the previous year (6.3 days). The overall average merit employee usage was 9.9 days per year; overall average P&S usage was 6.2 days per year. In accordance with the Iowa Code, full-time state employees earn 18 days of sick leave per year (1½ days per month).

The cost of vacation leave (354,639 days) used in fiscal year 2000 by employees of the Board of Regents was \$60.0 million. P&S employees and 12-month faculty accrue 22 days of vacation per year. Regent Merit System employees and other state employees

accrue vacation based on years of service, i.e., two weeks per year in the first four years increasing to five weeks in the 25th year of service and beyond.

Total employer costs for specific programs for fiscal year 2000 are as follows:

Retirement Plans:	
Social Security	\$ 71,642,121
TIAA/CREF	94,257,127
Substitute Plans	212,995
IPERS	1,858,658
Federal	1,330,989
TIAA/CREF Waiver of Premium	2,267,177
Unemployment Compensation	265,397
Workers Compensation	1,877,728
Health Insurance	74,231,138
Life Insurance	5,464,596
Long-term Disability Insurance	5,916,075
Accidental Death and Dismemberment	351,716
Dental Insurance	5,198,504
TOTAL	\$264,874,221
Less interest received on cash reserves maintained by carriers	2,513,308
TOTAL	\$262,360,913

Director Wright presented the Board members with highlights of the report on fringe benefits.

Regent Fisher observed that sick leave usage/costs seemed very high and suggested that someone may want to look at that. He said the private sector is addressing that issue although there are no solutions that have been found at this time. His company offers employees 10 sick leave days per year. For every day that is not used, the employee is paid one-half day's pay. He said the use of sick leave has since been reduced.

Director Wright said the Regent institutions continue to address the sick leave issue.

Regent Kennedy asked what steps are being taken to control rising costs of health insurance. Vice President Madden responded that, several years ago, Iowa State University instituted a flexible benefits plan which provided employees with some choices. If employees want a richer program, they pay the cost increment of that choice directly. In the University's cafeteria plan, the University provides a set contribution and the employee makes the election. With regard to the major cost increases being experienced in the health care plans, he said two factors were: 1) the impact of drug costs and 2) the aging of the workforce. He noted that the University provides counseling and wellness

programs for employees. He said the cost increase for the faculty and P&S plans for the calendar year will be 14 percent, which is substantially lower than the state health plans have experienced (34 percent increase).

ACTION: President Newlin stated the Board received the report, by general consent.

GOVERNANCE REPORT ON TECHNOLOGY TRANSFER. The Board Office recommended the Board receive the reports on technology transfer and economic development from the University of Iowa, Iowa State University, and the University of Northern Iowa.

The Regent universities are required by law to prepare annual comprehensive reports regarding their technology transfer and economic development activities. The reports describe the specific goals, objectives, and actions which the three universities completed in 1999-2000.

Each report provided examples of the university's implementation of its strategic plan, consistent with the Board of Regents' strategic plan. For example, action step 1.1.4.1 ("each university enhances its research efforts consistent with its mission") and action step 1.1.4.2 ("each university increases sponsored research consistent with its mission") reflect the commitment to partnerships with business and industry. Some of the projects described in the three reports carry out action step 1.1.4.3 ("each institution increases service to Iowans, nation, and world"). Finally, the reports reflect collaborative efforts with a range of public and private sector groups consistent with action step 2.2.1.2 ("explore collaboration with business, industry, Workforce Development, and other agencies and organizations and prepare a report with recommendations").

The institutions' technology transfer and economic development activities relate to specific performance indicators established by the Board: Number of intellectual property disclosures (for all three universities); number of new technologies licensed (Iowa State University); and number of new licenses generating revenues and total revenues (Iowa State University).

The universities report advances in many activities associated with technology transfer and short-term declines in a few other areas. The five-year trend in all areas shows a decided upward movement. The performance of the research parks and incubators at the University of Iowa and Iowa State University remain robust. The universities reported a total of 967 corporate-sponsored research contracts, compared to 1,086 in FY 1999 and 976 in FY 1998. The dollar amount of these corporate-sponsored research projects totaled \$49.7 million, compared with \$62.4 million in FY 1999, and

\$44.7 million the previous year. The universities reported 198 disclosures of intellectual properties in FY 2000, compared to 244 in FY 1999. The number of patents filed in FY 2000 was 143, compared to 175 the previous year. The number of patents issued in FY 2000 was 83, compared with 76 in FY 1999.

Associate Director Kniker stated that the universities had fulfilled what is called for in the strategic plans regarding significant involvement with business communities in the state. He said the universities' reports reflect the distinct missions of the universities. He said the three universities had a combined total of \$49.7 million in corporate-sponsored research.

Vice President Skorton first asked to welcome James Bloedel, recently-appointed Iowa State University Vice Provost for Research, to the Regent system. He said Dr. Bloedel is a distinguished neuroscientist. Vice President Skorton then presented the report for the University of Iowa. He said the University has had good success at external funding, the credit for which goes to faculty, staff and graduate students. Industrial funding of the research enterprise is very important. He presented long-term trend charts for the University's activities and discussed how, once an invention is patented, it is then licensed, in accordance with the University's technology transfer mission. He noted that the University of Iowa Research Foundation income had experienced robust growth since FY 1998.

Regent Fisher asked for the reason for the large increase in income to the Research Foundation in the last two years. Vice President Skorton said it takes awhile for developments to get out into the world. Even one pivotal invention can greatly change the revenue flow. There are a couple of inventions developed by University of Iowa faculty that have come to fruition in terms of use during the past two years, one of which is used as a tool in bioengineering drug development. Some of the revenue is from client fees and some is from use of inventions. He noted that the University of Iowa is ranked in the top 30-35 institutions in the country, both public and private, in research.

President Newlin asked how many people are employed in the companies in the research park and the business incubator. Director Wheaton responded that there are approximately 600 employees.

President Newlin asked Vice Provost Bloedel to tell the Board members about himself. Vice Provost Bloedel said he came from the Arizona university system where he was chair of the neuroscience department. He performed many activities in the neurosciences and had built a number of training programs. He then thanked Vice President Skorton for his kind remarks and noted that he was pleased to find that the rivalry between the University of Iowa and Iowa State University on the football field did not continue off the field!

Vice Provost Bloedel presented the report on behalf of Iowa State University. He reviewed some of the facts and figures in the context of 5-10 year trends. With regard to revenue, the University received \$211 million in total sponsored funding, \$120 million of which was in research funding. Of that \$120 million, about \$15 million came from business and commodity groups. He referred to the decline in revenue from 1999-2000 and stated that four grants awarded in 1999 were multiple-year grants and all of the money was awarded in the first year.

Vice Provost Bloedel described the University's technology transfer process including the number of disclosures received this year, the number of patents filed and issued, and the number of license/option agreements, noting that Iowa State University is very highly ranked nationally in that last category. With regard to implementation of technology in Iowa businesses, he stated that the research park has been very successful. He discussed the small business initiative research awards that had been received as well as the R&D 100 awards received. The R&D 100 is the most prestigious award in applied research; only MIT has received a larger number of these awards than has Iowa State University.

Regarding the research park, Vice Provost Bloedel stated that since coming to Iowa State University he has been impressed with the significant interface between the University's centers and Iowa businesses. The University has provided technical assistance and support to over 950 contacts in Iowa businesses. He said there is a critical link between technology transfer and the University's educational programs. Undergraduate and graduate students, as well as K-12 students, are involved in research park activities.

President Newlin asked about the geographical spread of the 950 contacts across the state. Vice Provost Bloedel said he believed that all 99 counties had contact with the University; there was certainly an even geographic spread across the state.

President Newlin asked if the number of employees at the research park was around 800. Vice Provost Bloedel responded affirmatively.

President Newlin thanked Vice Provost Bloedel for the presentation and expressed the Board's appreciation for his coming to Iowa State University.

Dr. Randy Pilkington, Director of Business and Community Services at the University of Northern Iowa and Director of the Institute for Decision Making, presented the University's report. He described the University's approach in technology transfer and economic development, noting that University of Northern Iowa's role is significantly different than that of the other two universities because it is a comprehensive university, not a research university. The University of Northern Iowa's role is the application of technology. It has

a focused niche toward academic or practical expertise. He said market research is a unique aspect of what is done at the University, which is often one of the great gaps in commercialization. He described activities at the University, areas of outcomes and the progress that has been made. A number of students are involved in the activities. The University has put all of the activities into one umbrella organization called Business and Community Services. He said increasing non-general fund resources is the only way to increase this activity. There is a great return on investment for Iowa. The University's Business and Community Services unit has increased its outreach budget by 46 percent and its client base by 390 business and communities. He said one example of geographic coverage is the Iowa Waste Reduction Center which has performed 400 on-site reviews in the last year. One important feature of the University of Northern Iowa's efforts is that there is one contact for the entire university for outreach activities.

Regent Lande noted that the University of Northern Iowa performed a laborshed survey for the Muscatine Development Corporation which was very beneficial.

Regent Fisher stated that the Regent universities had come a long way in their technology transfer and economic development activities; however, he thinks the universities, particularly the University of Iowa and Iowa State University, can do better at taking the products developed at the universities to the market place. What universities, against which the Regent universities can benchmark, are in the forefront of that process?

Vice President Skorton said it depended very much on the underlying research enterprise at the university. The University of Iowa is dominated by biosciences and life sciences research which, in turn, is dominated by human health and medicine. He said technology transfer activities move forward quickly once it is determined that discoveries can be commercialized. The only way to have increased emphasis within the University would be in the way that faculty are recruited. Faculty are recruited for two reasons: their teaching expertise and abilities and their general research expertise and abilities. He said the underlying bulwark of the research money that comes in is investigator-initiated grants. It is hard to predict, over time, where will be the research interests. He knows of individual faculty members at the University whose work he never thought would become of commercial value that did, and others whose work he thought might be of commercial value which did not turn out to be of commercial value. He said it is a complicated function. The main factor in being successful in this area is to have a research infrastructure and recruitment process that is robust.

Regent Fisher suggested that once a product or process is developed, the universities may be more successful in marketing by having entrepreneurial-minded staff to take the product and partner with the business community. He believes there are huge opportunities. It takes a business person to have the understanding to know from where the funding could come in the private sector.

Vice President Skorton said he believes that the state of Iowa and the Board of Regents have shown excellent leadership in interacting with the private sector and setting up the research parks and business incubators.

Vice Provost Bloedel pointed out that it is very difficult to steer faculty, from an administrative point of view. The programs that interface faculty with centers on campus that are involved with business types of transactions are assistive in this effort. He stated that as Iowa State University's Research Foundation matures and earnings increase, they are able to expand the number of business-related staff of the Foundation which he believes will help a great deal.

Dr. Pilkington stated that the ways to increase the number of patents, licenses and disclosures and the commercialization of those products is through the University of Northern Iowa's umbrella organization and by adding staff. He noted that the University of Northern Iowa was also starting a business incubator in Waterloo.

Regent Fisher stated that he would like to see the universities take this activity to a higher level.

MOTION: Regent Smith moved to receive the reports on technology transfer and economic development from the University of Iowa, Iowa State University, and the University of Northern Iowa. Regent Fisher seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

BOARD OFFICE PERSONNEL TRANSACTIONS. The Board Office reported there were no transactions on its personnel register this month.

FACULTY APPEAL. The Board Office recommended the Board deny the request for appeal.

Board members received a packet of confidential materials related to an appeal by a faculty member concerning the denial of promotion. A review of the materials submitted by the faculty member and by the University suggests that the University's position be upheld.

Director Barak presented the Board Office recommendation that the request for appeal be denied.

MOTION: Regent Fisher moved to deny the request for appeal. Regent Smith seconded the motion.
MOTION CARRIED UNANIMOUSLY.

Regent Lande noted that the Board members had received an enormous amount of material from the professor and from the university.

BOARD MEETINGS SCHEDULE. The Board Office recommended the Board approve the Board meetings schedule.

December 13-14, 2000	West Des Moines Marriott Hotel	W. Des Moines
January 17, 2001	Telephonic Conference Call	
February 21-22, 2001	Iowa State University	Ames
March 21-22, 2001	University of Northern Iowa	Cedar Falls
April 18, 2001	Iowa Braille and Sight Saving School	Vinton
April 19, 2001	University of Iowa	Iowa City
May 16-17, 2001	Iowa School for the Deaf	Council Bluffs
June 12-13, 2001	Iowa State University	Ames
July 18-19, 2001	University of Northern Iowa	Cedar Falls
September 12-13, 2001	University of Iowa	Iowa City
October 17-18, 2001	Iowa State University	Ames
November 14-15, 2001	University of Iowa	Iowa City
December 12-13, 2001	West Des Moines Marriott Hotel	W. Des Moines
January 16, 2002	Telephonic Conference Call	
February 20-21, 2002	University of Northern Iowa	Cedar Falls
March 13-14, 2002	Iowa State University	Ames
April 17-18, 2002	Iowa School for the Deaf	Council Bluffs
May 15, 2002	Iowa Braille and Sight Saving School	Vinton
May 16, 2002	University of Iowa	Iowa City
June 19-20, 2002	Iowa State University	Ames
July 17-18, 2002	University of Northern Iowa	Cedar Falls
September 18-19, 2002	University of Iowa	Iowa City
October 16-17, 2002	University of Northern Iowa	Cedar Falls
November 13-14, 2002	Iowa State University	Ames
December 18-19, 2002	(To be determined)	Des Moines

ACTION: The Board meetings schedule was approved on the consent docket.

President Newlin then asked Board members and institutional officials if there were additional general or miscellaneous items for discussion. There were none.

STATE UNIVERSITY OF IOWA

The following business pertaining to the University of Iowa was transacted on Wednesday and Thursday, November 15 and 16, 2000.

MEDICAL EDUCATION DEMONSTRATION: THE USE OF MODERN TECHNOLOGY.

On the morning of November 16, 2000, the Board of Regents members visited the Information Commons of the Hardin Library for the Health Sciences. They were seated in an electronic classroom and were provided with an oral presentation by Associate Dean Peter Densen on the use of modern technology in medical education. Following the oral presentation, the Regents were provided with an opportunity for a hands-on experience of computer software that is used to teach medical school students.

RATIFICATION OF PERSONNEL TRANSACTIONS. The Board Office reported that the University of Iowa Register of Personnel Changes for October 2000 had not been received and would be reported next month.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office recommended the Board approve the Register of Capital Improvement Business Transactions for the University of Iowa.

Hillcrest Residence Hall—Renovate Public Restrooms and Recreation Room
Source of Funds: Dormitory Improvement Reserves

Project Summary

	<u>Amount</u>	<u>Date</u>	<u>Board Action</u>
Architectural Agreement (Rohrbach Carlson)	\$ 65,500	Oct. 2000	Approved
Project Description and Total Budget	818,000	Nov. 2000	Requested

This project, which will renovate approximately 3,500 square feet of space on the first floor of the Hillcrest Residence Hall, will upgrade the existing women's and men's public

restrooms and staff locker rooms, and develop a student exercise facility for use by residents of the west side residence halls.

The project will include demolition, replacement of the plumbing fixtures in the restroom and locker areas, upgrade of the mechanical and electrical service including installation of new ductwork and electrical system components, installation of new light fixtures, and new interior finishes for the recreation room.

Project Budget

Construction	\$ 655,800
Design, Inspection and Administration Consultant	66,400
Design and Construction Services	30,300
Contingency	<u>65,500</u>
TOTAL	<u>\$ 818,000</u>

Main Campus—Steam Vault Repairs

Source of Funds: Utilities Enterprise Improvement and Replacement Funds

Project Summary

	<u>Amount</u>	<u>Date</u>	<u>Board Action</u>
Project Description and Total Budget	\$ 996,000	Sept. 1999	Approved
Engineering Agreement (Stanley Consultants)	87,500	Sept. 1999	Approved
Construction Contract (Iowa Bridge and Culvert)	794,035	March 2000	Ratified
Engineering Amendment #1	47,500	March 2000	Approved
Revised Total Project Budget	1,088,000	Nov. 2000	Requested

This project will complete necessary steam tunnel and piping repairs at various locations of the main campus steam distribution system. These repairs are required to maintain an acceptable level of reliability and employee safety in the campus steam distribution infrastructure.

University officials requested approval of a revised project budget of \$1,088,000, an increase of \$92,000, for additional project costs resulting from unanticipated difficulties encountered during the construction project. Additional concrete was needed to correct structural deficiencies discovered in the steam vault, and additional labor costs were necessary to keep the project on schedule.

Project Budget

	<u>Initial Budget Sept. 1999</u>	<u>Revised Budget Nov. 2000</u>
Construction	\$ 796,800	\$ 901,000
Design, Inspection and Administration Consultants	87,500	150,000
Design and Construction Services	32,000	37,000
Contingency	<u>79,700</u>	<u>0</u>
TOTAL	<u>\$ 996,000</u>	<u>\$ 1,088,000</u>

Burge and Daum Residence Halls—Upgrade Fire Protection
Anticipated Source of Funds: Dormitory Revenue Bonds

Project Summary

	<u>Amount</u>	<u>Date</u>	<u>Board Action</u>
<u>Residence Halls and Family Housing—</u>			
<u>Upgrade Fire Protection</u>			
Permission to Proceed Agreement for Schematic Design and Cost Estimates (Alvine and Associates)	\$ 288,000	July 1995 July 1997	Approved Approved
<u>Currier and Stanley Residence Halls—</u>			
<u>Fire Protection Upgrade</u>			
Engineering Agreement (Alvine and Associates)	252,450	Jan. 2000	Approved
Project Description and Total Budget	3,609,000	June 2000	Approved
<u>Burge and Daum Residence Halls—</u>			
<u>Upgrade Fire Protection</u>			
Engineering Agreements (Alvine and Associates)	307,100	Nov. 2000	Requested
(Shive-Hattery)	123,786	Nov. 2000	Requested

This project will upgrade the fire protection systems in Burge and Daum Residence Halls in accordance with the project scope developed as part of the schematic design for fire protection upgrades in all residence system facilities. Possible upgrades to be evaluated for inclusion in the project are the installation of sprinkler systems, upgrade of

alarm and detection systems, the addition or upgrade of emergency generators, and improvements to the fire rating of stairwell and elevator enclosures. The majority of the work is not required to meet fire safety codes; it represents the University's efforts to upgrade voluntarily the existing fire safety systems in the residence facilities.

University officials requested approval to enter into two engineering agreements to provide design services for the project. The agreement with Alvine and Associates will provide design services from design development through construction documents and construction observation services. The agreement provides for a fee of \$307,100, including reimbursables.

The agreement with Shive-Hattery will provide asbestos abatement design, construction observation and air monitoring services. The agreement provides for a fee of \$123,786, including reimbursables.

University officials will return to the Board for approval of the project budget, which is expected to exceed \$1 million.

University Hospitals and Clinics—Boyd Tower and General Hospital Second Floor Utility Distribution Upgrade and Corridor Refurbishment
Source of Funds: University Hospitals Building Usage Funds

Project Summary

	<u>Amount</u>		<u>Date</u>	<u>Board Action</u>
Project Description and Total Budget	\$ 992,000		Oct. 2000	Approved
Engineering Agreement (ZBA, Inc.)	77,376 (est.)		Nov. 2000	Requested

This project removes the existing obsolete fire alarm system and installs a new system with fire and smoke dampers to meet current fire safety codes. The project will also include removal, replacement and relocation of the heating, ventilating and air conditioning duct to meet fire code requirements and improve access to all utilities in the area, removal of abandoned telecommunications system components, and replacement of the corridor ceiling, wall and floor finishes, and carpeting.

University officials requested approval to enter into an agreement with ZBA, Inc., to provide design services for the project. The agreement provides for a fee equal to 9.75 percent of actual construction costs (estimated at \$793,600) for an estimated fee of \$77,376.

Currier Residence Hall—Renovate Restrooms—Phase 1
Anticipated Source of Funds: Dormitory Improvement Reserves

Project Summary

	<u>Amount</u>	<u>Date</u>	<u>Board Action</u>
Architectural/Engineering Agreement (Rohrbach Carlson)	\$ 74,800	Nov. 2000	Requested

This project will remodel restroom areas and adjoining student rooms located in the north wing of Currier Residence Hall on the ground through fourth floors. The project will be undertaken in accordance with the University's efforts to renovate bathroom areas in the residence facilities as indicated in the University's Ten-Year Plan Update presented to the Board in March 2000.

University officials requested approval to enter into an agreement with Rohrbach Carlson to provide design services for the project. The agreement provides for a fee of \$74,800, including reimbursables. The initial design services will be used to establish the project description and budget, which will be presented for Board approval at a future date.

Dental Science Building—Upgrade Fire Alarm System
Anticipated Source of Funds: Building Repair Funds and/or Income from Treasurer's Temporary Investments

Project Summary

	<u>Amount</u>	<u>Date</u>	<u>Board Action</u>
Engineering Agreement (Ament, Inc.)	\$ 61,565	Nov. 2000	Requested

This project will replace the failing fire alarm system in the Dental Science Building. University officials requested approval to enter into an agreement with Ament, Inc., to provide engineering services for the project. The firm has assisted the University in its preliminary investigation of the project. The agreement will provide full design and construction observation services for a fixed fee of \$61,565. The initial design services

will be used to establish the project description and budget, which will be presented for Board approval at a future date.

* * * * *

Included in the University's capital register were two project budgets under \$250,000, one amendment to an engineering agreement which was approved by the University in accordance with Board procedures, three construction contracts awarded by the Executive Director, and the acceptance of six completed construction contracts. These items were listed in the register prepared by University officials.

MOTION: Regent Lande moved to approve the Register of Capital Improvement Business Transactions for the University of Iowa, as presented. Regent Fisher seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

APPROVAL OF LEASES AND EASEMENTS. The Board Office recommended the Board approve leases and easements, as presented.

University officials requested approval of an amendment to its sublease as sublessee with the Quad Cities Graduate Study Center which leases space on the Augustana College campus in Rock Island, Illinois. The sublease provides for the School of Social Work's use of 140 square feet of office space. The amendment will extend the lease for a one-year period commencing September 1, 2000, through August 31, 2001, at the rental rate of \$132.07 per month (\$11.32 per square foot, \$1,584.84 per year), which is an increase of approximately 2.6 percent over the current lease rate.

University officials requested approval to renew its lease as lessee with Spencer Municipal Hospital for the University's use of 698 square feet of space for a Child Health Specialty Clinic. The space will be leased at the rate of \$465 per month (\$7.99 per square foot, \$5,580 per year) for a two-year period commencing December 1, 2000, through November 30, 2002. The proposed rental rate is an increase of approximately 49.1 percent over the current lease rate.

University officials requested approval of the following lease agreements as lessor for business incubator space in the Technology Innovation Center at the Oakdale Campus. In all cases the tenants agree to indemnify, defend, and hold harmless the University as customarily required.

With CompuTerra, Inc., for its use of 286 square feet of space at the rate of \$202.58 per month (\$8.50 per square foot, \$2,431 per year) for a one-year period

commencing December 1, 2000, through November 30, 2001. This is an increase of 41.7 percent over the rate paid under the current lease agreement. The rate increase is consistent with the University's rate schedule for tenants of the Technology Innovation Center.

With Solltech/Caviforce for its use of 694 square feet of office space at the rate of \$694 per month (\$12 per square foot, \$8,328 per year) for a one-year period commencing December 1, 2000, through November 30, 2001. This is an increase of 20 percent over the rate paid under the current lease agreement.

With The Patient Education Institute for its use of 2,363 square feet of space (2,164 square feet of office space and 199 square feet of storage space) at the rate of \$1,869.66 per month (\$10 per square foot for the office space, \$4 per square foot for the storage space, \$22,436 per year). The renewal includes the addition of 444 square feet of office space and 70 square feet of storage space. The rate per square foot remains unchanged from the current lease agreement. The space will be leased for a one-year period commencing December 1, 2000, through November 30, 2001.

With Global Search Network for its use of 286 square feet of office space at the rate of \$143 per month (\$6 per square foot, \$1,716 per year) for a one-year period commencing December 1, 2000, through November 30, 2001.

University officials requested approval of an amendment to its lease as lessor with MCIWorldCom, Inc., for its use of 333 square feet of space located in the University of Iowa Water Treatment Plant. The amendment will extend the agreement for a two-year period commencing March 1, 2001, through February 28, 2003, at the rate of \$500 per month (\$18.02 per square foot, \$6,000 per year). This is an increase of 11.1 percent over the current lease agreement.

University officials requested approval to enter into a new lease with Gene Kroeger and David Tigges for the University's use of 2,700 square feet of office space located at 320 South Linn Street, Iowa City, Iowa. The space will be leased at the rate of \$2,250 per month (\$10 per square foot, \$27,000 per year) for a four-year period commencing December 1, 2000, through November 30, 2004.

University officials requested approval to enter into a new lease with the International Machinist Union Local Lodge for the University's use of 200 square feet of office space located in West Burlington, Iowa. The space will be leased at the rate of \$100 per month (\$6 per square foot, \$1,200 per year) for an eight-month period commencing December 1, 2000, through July 31, 2001.

University officials requested approval to enter into permanent and temporary easement agreements with the City of Coralville. The City has requested the easements to replace a sanitary sewer pipeline which is in serious disrepair. The permanent easements will consist of three strips of land approximately 20 feet wide and totaling approximately 11,000 feet in length. The temporary construction easements will provide areas immediately adjacent to the permanent easement areas for the sewer installation project.

MOTION: Regent Fisher moved to approve the leases and easements, as presented. Regent Lande seconded the motion, and upon the roll being called, the following voted:
AYE: Fisher, Kelly, Kennedy, Lande, Newlin, Smith.
NAY: None.
ABSENT: Ahrens, Neil, Turner.

MOTION CARRIED.

PROPERTY ACQUISITION -- CEDAR RAPIDS AND IOWA CITY RAILWAY

(CRANDIC). The Board Office recommended the Board approve the purchase of three parcels of property located south of Burlington Street and adjacent to Front Street, in Iowa City, Iowa, from the Cedar Rapids and Iowa City Railway at the purchase price of \$942,240, subject to approval of the Executive Council of Iowa.

University officials requested approval to purchase three parcels of property from the Cedar Rapids and Iowa City Railway (CRANDIC). The properties total 125,632 square feet and are located south of Burlington Street and adjacent to Front Street and the CRANDIC railroad tracks just east of the Iowa River.

Parcel #1 consists of a 31,422 square feet lot with a deteriorated structure located just east of the University Power Plant. Parcel #2 consists of a 42,245 square feet vacant lot located south of the Power Plant along the Iowa River. Parcel #3 consists of a 51,965 square feet vacant lot located west of the CAMBUS garage and northwest of the University's Motor Pool facility.

The majority of land in the three parcels has been leased by the University for many years, primarily for use by the University Power Plant and Motor Pool. In the near term, University officials plan to continue to utilize Parcels #1 and #2 to accommodate these operations, and to develop Parcel #3 into a parking area to meet the heavy demand for parking in the south area of campus. In the long-term, Parcels #1 and #2 will facilitate a possible future expansion of the Power Plant.

The purchase price of \$942,240 is consistent with Board policy for the purchase of property. The purchase agreement was reviewed by the Attorney General's Office and was recommended for approval.

Vice President True presented the request on behalf of the University of Iowa.

MOTION:

Regent Lande moved to approve the purchase of three parcels of property located south of Burlington Street and adjacent to Front Street, in Iowa City, Iowa, from the Cedar Rapids and Iowa City Railway at the purchase price of \$942,240, subject to approval of the Executive Council of Iowa. Regent Fisher seconded the motion, and upon the roll being called, the following voted:
AYE: Fisher, Kelly, Kennedy, Lande, Newlin, Smith.

NAY: None.

ABSENT: Ahrens, Neil, Turner.

MOTION CARRIED.

President Newlin then asked Board members and institutional officials if there were additional items for discussion pertaining to the University of Iowa. There were none.

IOWA STATE UNIVERSITY

The following business pertaining to Iowa State University was transacted on Wednesday and Thursday, November 15 and 16, 2000.

REGISTER OF PERSONNEL TRANSACTIONS. The Board Office recommended the Board approve the personnel transactions at Iowa State University, as presented.

Register of Personnel Changes for October 2000.

Appointment of Bruce Van De Velde as Director of Intercollegiate Athletics beginning November 15, 2000, at an annual salary of \$200,000.

ACTION: The personnel transactions were approved, as presented, on the consent docket.

PROPOSAL FOR A NEW B.A. PROGRAM IN CLASSICAL STUDIES. The Board Office recommended the Board refer Iowa State University's proposal for a new B.A. program in Classical Studies to the Interinstitutional Committee on Educational Coordination (ICEC) and the Board Office for review and recommendations.

Iowa State University officials requested approval of a new B.A. program in Classical Studies within the Department of Foreign Languages and Literatures in the College of Liberal Arts and Sciences. The program will also involve the following departments in the College of Liberal Arts and Sciences: English, History, Political Science, and Philosophy and Religious Studies. The proposed new major formalizes the curricula taken by a series of individually approved petitions by students over the last 10 years or so by using the Liberal Arts and Sciences Interdepartmental Studies Major.

The new major, which will accompany an existing minor in Classical Studies, will meet the needs of students who discover their primary interests in the study of Classical Greek and Roman literature, as well as those who see the study of a culture and its language as much more comprehensive. The new major encourages students to study classical culture in its broadest sense, and enables them to explore such areas as classical history, politics, philosophy, religion, and archaeology, as well as Greek and Latin literature.

This proposal has followed the necessary review and approval process and is recommended by the departmental and college curriculum committees, the Faculty Senate, and the University administration.

Because this program appears to duplicate existing programs, it was requested that the ICEC and the Board Office respond to the Regent duplication questions.

ACTION: This matter was referred on the consent docket.

PROPOSAL FOR A NEW B.S. PROGRAM IN TECHNICAL COMMUNICATION. The Board Office recommended the Board refer Iowa State University's proposal for a new B.S. program in Technical Communication to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendations.

Iowa State University officials requested approval of a new B.S. program in Technical Communication within the Department of English in the College of Liberal Arts and Sciences.

Nationwide, rhetoric and professional communication has been recognized as a crucially important course of study. Iowa State University has a graduate program of study in this area but has not had an undergraduate program. A team of external reviewers of the English Department in Fall 1998 noted this as an opportunity for possible program improvement. The current faculty in the English Department graduate program in Rhetoric and Professional Communication will teach undergraduates enrolled in this new program.

The new major in Technical Communication will address, in part, the dramatic changes in computer technology that have required writing specialists to be adept at hypertext, hypermedia, networking, and animation of software as educational, informational, and even recreational industries move to computer networks. The growth nationally in undergraduate programs in Technical Communication corresponds with significant growth in communication needs in the workplace.

The proposed program will be unique among the colleges and universities in Iowa, is consistent with Iowa State University's mission, will only require limited new financial resources (additional computer equipment), and will be taught by recognized faculty already teaching in the English Department.

This proposal has followed the necessary review and approval process and is recommended by the departmental and college curriculum committees, the Faculty Senate, and the University administration.

ACTION: This matter was referred on the consent docket.

APPROVAL TO AWARD AN HONORARY DOCTORATE OF SCIENCE DEGREE TO JEAN MARIE DUBOIS. The Board Office recommended the Board approve the award of an Honorary Doctorate of Science degree to Jean Marie Dubois.

Iowa State University officials requested approval to award an honorary doctorate of science degree to Jean Marie Dubois. Professor Dubois is one of the leading researchers in the area of quasicrystals. Quasicrystals are materials whose atomic arrangements defy understanding according to conventional rules of crystallography because the atoms are well-ordered but not periodic. Quasicrystals were first reported in the literature in 1984. Since then, Professor Dubois has led the field through his achievements in science and engineering, which are marked by many comparable "firsts." He was responsible for the first atomic structure determination, and the first study of phase transformations; he led the first study showing that conduction states are nearly absent in icosahedral phases. He was responsible for the first patent of quasicrystals as thermal barrier coatings. The theme throughout his career has been an amazing blend of science and engineering, wherein a knowledge of one is used to make advances in the other. Professor Dubois also has a rare ability to be able to speak across the fields from mathematics to engineering of those scientists who are working on quasicrystals. Professor Dubois brings together researchers across the world, including a large and key team at Iowa State University and at the Ames Laboratory.

Iowa State University recognizes that cutting edge research is now taking place at the edges of the disciplines and across disciplines. Professor Dubois is an example of one who moves across disciplines and who brings new insights and deeper understandings and draws upon many fields and brings many researchers together. As many researchers have noted, Professor Dubois was the first to help demonstrate that there are many important benefits for humankind from this research.

Professor Dubois has a doctoral degree in Physics from the Institut National Polytechnique de Lorraine in Nancy, France. He is the Director of Research at the Centre National de la Recherche Scientifique in Paris. Among his many international recognitions are the Prix Rist from the French Metallurgical Society [1983], the IBM Materials Science Award [1987], the Xinghai Friendship Award for Foreign Expert, China [1999], and the Yves Rocard Prize from the French Physical Society [1999]. Professor Dubois has authored or co-authored more than 230 refereed publications, has given more than 85 presentations at international conferences, and has consulting arrangements with universities on virtually every continent.

The Departments of Chemistry and of Physics and Astronomy have nominated Dr. Dubois for the honorary degree. The Faculty Senate Honorary Degrees Committee unanimously supported the recommendation as did the Faculty Senate Executive Board. The Office of the Provost also supports the recommendation.

Interim President Seagrave said he was pleased to present the University's request to the Board of Regents. He provided highlights of the information that was provided in the meeting materials.

MOTION:

Regent Kennedy moved to approve the award of an Honorary Doctorate of Science degree to Jean Marie Dubois. Regent Fisher seconded the motion, and upon the roll being called, the following voted:

AYE: Fisher, Kelly, Kennedy, Lande, Newlin, Smith.

NAY: None.

ABSENT: Ahrens, Neil, Turner.

MOTION CARRIED.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office recommended the Board approve the University's capital register, as presented.

Engineering Teaching and Research Complex

Project Summary			
	Amount	Date	Board Action
Permission to Proceed		May 1993	Approved
Planning Funds	\$ 2,190,700	July 1996	Approved
Program Statement—Phases 1 & 2		June 1994	Approved
Architectural Agreements			
Schematic Design for Phases 1 & 2 and Design Development for Phase 1 (Brooks Borg and Skiles)	1,600,000	June 1994	Approved
Phase 1 Construction Services (Brooks Borg and Skiles)	748,000	Nov. 1996	Approved
Phase 2 Design Development Through Construction Services (Brooks Borg and Skiles)	1,325,000	Sept. 1997	Approved
Schematic Design—Phases 1 & 2		May 1995	Approved
Phase 1 Revised Project Budget	33,763,869	July 1996	Approved
Phase 2 Revised Project Budget	25,066,393	July 1996	Approved
Total Revised Project Budget	61,020,962	Sept. 1997	Approved
Hoover Hall Revised Program Statement		July 2000	Approved
Hoover Hall Architectural Agreement— Schematic Design through Construction (Brooks Borg and Skiles)	1,240,000	July 2000	Approved
Total Revised Project Budget	63,400,000	July 2000	Approved
Schematic Design		Nov. 2000	Requested
Total Revised Project Budget	63,660,000	Nov. 2000	Requested

The Hoover Hall revised building program approved by the Board in July 2000 reflected a reduction in square footage from the original building program of 109,145 gross square feet to 66,527 gross square feet, a decrease of approximately 39 percent. The project scope and program spaces were reduced in response to budgetary constraints due to additional costs for the construction of Howe Hall, which is now complete.

Development of the schematic design based upon the approved July 2000 program included the simplification of the building construction systems and other details which

provided lower construction cost estimates. As a result, University officials re-evaluated the program spaces which were previously removed from the project and determined that a number of these areas could be reincorporated into the project design with a relatively small increase in the project budget. Therefore, approximately 7,000 net square feet of space, an increase of 17.4 percent, have been added back to the facility from the initially revised design. The total building area of 46,855 net square feet (78,500 gross square feet) is reflected in the schematic design. Increases are provided for most areas of the building program, with the addition of 509 net square feet of general faculty and staff office areas for the College. However, classroom space for Engineering Computer Support Services will decrease by 1,378 net square feet, or approximately 34.5 percent; the University has decided to leave one of the existing classrooms for this function in Marston Hall rather than relocating all of the areas to Hoover Hall.

University officials determined that the additional space can be incorporated into the project at an additional cost of \$260,000. Therefore, University officials requested approval of a revised project budget in the amount of \$63,660,000; the additional funds will be provided by the Iowa State University Foundation.

The following table compares the July 2000 and the revised (November 2000) space summaries for Hoover Hall:

	Square Footage			
	July 2000	Nov. 2000	Change	
Materials Science and Engineering				
Faculty/Staff Offices	6,540	6,917	377	
Research Laboratories	5,000	6,406	1,406	
Teaching Laboratories	3,635	4,650	1,015	
TOTAL	15,175	17,973	2,798	
University General Classrooms	8,800	8,959	159	
Mechanical Engineering/Industrial and Manufacturing Systems Engineering				
Faculty/Staff Offices	6,746	6,909	163	
Miscellaneous Areas	5,060	6,832	1,772	
Engineering Computer Support Services				
Classrooms	4,000	2,622	(1,378)	
Faculty/Staff Offices	135	3,051	2,916	
TOTAL	4,135	5,673	1,538	
College of Engineering Faculty/Staff Offices	0	509	509	
Total Net Assignable Space	39,916	46,855	6,939	n s f
Total Gross Square Feet	66,527	78,500	11,973	g s f
Net-to-Gross Ratio	60%	60%		

Site and Building Exterior

Hoover Hall will be constructed on the site directly to the east of Howe Hall and Bissell Road. This is the former site of Exhibit Hall, the Engineering Research Institute, and the Engineering Annex, all of which were razed to provide the site for Hoover Hall. (This

action was approved by the Board in February 2000.) Site boundaries include Marston Hall to the east, the Black Engineering Building and Beyer Hall to the south, and the Nuclear Engineering Laboratory to the north.

The architectural character of Hoover Hall will relate to Howe Hall to the west so that the Engineering Teaching and Research Complex will possess a distinctive identity as the core of the engineering campus. A skywalk will extend from the second level of Hoover Hall to connect with Howe Hall. The exterior materials will consist primarily of masonry with some limestone, and glass curtainwall systems and ribbon windows. This will echo the materials of Howe Hall and the adjacent engineering buildings.

Building Interior

Hoover Hall will consist of three stories. The first level will provide laboratory space for the Department of Mechanical Engineering/Industrial Manufacturing, an auditorium with seating for 425 students for general assignment classroom use, and building support spaces including a receiving area, mechanical and electrical space, storage and janitorial areas. The second level will house instructional, administrative and faculty office areas for the Department of Material Science and Engineering, laboratory and administrative space for Engineering Computer Support Services, College of Engineering general faculty office space, and the second level of the auditorium. The majority of the third level will house laboratory and graduate office areas for the Department of Material Science and Engineering.

The primary entrance to the building will be at the northeast corner of the building, adjacent to Marston Hall. This lobby area, which will focus on the historical Marston Water Tower, will provide a glass space that will separate the main classroom and laboratory areas from the auditorium at the east end of the building.

A second main entry will be located on the northwest corner across from the main entrance to Howe Hall. This area will provide a three-story glass tower which will relate directly to the large curtain wall of Howe Hall and provide the connection point for the skywalk that will link the two buildings.

Restrooms

The building will include a total of 12 fully-accessible restroom areas (six male and six female) located on all floors. The restrooms will provide a total of 24 female toilet fixtures, 12 male toilet fixtures, 12 urinals, and 12 male and 12 female lavatories. University officials indicated that the number of restroom fixtures is consistent with the State Building Code based on total occupancy of the building.

Roof

The roof for the majority of the building would consist of a low-slope roofing system which would be constructed of a single-ply rubber membrane roofing material over a metal roof deck. The sloped roof area over the auditorium would consist of either a standing-seam metal roof or a single-ply rubber membrane roof.

University officials indicated that the roof areas were designed with consideration for the architectural character of the facility relative to other academic buildings in this area of campus, as well as the building's requirements for mechanical and drainage systems. The selection of the rubber membrane and metal roofing materials was made after considering the life-cycle costs, performance, and maintenance requirements of the roofing materials.

University officials anticipate that the earliest bid date for the construction contract would be May 2001. The project has an estimated completion date of December 2002.

Project Budget

	Revised Budget July 2000	Revised Budget Nov. 2000
Construction Costs	\$ 49,648,100	\$ 49,908,900
Professional Fees	7,367,000	7,367,000
Movable Equipment	6,233,700	6,233,700
Relocation	48,500	48,500
Contingency	102,700	101,900
TOTAL	<u>\$ 63,400,000</u>	<u>\$ 63,660,000</u>
Source of Funds:		
Federal Aviation Administration Grant	\$ 1,500,000	\$ 1,500,000
Capital Appropriations	31,900,000	31,900,000
ISU Foundation	30,000,000	30,260,000
TOTAL	<u>\$ 63,400,000</u>	<u>\$ 63,660,000</u>

Vice President Madden introduced Bob Matthew, a partner at Brooks Borg Skiles Architecture.

Mr. Matthew thanked the Board members for the opportunity to present the project. He stated that Mark Nevenhoven would provide the design presentation.

Mr. Nevenhoven discussed the design concept, project description and cost estimates.

Regent Fisher asked if the total budget included the Howe Hall project.
Mr. Nevenhoven responded affirmatively.

Regent Fisher referred to the roof and asked about life-cycle costs, performance, materials and maintenance of the materials selected for the roof. Mr. Nevenhoven said there were currently plans for two different types of roof. The auditorium will have a pitched roof with a standing seam or fully-adhered EPDM roof. The architects are working with University facilities personnel to determine the type of roofing to be used. It was still unknown whether the roof for the majority of the building would be a ballasted EPDM or a fully-adhered EPDM roof to match the existing Howe Hall.

Regent Fisher asked for the name of the product manufacturer being considered for the flat roof. Mr. Nevenhoven responded that the manufacturer had not been selected. He said there were quite a few from which to choose, according to the specifications for the roof.

Regent Fisher asked if the Board of Regents had approved the bonding for this project.

Vice President Madden said this was not a bonded project. The University received a capital appropriation from the state. Private fund-raising activity has been successfully completed. He noted that the building was designed to be built within the budget.

Regent Kennedy noted that the previous evening the Board members were taken on a tour of the improvements made to the University of Iowa's residence hall food service. She referred to an article in last week's *Wall Street Journal* about luxury learning for college students. The article indicated that, due to competition, residence system upgrades were necessary. She appreciated that officials of the Regent institutions have been addressing the residence system improvements. She asked that institutional officials address several points that were made in the article. Keeping in mind that access is part of the Board of Regents mission, the flood of amenities creates some awkwardness for students on tight budgets. The higher-cost rooms may not be for everyone. Also, upgrading is a way for second- and third-tier schools, many of which have inadequate resources for financial aid, to skew their applicant pool toward students who pay the full fare. Some students had indicated that the new housing provided less interaction with other students because there were fewer common areas. She wanted to ensure that, in Iowa, the Regent institutions not outprice the on-campus living conditions for students.

President Coleman responded that the University of Iowa is the lowest price in the Big 10 both for its residence halls and for tuition. She referred to the Hillcrest dining improvements which the Regents toured the previous evening, and said it was an example of increased opportunity for student interaction. She firmly believes that the student experience outside the classroom is as important as what happens inside the classroom. She said the University's residence system offers a pleasant, but not luxurious, environment.

President Seagrave asked that Randy Alexander, Iowa State University Residence System Director, respond on behalf of Iowa State University.

Director Alexander stated that Iowa State University's approach is to provide a variety of options for students, some with amenities and some the most affordable possible. He said University officials hear from students that the interchange that takes place between students is clearly important. In designing the Union Drive projects, the University is providing those kinds of community spaces; University officials want to create a neighborhood that creates community.

Regent Kennedy said another concern related to access. She realized that the costs in Iowa are low but average incomes in Iowa are also low. Access for all Iowans was a critical issue. She noted that one to two weeks ago the Governor talked about the low tuition in Iowa and how students may be faced with high tuition increases again next year. She wants everyone to be conscious of the issue and to continue to talk about both sides of it. She said she was not trying to disagree with Dr. Coleman but she was concerned that if Iowa's rankings of tuition in comparison with its peer institutions continues to be used as a reason to not be concerned about costs and tuition, in five or ten years the Board may be faced with a whole other set of problems. In the past, there has been pride in the fact that Iowa's tuition is low and that access is available to all Iowans. She wants that to be kept in the forefront when decisions are made.

Utilities—Power Plant—Ash Silo Replacement
Source of Funds: Utility Repairs

Project Summary

	Amount	Date	Board Action
Permission to Proceed		Nov. 2000	Requested
Project Description and Total Budget	\$ 1,750,000	Nov. 2000	Requested
Engineer Selection (Black and Veatch)		Nov. 2000	Requested

The Power Plant stoker bottom ash silo contains equipment to load the ash, which is stored in the silo, into trucks for disposal or reuse. The existing silo, which was installed in 1948 and no longer has sufficient storage capacity, is constructed of clay tile, which is deteriorating and is beyond its useful life. This project will provide for replacement of the silo.

As the Power Plant has been expanded to accommodate the University load growth, truck access has become very limited, causing all ash to be handled twice. This has

increased operational costs and created environmental problems since the additional handling results in an increase in ash dust. The new silo will be located in a more accessible location, allowing ash to be loaded directly into trucks for disposal or reuse, minimizing dust. Once the new silo is operational, the existing silo will be demolished.

Replacement of the silo was recommended in the 1999 Material Handling Master Plan for the Power Plant. The Master Plan was completed by the engineering firm of Black and Veatch, an international firm engaged in power plant design. This firm was selected for the Master Plan study based on proposals submitted from six engineering firms experienced in power plant and material handling system design. The recommendation to replace the ash silo is consistent with the goals of the Master Plan, which includes improving the operational efficiency, environmental impact, and the aesthetics of the material handling operations.

University officials requested approval of the selection of Black and Veatch to provide engineering services for the project. University officials will return to the Board for approval of the negotiated agreement.

Project Budget

Construction Costs	\$ 1,460,900
Professional Fees	234,000
Project Contingency	<u>55,100</u>
TOTAL	<u>\$ 1,750,000</u>

Hamilton Hall Renovation

Proposed Source of Funds: Private Funds

Project Summary

	Amount	Date	Board Action
Permission to Proceed		Nov. 2000	Requested

This project will provide various improvements to Hamilton Hall which houses the Greenlee School of Journalism and Communication. The facility, which was constructed in four phases from 1940 to 1966 and consists of a total of approximately 39,000 gross square feet, is located north of the Food Sciences Building and south of Agronomy Hall in the east central area of campus.

The renovation project will support the program needs of the Greenlee School of Journalism and Communication. The proposed improvements for the facility are based

upon the recommendations of a recent feasibility study and master plan which were undertaken to identify alternatives for improved student access to faculty and staff, teaching labs and student services.

In accordance with the recommendations of the master plan, the project will refurbish and reallocate existing space within the building. The project will also replace the roof, restore windows, and provide improvements to the exterior masonry.

University officials will return to the Board for approval of the project budget, which is estimated at \$2 million.

MacKay Hall—Tearoom Improvements

Source of Funds: ISU Foundation

Project Summary

	Amount	Date	Board Action
Project Description and Total Budget	\$ 300,000	Nov. 2000	Requested

The mission of the Department of Hotel, Restaurant, and Institution Management is to prepare professionals to manage foodservice and lodging operations. University officials are committed to this effort by being responsive to clients and providing quality education. Students must have experience in actual foodservice operations management. The Tearoom has existed as a component of the Department's program since its inception in 1925 and has provided an excellent supervised student learning environment.

The Tearoom facility, which consists of 2,500 square feet of space, is in major need of updating. Some of the kitchen equipment is more than 40 years old and must be replaced so that students can use equipment that is consistent with current foodservice operations.

The Tearoom renovation was strongly recommended following an external review of the Department's academic programs undertaken during the 1999-2000 school year. This report indicated that the Tearoom is woefully outdated compared to the hospitality industry and is in serious need of renovation. The renovation of the Tearoom is expected to help increase enrollment in the Department's programs.

Permission to proceed with the project was not required since the project budget does not exceed \$1,000,000.

Project Budget

Construction Costs	\$ 194,500
Professional Fees	46,000
Movable Equipment	31,500
Project Contingency	<u>28,000</u>
TOTAL	<u>\$ 300,000</u>

Institutional Roads 2000—Reconstruct Stange Road

Source of Funds: Institutional Roads Program

Project Summary

	Amount	Date	Board Action
Project Description and Total Budget Engineering Agreement (Snyder and Associates)	\$ 169,400 30,706	Oct. 1999 Nov. 1999	Not Required* Not Required*
Revised Total Project Budget	249,400	Dec. 1999	Not Required*
Revised Total Project Budget	423,400	Nov. 2000	Requested
Engineering Amendment #1	6,744	Nov. 2000	Requested

* Approved by the University in accordance with Board procedures

This project will reconstruct Stange Road in the vicinity of the Union Pacific Railroad overpass in the north area of campus to correct the cracking and shifting of concrete at this location. The original project scope included pavement reconstruction, retaining wall and storm sewer repairs, and sidewalk replacements.

University officials requested approval of a revised project budget in the amount of \$423,400, an increase of \$174,000, which reflects an expanded project scope to include reconstruction of the walkways to comply with the Americans with Disabilities Act. This will include reconstruction of the walkways at a higher elevation to reduce the degree of longitudinal slope, and the installation of safety barriers with railings to protect pedestrians from vehicle traffic. The revised budget also reflects increased construction costs due to inflation. The additional funding for the project will be provided by the Institutional Roads program.

University officials requested approval of Amendment #1 in the amount of \$6,744 to the engineering agreement with Snyder and Associates. The amendment will provide compensation for the additional design services associated with the expanded project scope.

Project Budget

	Revised Budget Dec. 1999	Revised Budget Nov. 2000
Construction Costs	\$ 210,100	\$ 370,000
Professional Fees	36,000	48,500
Contingency	3,300	4,900
TOTAL	<u>\$ 249,400</u>	<u>\$ 423,400</u>

Maple Hall Remodeling and Flood Mitigation

Project Summary

	Amount	Date	Board Action
Project Description and Total Budget	\$ 13,900,000	Nov. 1997	Approved
Engineering Agreement (Rietz Consultants)	1,054,000	Dec. 1997	Approved
Phase 1 Construction Contract (Stanley Design-Build)	10,166,600	June 1998	Ratified*
Phase 2 Construction Contract— Flood Mitigation (Manatt's, Inc.)	1,171,535	April 2000	Ratified*
Revised Total Project Budget	14,905,180	July 1999	Approved
Engineering Amendment #1	48,860	June 1999	Ratified**
Engineering Amendment #2	31,469	Nov. 2000	Requested

* Awarded by Executive Director in accordance with Board procedures.

** Approved by University in accordance with Board procedures.

This project has provided structural repairs, building upgrades and site improvements at the Maple Hall residence facility, and flood mitigation work for the Maple-Willow-Larch residence complex.

University officials requested approval of Amendment #2 in the amount of \$31,469 to the engineering agreement with Rietz Consultants. The amendment will provide compensation for additional services provided by Rietz Consultants due to the inability of the Phase 1 construction contractor to complete the contract in accordance with the established time schedule. These services included attendance at additional meetings, site observation services, and other duties. Additional services were also provided, at

the request of the Residence Department, to evaluate and test the fire pump, emergency generator and emergency power transfer switches.

College of Veterinary Medicine—Biomedical Sciences Laboratories Remodeling
Source of Funds: General University Funds

Project Summary

	Amount	Date	Board Action
Project Description and Total Budget	\$ 263,500	May 2000	Approved
Architectural Agreement (Stott and Associates)	27,640	May 2000	Approved
Architectural Amendment #1	4,660	Sept. 2000	Ratified*
Revised Project Budget	443,685	Oct. 2000	Approved
Construction Contract Award (R. H. Grabau Construction)	291,262	Oct. 2000	Approved
Architectural Amendment #2	7,280	Oct. 2000	Approved
Architectural Amendment #3	5,160	Nov. 2000	Requested

* Approved by University in accordance with Board procedures.

This project will provide upgraded laboratory space for use by the research programs of the Department of Biomedical Sciences in the College of Veterinary Medicine.

University officials requested approval of Amendment #3 in the amount of \$5,160 to the design agreement with Stott and Associates. The amendment will provide compensation for additional design services for revisions to the ceilings, lighting, and mechanical control systems. The laboratory users requested these changes to provide greater environmental control of the laboratory spaces.

Bessey Hall—Growth Chambers
Source of Funds: General University Funds

Project Summary

	Amount	Date	Board Action
Project Description and Total Budget	\$ 300,000	Dec. 1999	Approved
Architectural Agreement (Brooks Borg and Skiles)	16,000	March 2000	Approved
Architectural Amendment #1	9,000	Nov. 2000	Requested

This project will remodel approximately 1,200 square feet of space in the basement of Bessey Hall to develop reach-in and walk-in growth chambers for use by the Departments of Plant Pathology, Botany and Forestry, and the Plant Sciences Institute.

University officials requested approval of Amendment #1 in the amount of \$9,000 to the design agreement with Brooks Borg and Skiles. The amendment will provide compensation for additional design services to reflect program changes to the space. The amendment will also provide additional reimbursement for the printing of bid documents, since the actual costs have exceeded the original estimate.

* * * * *

Included in the University's capital register were seven project budgets under \$250,000, one construction contract awarded by the Executive Director, the acceptance of three completed construction contracts, and one final report. These items were listed in the register prepared by University officials.

MOTION: Regent Smith moved to approve the Register of Capital Improvement Business Transactions for Iowa State University, as presented. Regent Kennedy seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

APPROVAL OF LEASES. The Board Office recommended the Board approve leases, as presented.

University officials requested approval to enter into a lease agreement as lessee with the Iowa State University Research Park Corporation for the University's use of 5,753 square feet of space at the Iowa State University Research Park to house the Iowa State Innovation System (ISIS). The space will be leased at the rate of \$4,794.17 per month (\$10 per square foot, \$57,530 per year) for a four-year period commencing December 1, 2000, through December 31, 2004.

MOTION: Regent Fisher moved to approve the leases, as presented. Regent Lande seconded the motion, and upon the roll being called, the following voted:
AYE: Fisher, Kelly, Kennedy Lande, Newlin, Smith.
NAY: None.
ABSENT: Ahrens, Neil, Turner.

MOTION CARRIED.

UNION DRIVE NEIGHBORHOOD AUTHORIZATION TO PROCEED WITH PHASE I.

The Board Office recommended the Board:

- (1) Receive and discuss the report on the Union Drive Neighborhood project.
- (2) Consider the following Iowa State University requests:
 - (a) Approval of the program statements, design development drawings, and project descriptions and budgets for Phase 1 of the Union Drive Neighborhood which includes Union Drive Suite Building 1 (\$23,716,200) and the Union Drive Community Center (\$15,000,000);
 - (b) Approval of the architectural agreements with Baldwin White Architects for the Union Drive utility infrastructure (\$544,500), Suite Building 1 (\$1,070,000) and Community Center (\$1,140,250); and
 - (c) Authorization to proceed with the planning for the demolition of the north wing of Helser Hall.
- (3) Request that the University and Residence Department provide periodic updates on proposed plans for renovation of facilities, including correction of deferred maintenance and fire safety issues, as well as long-term goals and assessments. The first report should be included in the Residence System report to be presented to the Board in March.
- (4) Request that the University provide to the Board Office a copy of the food service consolidation transition plan upon completion, and seek Board approval of the final plan, as previously requested.

The proposed Union Drive neighborhood includes the construction of a Community Center and three suite-style residence halls (each housing 320 students). The total estimated cost for these components is \$71.5 million. Most of the costs would be financed by Dormitory Revenue Bonds, which University officials propose to issue from calendar years 2001 through 2004.

The FY 2001 Residence System operating budget includes \$43.1 million in revenue. As of June 30, 2000, the Iowa State University Residence System had a replacement value of \$466.6 million (buildings and contents) and included 2.7 million gross square feet.

The outstanding principal on Residence System bonds as of June 30, 2000, including the principal from the 1964-67 issues and the Maple Hall Renovation and Hawthorn

Court balances, is approximately \$81.8 million. If the entire Union Drive Neighborhood were to be financed through bonds, Residence System total indebtedness would equal \$142.6 million (new debt less principal payments from 2001-2004). Prior to the issuance of bonds for the Maple Hall Renovation, the Residence System indebtedness had not exceeded \$22.0 million since before 1986.

Iowa State University officials requested Board approval of design development drawings and project descriptions and budgets for the Phase 1 component, which includes Suite Building 1, the Community Center and associated infrastructure.

The estimated cost of the Phase 1 components is approximately \$38.7 million, of which approximately \$36.5 million would be financed by the issuance of Dormitory Revenue Bonds. The bond issuance schedule for calendar year 2001 includes sales in January and May 2001 for Phase 1. A preliminary resolution for the sale of the bonds would be brought to the Board next month. Scheduled occupancy for Suite Building 1 would be Fall Semester 2002 and for the Union Drive Community Center Building it would be Spring Semester 2003.

The University's report also includes a status report on the ongoing food service consolidation, additional financial proforma information, and a more detailed report on the October meetings with individuals from the bond rating agencies.

Representatives of the design firms and the University were scheduled to present the design development drawings for Phase 1 of the Neighborhood at the November meeting.

Prior to taking action on the University's Union Drive Neighborhood project, the Board Office identified several major issues and concerns for the Board's consideration.

Project Summary

	Amount	Date	Board Action
Union Drive Neighborhood Permission to Proceed		Feb. 1999	Approved
Architectural Agreement—Validation of Master Plan, Development of Building Program, Schematic Design (Baldwin White Architects)	\$ 1,142,000	July 1999	Approved
Department of Residence Master Plan Progress Report: July 2000		July 2000	Received
Program and Schematic Design Concept Reports		July 2000	Received
Authorization to Proceed with Further Design of Utilities Infrastructure, Suite Building 1 and Community Center		July 2000	Received
Report on Consolidation of University Food Service Operations		Sept. 2000	Received
Report on Detailed Assumptions Used to Develop Proforma Financial Statements		Sept. 2000	Received
Oral Report on Meetings with Bond Rating Agencies		Oct. 2000	Received
Program Statements and Design Documents—Suite Building 1 and Community Center		Nov. 2000	Requested
Project Descriptions and Total Budgets Suite Building 1	23,716,200	Nov. 2000	Requested
Community Center	15,000,000	Nov. 2000	Requested
Architectural Agreements Utility Infrastructure (Baldwin White Architects)	544,500	Nov. 2000	Requested
Suite Building 1 (Baldwin White Architects)	1,070,000	Nov. 2000	Requested
Community Center (Baldwin White Architects)	1,140,250	Nov. 2000	Requested
Authorization to Proceed with Planning for Demolition, North Wing – Helser		Nov. 2000	Requested

Issues and Concerns

While new construction has a place in the Residence System overall plan, it is important that the Residence System provide a balance of fiscal accountability (objective 4.0.0.0)

and stewardship of Regent facilities (objective 4.3.0.0), consistent with the Board's strategic plan.

The Union Drive Neighborhood is one of many elements to be considered for the Residence System. Building renovation, deferred maintenance items, and fire safety and building code issues need to be resolved in a timely manner. Project timing, financial viability, and other capital projects for the Residence System are also important factors. The impending food service consolidation and the reports from rating agency visits are also critical to the discussion of the Union Drive Neighborhood.

Need to Move Forward with Union Drive Neighborhood at this Time

According to the July 2000 Master Plan update, the Union Drive Neighborhood projects will help meet the growing demand for suite-style residence halls and promote the concept of neighborhoods. One of the reasons given for moving ahead with the Union Drive Neighborhood was the condition of some residence buildings; reference was made to the continuing deterioration of Knapp and Storms Halls.

In the July 2000 Master Plan update, the Residence Department proposed closing Storms Hall at the end of the 2001 spring semester and closing Knapp Hall at the end of the 2003 spring semester. In the November report, the Residence Department recommends that, with an investment of an additional \$250,000 total, the useful life of each of these residence halls could be extended by up to five years. The facilities are now planned for demolition in FY 2003 and FY 2005, respectively. With the continued use of these facilities for the short-term, it does not appear that the need for Union Drive is quite as critical as previously presented, although the demand for the suite style facilities still exists.

Estimated Cost of Union Drive Neighborhood

Completion of the entire Union Drive Neighborhood project will be high. The estimated cost would be approximately \$240/gross square foot (\$71.5 million/300,500 gross square feet). This amount includes a proration of the cost of the utilities infrastructure and site work across all Neighborhood square feet proposed to be built. If only Suite Building 1 and the Community Center were to be built, the cost would increase to almost \$300/gross square foot since the cost of the utilities and site work would be spread over less square feet.

The most recently constructed residence hall at the Regent institutions, the Residence on the Hill (ROTH) at the University of Northern Iowa, was completed in 1994 at a project cost of approximately \$93/gross square foot.

The rates proposed to be charged for the suites will not recover fully the operating and debt service costs of these units. This has to be offset by revenues from the balance of the Residence System.

Financial Assumptions

University officials prepared proforma financial statements, in which they have characterized the financial assumptions as conservative. However, the assumptions have yet to be tested.

Hawthorn Phase 1, with 1,008 beds, opened for the Fall 2000 semester. The initial part of Phase 2, which includes a Community Center and seven apartment buildings with 600 beds, is slated to open in July 2001. The remaining four buildings of Phase 2, with 384 beds, are scheduled to be complete in December 2001 and ready for occupancy for the 2002 spring semester.

While occupancy in Hawthorn, Phase 1 has exceeded initial projections, Phase 2 has yet to come on line. The financial projections (for FY 2002 and the outyears) include an occupancy rate of 95 percent for both phases of the Hawthorn Complex. This assumes approximately 100 beds (5 percent of 1,992 beds) will remain unoccupied. For each bed unoccupied during the academic year above the assumed 100 beds, there would be a revenue loss of approximately \$3,300.

Other Residence System Capital Projects

University officials also requested permission to proceed with two renovation projects which were not included, through FY 2004, on the revised Residence System phasing strategy (in the July 2000 Master Plan update). Each of the projects is estimated to cost more than \$1 million, and both would be funded by Residence System surplus funds.

Phase 1 of the Buchanan Hall Remodel would renovate the facility into more spacious suite style rooms. The remodel of Elm Hall would correct fire safety and building code issues, and repair and update bathroom facilities. Under the timeline laid out in the University's written submission, the renovated facilities would both be available for occupancy in the Fall Semester 2002. In December 2001 and spring 2002, 384 beds from Phase 2 of Hawthorn Court will come on line and, in fall 2002, Suite Building 1 of the Union Drive Neighborhood is scheduled for occupancy.

Plans for existing Residence System facilities seem to be evolving. While flexibility is important, the inclusion of these two renovation projects and the continued short-term use of Knapp and Storms Halls raise questions about development of an appropriate method to address the facility needs of the Residence System.

The need to renovate the student living spaces in the residence halls, which will remain part of the Residence System, needs to be weighed against the correction of deferred maintenance items which do not directly affect the living spaces such as tuckpointing, and fire safety and building code issues.

Food Service Consolidation

University officials report that the development of the transition plan for the single food service unit will be completed by November 30, 2000. Implementation of the plan is to be completed by June 30, 2001. The single food service unit, to be operational on July 1, 2001, will be part of the Division of Student Affairs and will not be part of the Residence System.

As noted in the July report to the Board, Iowa Code defines Dormitory System projects as "buildings for use as student residence halls and dormitories, including dining and other incidental facilities therefor." (§262.55) The bond covenants include dining and other incidental facilities as a component of the "System." Net rents, profits and income of the System are the sources of repayment for dormitory bonds.

The means for allocating revenues and costs of the new food service operation to the Residence (Dormitory) System, which has yet to be determined as part of the transition plan, could affect estimated revenues from food service in the financial proforma.

Rating Agency Visits

Both rating agencies have indicated that they do not foresee any adverse effect on the credit rating of the University resulting from the issuance of additional residence system debt, absent any other significant capital financing needs of the University or the Residence System.

During the rating agency visits, University officials indicated no other planned capital financing in the near-term. However, it is possible that the University's new president, when selected, may wish to use University bonding capacity for other purposes.

Vice President Madden stated that, because of the number of questions that had been raised by the Board Office, Iowa State University officials requested to defer consideration of this item until the December Board of Regents meeting. At that time, University officials will provide the necessary information to address the issues.

Vice President Madden requested Board action on the architectural agreements to allow continuation of planning on the projects. University officials understand that approval

does not imply that the project will go forward. There are cancellation clauses in the architectural contracts. Payment is only made for the work completed.

President Newlin asked for deferral of discussion until December.

MOTION: Regent Lande moved to approve the architectural agreements with Baldwin White Architects for the Union Drive utility infrastructure (\$544,500), Suite Building 1 (\$1,070,000) and Community Center (\$1,140,250). Regent Kennedy seconded the motion. MOTION CARRIED UNANIMOUSLY.

RESIDENCE SYSTEM CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS.

Consideration of this matter was deferred.

President Newlin then asked Board members and institutional officials if there were additional items for discussion pertaining to Iowa State University. There were none.

UNIVERSITY OF NORTHERN IOWA

The following business pertaining to the University of Northern Iowa was transacted on Wednesday and Thursday, November 15 and 16, 2000.

RATIFICATION OF PERSONNEL TRANSACTIONS. The Board Office recommended the Board ratify personnel transactions, as presented.

Register of Personnel Changes for October 2000.

ACTION: The personnel transactions were approved, as presented, on the consent docket.

MASTER OF ACCOUNTING (MAcc) TO BE OFFERED IN DES MOINES. The Board Office recommended the Board receive the informational report on the University of Northern Iowa's Master of Accounting (MAcc) program to be offered in Des Moines.

Board policy requires informational reports on new program locations. The University of Northern Iowa's College of Business Administration, through its Division of Continuing Education and Special Programs, is offering the Master of Accounting degree in Des Moines, Iowa. The program will be offered beginning Spring 2001, in cooperation with the Des Moines Higher Education Center.

Effective January 2001, Certified Public Accountant (CPA) candidates in Iowa and many other states will be required to have 150 college credit hours. Many future CPAs will elect to earn a master's degree to meet this requirement and it is expected that the MA degree in Accounting will soon become the norm for CPAs. The most likely candidates for the program are University of Northern Iowa Accounting graduates now working in the Des Moines area.

This new program location will be reported to the Iowa Coordinating Council for Post-High School Education in December.

ACTION: This report was received on the consent docket.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office recommended the Board approve the Register of Capital Improvement Business Transactions for the University of Northern Iowa.

Steam Distribution System Replacement—Phase 1
Source of Funds: Capital Appropriations

Project Summary

	<u>Amount</u>	<u>Date</u>	<u>Board Action</u>
Permission to Proceed		Nov. 2000	Requested

The University lacks a reliable steam distribution system between the Power Plant and central campus, and between some campus buildings and the existing campus steam distribution system. Two direct buried piping systems (south line installed in 1971 and north line installed in 1978) are the only means of supplying steam to campus. The direct buried piping systems have outlived their useful lives; they also have a lower reliability than tunnel systems. The existing piping continues to fail and must be repaired and/or replaced each year. In calendar year 2000 to date, there have been nine system failures, including seven failed condensate lines.

The total project will replace approximately two-thirds (9,700 feet) of the direct-buried steam and condensate lines with piping within tunnels. This will increase the reliability of the system and eliminate the potential loss of steam service to campus buildings. It is envisioned that the project will result in savings in energy costs and annual maintenance.

The Phase 1 project will install approximately 3,100 feet of main tunnel to connect the Power Plant to Central Campus, and approximately 1,000 feet of branch tunnel to connect campus facilities. The branch tunnels connecting the facilities will provide redundant steam service which currently does not exist in these areas. The life expectancy for the replacement tunnels is estimated to be more than 50 years, which will result in lower life-cycle costs than a direct buried system.

In addition to the installation of new tunnels, modifications will be made to existing tunnel areas. The modifications will include the installation of new control valves, and ventilation and ingress/egress improvements to increase the safety and reliability of the overall system.

By beginning planning at this time, the University would be able to start construction shortly after the beginning of FY 2002 if appropriated funds are approved for the project.

This lead time will help ensure that the project is completed as expeditiously as possible.

West Gym Renovation—Phase 3

Source of Funds: Income from Treasurer's Temporary Investments

Project Summary

	<u>Amount</u>	<u>Date</u>	<u>Board Action</u>
Project Description and Total Budget	\$ 416,000	Nov. 2000	Requested

This project is the third phase of a multi-phased plan to renovate the West Gym. The Phase 1 project provided for the renovation of space to accommodate the relocation of occupants in preparation for the Lang Hall Renovation project. The Phase 2 project provided new restroom areas, created a second level in the former pool area for future expansion in the facility, and developed a new electrical room.

The Phase 3 project will continue the upgrade of the facility and will focus primarily on the electrical and heating systems. The project will also upgrade the domestic hot water, telephone and data communications systems.

Project Budget

Contracts/Purchase Orders	\$ 340,000
Consultant/Design Services	50,000
Contingency	<u>26,000</u>
TOTAL	<u>\$ 416,000</u>

Schindler Education Center—Telecommunications Infrastructure—Phase 2

Project Summary

	<u>Amount</u>	<u>Date</u>	<u>Board Action</u>
Project Description and Total Budget	\$ 400,000	Nov. 2000	Requested

The Phase 2 project will complete the replacement and upgrade of the telecommunications infrastructure in Schindler Education Center. The system is original to the building's 1973 construction and is not sufficient to meet current data transmission standards.

The Phase 1 project replaced the infrastructure which serves the basement, level one, and the lecture rooms on level two of the building. The Phase 2 project will address the remainder of level two plus levels three through six. The project will install new telephone, data and voice cabling, and voice and data outlets. The project will also require the replacement of ceilings in these areas.

Project Budget

Contracts/Purchase Orders	\$ 336,000
Consultant/Design Services	44,000
Contingency	<u>20,000</u>
TOTAL	<u>\$ 400,000</u>
Source of Funds:	
Building Repair Funds	\$ 200,000
Information Network Services	<u>200,000</u>
TOTAL	<u>\$ 400,000</u>

Power Plant—Overhaul Turbine Generator

Source of Funds: Income from Treasurer's Temporary Investments and/or Residence System Improvement Funds

Project Summary

	<u>Amount</u>	<u>Date</u>	<u>Board Action</u>
Project Description and Total Budget	\$ 350,000	Nov. 2000	Requested

In addition to the preventative maintenance inspection, the project will replace the existing obsolete control system which is approximately 20 years old. The inspection work is undertaken by the University approximately every five years to keep the generator operating at maximum efficiency.

The use of residence system improvement funds as one source of funds for the project reflects the Department of Residence's share of campus energy use, plus additional charges for maintenance and upgrades which are not built into the Department's energy costs.

Project Budget

Contracts/Purchase Orders	\$ 300,000
Consultant/Design Services	30,000
Contingency	<u>20,000</u>
TOTAL	<u>\$ 350,000</u>

Source of Funds:

Income from Treasurer's Temporary Investments	\$ 250,000
Residence System Improvement Funds	<u>100,000</u>
TOTAL	<u>\$ 350,000</u>

* * * * *

Included in the University's capital register was one project budget under \$250,000. This item was listed in the register prepared by University officials.

Interim Vice President Dell presented highlights of the University's capital register to the Board members.

MOTION: Regent Smith moved to approve the Register of Capital Improvement Business Transactions for the University of Northern Iowa, as presented. Regent Lande seconded the motion. MOTION CARRIED UNANIMOUSLY.

LEASE OF PROPERTY. The Board Office recommended the Board approve the lease, as presented.

University officials requested approval to renew its lease as lessee with River Valley Cooperative, Walcott, Iowa. The University leases space on the River Valley Cooperative elevator, located in Eldridge, Iowa, as a transmitter site for KUNI-FM. The lease will be renewed for a five-year term commencing November 12, 2000, through November 11, 2005, at the rate of \$1,000 per year. This represents an increase of \$600 per year and is the first rental rate increase for the property since 1992.

MOTION: Regent Fisher moved to approve the lease, as presented. Regent Lande seconded the motion, and upon the roll being called, the following voted:

AYE: Fisher, Kelly, Kennedy, Lande, Newlin,
Smith.

NAY: None.

ABSENT: Ahrens, Neil, Turner.

MOTION CARRIED.

PROPOSED PROPERTY PURCHASE. The Board Office recommended the Board approve the purchase of property located at 2115 Merner Avenue, Cedar Falls, Iowa, from John and Judy Conner, at the purchase price of \$230,000, subject to approval of the Executive Council of Iowa.

University officials requested approval to purchase the residential property located at 2115 Merner Avenue, Cedar Falls, Iowa, from John and Judy Conner. The property includes a two-story single-family residence consisting of 2,786 square feet located on a 17,424 square foot lot. The property is located to the north and east of the University campus.

The University has yet to determine a specific use for the property but wishes to take advantage of the opportunity to purchase since the property has been identified for a number of years as land of interest in the University's Campus Master Plan. The Conner property is located directly adjacent to other University property to the north, west and south.

The purchase price of \$230,000 is consistent with Board policy for the purchase of property. The purchase agreement was reviewed by the Attorney General's Office and was recommended for approval.

Interim Vice President Dell presented the University's request.

MOTION:

Regent Kelly moved to approve the purchase of property located at 2115 Merner Avenue, Cedar Falls, Iowa, from John and Judy Conner, at the purchase price of \$230,000, subject to approval of the Executive Council of Iowa. Regent Lande seconded the motion, and upon the roll being called, the following voted:

AYE: Fisher, Kelly, Kennedy, Lande, Newlin,
Smith.

UNIVERSITY OF NORTHERN IOWA
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NAY: None.

ABSENT: Ahrens, Neil, Turner.

MOTION CARRIED.

President Newlin then asked Board members and institutional officials if there were additional items for discussion pertaining to the University of Northern Iowa. There were none.

IOWA SCHOOL FOR THE DEAF

The following business pertaining to the Iowa School for the Deaf was transacted on Wednesday and Thursday, November 15 and 16, 2000.

RATIFICATION OF PERSONNEL TRANSACTIONS. The Board Office recommended the Board ratify personnel transactions, as presented.

Register of Personnel Changes for October 2000.

ACTION: The personnel transactions were approved, as presented, on the consent docket.

REVISION TO THE PROFESSIONAL AND SCIENTIFIC CLASSIFICATION SYSTEM. The Board Office recommended the Board approve the following new classification:

Accountant, pay grade 3 (\$29,355 - \$42,149).

Iowa School for the Deaf officials requested approval of a new classification in its professional and scientific classification system. With the advent of the new accounting system in the business office at Iowa School for the Deaf, this classification is needed to write programs that generate various general ledger reports. Specialized accounting background is essential for this type of work. It was anticipated that one or two existing staff currently classified in the Regent Merit System would be placed in the new classification.

The pay grade assignment of the proposed classification was based upon application of the job evaluation instrument in compliance with the state's comparable worth law.

Director Wright reviewed the School's request with the Board members.

MOTION: Regent Fisher moved to approve the new classification, as presented. Regent Smith seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. The Board Office recommended the Board approve the School's capital register.

Girls' and Boys' Residences—Enhanced Cabling
Source of Funds: Nebraska Restricted Funds

Project Summary

	<u>Amount</u>	<u>Date</u>	<u>Board Action</u>
Project Description and Total Budget	\$ 24,000	Nov. 2000	Requested

This project will install computer cabling and associated network switching devices in the student residence facilities. This work will support the future installation of approximately 40 computers, with Internet access, in the two residence halls. The computers will be installed for student use, with supervision, in a total of eight shared computer laboratory areas in the residence halls; this will include one laboratory on each floor of each facility.

Superintendent Johnson presented the School's capital register.

MOTION: Regent Fisher moved to approve the School's capital register, as presented. Regent Smith seconded the motion. MOTION CARRIED UNANIMOUSLY.

President Newlin then asked Board members and institutional officials if there were additional items for discussion pertaining to the Iowa School for the Deaf. There were none.

IOWA BRAILLE AND SIGHT SAVING SCHOOL

The following business pertaining to Iowa Braille and Sight Saving School was transacted on Wednesday and Thursday, November 15 and 16, 2000.

RATIFICATION OF PERSONNEL TRANSACTIONS. The Board Office recommended the Board approve personnel transactions, as presented.

Register of Personnel Changes for September 2000.

ACTION: The personnel transactions were approved, as presented, on the consent docket.

President Newlin then asked Board members and institutional officials if there were additional items for discussion pertaining to the Iowa Braille and Sight Saving School. There were none.

ADJOURNMENT.

The meeting of the Board of Regents, State of Iowa, adjourned at 12:26 p.m. on Thursday, November 16, 2000.



Frank J. Stork
Executive Director