

The Board of Regents, State of Iowa, met on Wednesday, January 16, 2002, at the University of Iowa, Iowa City, Iowa. The following were in attendance:

Members of Board of Regents, State of Iowa

Mr. Newlin, President	All sessions
Ms. Ahrens	All sessions
Dr. Arbisser	All sessions
Dr. Becker	All sessions
Mr. Fisher	All sessions
Dr. Kelly	All sessions
Mr. Neil	All sessions
Ms. Nieland	All sessions
Dr. Turner	All sessions

Office of the Board of Regents, State of Iowa

Interim Executive Director Barak	All sessions
Executive Director-Designate Nichols	All sessions
Director Elliott	All sessions
Director Wright	All sessions
Associate Director Hendrickson	All sessions
Associate Director Kniker	All sessions
Associate Director Racki	All sessions
Assistant Director Gonzalez	All sessions
Assistant Director Stratton	All sessions
Minutes Secretary Briggie	All sessions

State University of Iowa

President Coleman	All sessions
Provost Whitmore	All sessions
Vice President Skorton	Arrived at 1:55 p.m.
Vice President True	All sessions
Dean Kelch	All sessions
Interim Director Rice	All sessions
Director Parrott	All sessions
General Counsel Schantz	All sessions

Iowa State University

President Geoffroy	Excused at 5:28 p.m.
Provost Richmond	Excused at 5:28 p.m.
Vice President Hill	Excused at 5:28 p.m.
Assistant to President Chidister	Excused at 5:28 p.m.
Director Bradley	Excused at 5:28 p.m.
Director McCarroll	Excused at 5:28 p.m.
Director Steinke	Excused at 5:28 p.m.

University of Northern Iowa

President Koob	Excused at 5:37 p.m.
Provost Podolefsky	Excused at 5:37 p.m.
Vice President Romano	Excused at 5:37 p.m.
Interim Vice President Dell	Excused at 5:37 p.m.
Assistant Vice President Gaston	Excused at 5:37 p.m.

Iowa School for the Deaf

Superintendent Johnson	Excused at 5:06 p.m.
Director Heuer	Excused at 5:06 p.m.
Interpreter Reese	Excused at 5:06 p.m.
Interpreter Gerischer	Excused at 5:06 p.m.

Iowa Braille and Sight Saving School

Superintendent Thurman	Excused at 5:06 p.m.
Director Utsinger	Excused at 5:06 p.m.
Director Woodward	Excused at 5:06 p.m.

THE CORRESPONDING DOCKET MEMORANDUM FOR
EACH AGENDA ITEM IS AVAILABLE ON THE
BOARD OF REGENTS WEBSITE AT:

www.state.ia.us/educate/regents

COPIES OF THESE MEMORANDA CAN ALSO BE
OBTAINED FROM THE BOARD OFFICE
BY CALLING 515/281-3934.

GENERAL

The following business pertaining to general or miscellaneous business was transacted on Wednesday, January 16, 2002.

President Newlin welcomed everyone to the January meeting of the Board of Regents, State of Iowa.

EXECUTIVE SESSION. President Newlin requested that the Board meet in closed session pursuant to Iowa Code §21.5(1)(c) to discuss a matter with counsel which is either in litigation or where litigation is imminent.

MOTION: Regent Fisher moved to enter into closed session. Regent Ahrens seconded the motion, and upon the roll being called, the following voted:
AYE: Ahrens, Arbisser, Becker, Fisher, Neil, Newlin, Nieland, Turner.
NAY: None.
ABSENT: Kelly.

MOTION CARRIED.

The Board having voted at least two-thirds majority resolved to meet in closed session beginning at 11:15 a.m. on January 16, 2002, and adjourned therefrom at 12:27 p.m. on that same date.

APPROVAL OF MINUTES OF BOARD MEETINGS OF NOVEMBER 14-15 AND DECEMBER 7-8, 2001.

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

ACTION: President Newlin stated the Board approved the minutes of the November 14-15 and December 7-8, 2001, meetings, as written, by general consent.

CONSENT ITEMS.

Ratify the personnel transactions at the Regent institutions;

Approve the following additions to Iowa State University's list of approved vendors with a potential conflict of interest: Cherise Oleson, CombiSep, Inc., and WinningProposal.com;

Approve the Board meetings schedule;

Receive the information on suspension of admissions to the M.A. program in Audiology, University of Northern Iowa;

Receive the University of Northern Iowa's report regarding the name change for the general education program from "General Education" to "Liberal Arts Core";

Refer the University of Iowa's proposal to add a minor in the Department of Exercise Science to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation;

Refer the University of Iowa's proposal to change the name of the School of Religion to the Interinstitutional Committee on Educational Coordination and the Board Office for review and recommendation; and

Approve the purchase of a package of radiological scanning equipment – Positron Emission Tomography (PET) and Positron Emission Tomography/Computerized Tomography (PET/CT) scanners totaling \$5,000,000 over five years (\$1,000,000/fiscal year).

President Newlin announced there would be a telephonic Board meeting on February 20 at 10:00 a.m. During that meeting, it was possible that the Board would need to go into executive session regarding litigation. He asked that the Board members allow two hours for the meeting.

MOTION:

Regent Fisher moved to approve the consent docket, as presented. Regent Neil seconded the motion. MOTION CARRIED UNANIMOUSLY.

INTERINSTITUTIONAL COMMITTEE ON EDUCATIONAL COORDINATION. (a)
Southwest Iowa Regents Resource Center Study.

Provost Richmond presented the recommendation of the Interinstitutional Committee on Educational Coordination. He said the Committee directed the State Extension and Continuing Education Council to conduct a study with particular emphasis on budgetary considerations, location, and continued viability in light of decreased enrollments. The State Extension and Continuing Education Council completed its study and concluded that the Southwest Iowa Regent Resource Center continues to address the needs for which it was created. Furthermore, it serves as a symbol of the Regents' commitment to areas of the state that have a significant population base, but do not have reasonable access to the three Regent institutions.

The State Extension and Continuing Education Council recommended that the Center be continued, at least until its lease expires in 2003. The Council determined that the goals established for the Center have been accomplished and continue to be addressed on an on-going basis. The Center continues its marketing plan for increasing enrollments and overall awareness.

The State Extension and Continuing Education Council noted that one reason for the decline in enrollment in 2000-2001 is that a large cohort completed an on-site University of Northern Iowa graduate program in Elementary Reading and Language Arts. The primary source of revenue for the Center is a state appropriation of \$114,672 for 2001-2002. An additional \$31,054 also has been provided by State Extension and Continuing Education Council funds to provide financial assistance for western Iowa educational programming. With regard to location, the Center was moved to the Careers Building on the Iowa School for the Deaf campus in Council Bluffs. The Center has approximately 3,000 square feet of rented space at a cost of \$18,750 per year. The space includes a classroom, conference room, computer area, faculty work area, director's office, and secretarial space. The Careers Building contains two ICN rooms that are scheduled by the Center and used primarily by the Regent institutions.

President Newlin recognized Jeanne Trachta, Director of the Southwest Iowa Regents Resource Center.

Director Trachta provided a brief summary of the benefits of the Southwest Iowa Regents Resource Center in the southwest corner of the state. She said the Center provides increased access to graduate and undergraduate education and other Regent universities' resources for area residents. It offers courses provided only by the three Regent universities, assists the Regent universities with outreach and continuing education initiatives, expands course and programs offerings, increases opportunities

for cultural arts and other non-credit programming, and serves as an advocate for the educational needs of the citizens of Western Iowa.

Regent Fisher said he believes that, prior to the time of the lease's renewal, an in-depth review should be undertaken to determine whether the benefit of the Center is worth the dollars invested each year.

Regent Ahrens asked what strategies would be implemented to ensure that the Center meets the needs of lowans in the area. Director Trachta said the Center would continue to work with the State Extension and Continuing Education Council to conduct needs assessments. Various marketing strategies are being developed. The Center is actively involved in trying to determine what the citizens want.

President Newlin expressed appreciation to Director Trachta for her work.

ACTION: President Newlin stated the Board, by general consent, (1) received the report and (2) approved the Board Office recommendation that the Center be continued at least until its lease expires in 2003 and that the ICEC continue to explore opportunities for a program of courses leading to certificates or degrees in business.

(b) Teacher Preparation Program for Teachers of the Visually Impaired.

Provost Podolefsky stated that the University of Northern Iowa has taken steps to establish a program related to training teachers of the visually impaired. Since the last progress report, the University has been engaged in activities related to the recommendations approved by the Board of Regents in September 2000. The Department of Special Education in the College of Education at the University of Northern Iowa has accomplished three major action steps to establish a preparation program at the Master's degree level in the area of visual impairment, as follows:

- * Completed a statewide study in August 2001 that documented coursework and practicum experiences available at the three Regent universities relative to the requirements of the Iowa Board of Educational Examiners for certification in visual impairments;
- * Provided funding to support a three-year term appointment for a new faculty member in the area of visual impairments. This position will begin in August 2002; and

- * In collaboration with the Iowa Braille and Sight Saving School, will form a search committee for the new three-year term appointment in January 2002. The University of Northern Iowa will recruit students from in-state, as well as out-of-state, according to that timeline.

Superintendent Thurman publicly thanked University officials for the care and attention that had been given this matter. He said it was extremely important for the children and was a major step toward quality of education. He believed this was a major red letter day for blind children.

Regent Neil congratulated University officials on accepting the challenge. He then asked if any students were identified as having an interest in entering this field.

Superintendent Thurman responded that University officials have previously asked him to speak to special education classes. After the last such class visit, three students indicated an interest in enrolling right away. He said he would be glad to again meet with special education classes at the University of Northern Iowa.

Superintendent Thurman referred to the hiring of a faculty member for a three-year term appointment. He stated that the Iowa Braille and Sight Saving School has a number of arrangements with the State Department of Education and area education agencies for professional development. He said the School would try to support the faculty position by working the individual into some of the professional development contracts.

Regent Becker expressed appreciation to University of Northern Iowa officials for the collaboration with the Iowa Braille and Sight Saving School and for listening to the needs of the special education directors of the area education agencies. She then asked for a status report on the development of a program for teachers of the hearing impaired. Would it be possible to receive such a report next month from the University of Iowa?

Provost Whitmore responded that University of Iowa officials would be happy to do so.

Regent Turner said there are not many such programs nationally that do this well. She asked that, at the outset, University officials work with other states.

Provost Podolefsky responded that the University of Northern Iowa's Department of Special Education is highly regarded nationally. He assured the Board members that University officials will undertake all the appropriate activities to secure enrollments. He noted that the program was not being offered on the basis of enrollment. It is an important need for the state and is what a university should do. The program may not be able to be judged by large numbers of enrollments.

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

FINAL APPROVAL OF STRATEGIC PLANS.

(a) University of Iowa.

President Coleman stated that she had presented a report of the progress of the strategic plan at the November meeting, and had no additional information to provide to Board members.

President Newlin referred to the University of Iowa's bar graphs presented in November which provided data for two years. He asked if the graph could be converted to include five years of data.

President Coleman responded University officials can do so but the data from the current strategic plan will overlap with that of the previous strategic plan. It might make for a complicated graph.

President Newlin said the targets should be the University's new targets. He cannot see trends with only two years' data. President Coleman said University officials will do what they can.

President Newlin thanked all five institutional heads and said he was extremely pleased with the progress that is continuing to be made.

ACTION: President Newlin stated the Board, by general consent, (1) approved the progress report and (2) requested the University to maintain and expand close links between its institutional strategic plan and the Board of Regents' plan as the Board's new plan is developed.

(b) Iowa State University.

President Geoffroy stated that, in November, he presented a strategic plan progress report and performance indicators for the University. Since that time, University officials have reformatted the performance indicators, which were included in the meeting materials. University officials are in the process of refining performance indicators to more clearly focus the list and also to review the 2005 goals. He intends to bring a proposal to the March Board meeting for approval of those modifications. University

officials are reviewing all of the performance indicators. Where there are not targets current, targets will be set.

President Newlin congratulated University officials on the format of the 5-year graph, which he said was easy to read.

ACTION: President Newlin stated the Board, by general consent, (1) approved the progress report and (2) requested the University to maintain and expand close links between its strategic plan and the Board of Regents' plan as the Board's new plan is developed.

(c) University of Northern Iowa.

President Koob stated that, in November, University officials engaged the Board members in an excellent discussion of the strategic plan of University of Northern Iowa. He had nothing to add at this time.

Regent Turner referred to the University's new strategic plan and asked if there were any major areas that would be affected by the financial restraints being experienced by the state and the University.

President Koob responded that there were major areas that would be affected. He said the downturn in the economy and the subsequent loss of support for instructional program is a reversion of nearly five years of progress toward those goals of excellence. The University's strategic indicators reflect that when resources are taken out of the system, those areas being monitored will react negatively. There was no doubt in his mind that the targets have been adversely affected by the change in budget. He anticipated that University of Northern Iowa officials will be presenting to the Board, over the next several months, changes in programming on the campus to allow a return to the excellence to which the University is accustomed, in the absence of adequate state support.

President Newlin congratulated University officials on the 5-year bar graphs.

ACTION: President Newlin stated the Board, by general consent, (1) approved the progress indicators for the University of Northern Iowa's Strategic Plan for 2001-2006, "Focused on Education", and (2) requested the University to maintain and expand

close links between its institutional strategic plan and the Board of Regents' plan as the Board's new plan is developed.

(d) Iowa School for the Deaf.

Superintendent Johnson stated that he had nothing to add to the report that was presented in November.

President Newlin asked if anything had been done since November to implement the goals and objectives that were added at that time. Superintendent Johnson responded that much work is being done on reading and transitioning of students.

Regent Ahrens asked for a update on the School's recreation facility. Superintendent Johnson said he hoped that at the April Board meeting in Council Bluffs the meeting will be held in that building. He said construction is moving along.

President Newlin noted that the School's accreditation group complimented School officials highly on the strategic plan.

ACTION: President Newlin stated the Board, by general consent, (1) approved the report and (2) requested the Iowa School for the Deaf maintain and expand close links between its institutional strategic plan and the Board of Regents' plan as the Board's new plan is developed.

(e) Iowa Braille and Sight Saving School.

Superintendent Thurman stated that this was the last year of the School's existing strategic plan. Every five years, as the School's new strategic plan is being developed, he visits with all of the special education directors of the 15 area education agencies. He hopes to have those visits accomplished by the first of May. Those discussions are the basis of the School's environmental assessment. Typically, everyone has received him cordially. This year, Iowa Braille and Sight Saving School officials announced there would be a surcharge to one of its contracts with the area education agencies. He has had no problem getting the special education directors to meet with him this year!

Regent Fisher asked if there were any developments since November that impacted the School's strategic plan. Superintendent Thurman said there was currently an in-service taking place on campus which was one of the best that has been provided to staff.

Dr. Lilly Nielsen of Denmark is providing techniques to assist the School in establishing an active learning center on campus. At this time, there is only one other active learning center in the U. S. and that is in Detroit.

MOTION: Regent Neil moved to (1) approve the progress report and (2) request the Iowa Braille and Sight Saving School maintain and expand close links between its institutional strategic plan and the Board of Regents' plan as the Board's new plan is developed. Regent Fisher seconded the motion. MOTION CARRIED UNANIMOUSLY.

(f) Board of Regents.

Associate Director Kniker reviewed with the Board members the information that was provided in the meeting materials. He stated that, in 1998, the Board of Regents adopted a five-year strategic plan (1998-2003). The Board needs to adopt a plan to develop its next strategic plan.

President Newlin expressed appreciation to Dr. Kniker for the work he has done on the Board's strategic plan.

MOTION: Regent Nieland moved to (1) approve the report as presented in November 2001 and (2) adopt a planning process for the Board of Regents' strategic plan for 2004-2008. Regent Becker seconded the motion. MOTION CARRIED UNANIMOUSLY.

ANNUAL REPORT ON PERFORMANCE INDICATORS.

Associate Director Kniker provided a summary of the annual report on performance indicators. He presented highlights of performance indicators in the following areas: instructional environment (average undergraduate class size); student profile/performance (post-graduation); educational outreach and service (enrollment in off-campus credit courses); faculty profile and productivity (intellectual property disclosures); institutional diversity (racial/ethnic composition of professional and scientific staff); and expenditures, financing and funding (deferred maintenance). He noted that approximately 40 other states are using performance indicators for public universities.

Regent Becker referred to the graduate enrollment decline at the University of Iowa and asked if there was any idea what the decline might be related to. Provost Whitmore responded that, normally, when there is full employment and a good economy across the nation, enrollment declines. When there is a more negative financial climate and higher unemployment, many individuals with undergraduate degrees go back for a graduate degree. There is a general trend at all three Regent institutions of declining enrollment in graduate programs.

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

ANNUAL REPORT OF PROFESSIONAL DEVELOPMENT ASSIGNMENTS FOR FY 2001.

Assistant Director Gonzalez presented highlights of the report on professional development assignments that were taken in FY 2001. She said professional development assignments are one of the ways that the Board of Regents and the universities ensure that faculty vitality remains at a high level and that quality instruction and research take place on the campuses. The Regent universities provide professional development assignments as an investment in faculty to develop new course materials, expand their areas of expertise, and explore new aspects of their disciplines. Total costs for professional development assignments include three components: salaries/fringe benefits; replacement costs; and research expenses. A total of 151 faculty members from Regent universities undertook professional development assignments during the 2000-2001 academic year, which was a decrease of 10.7 percent in the number of professional development assignments approved in the previous academic year.

Regent Turner referred to the apparent gradual decrease in numbers of professional development assignments. She asked if there was a reason for the decline, other than deferment due to finances.

Assistant Director Gonzalez responded that budgeting has been a significant issue. Another issue has to do with the very rigorous review that is involved in making the professional development assignments at each institution. Perhaps these two situations resulted in fewer assignments.

Provost Whitmore stated that, in general at the University of Iowa, the proposals that come forward are reviewed in terms of quality. While a large number are approved, not all are approved. There is a general trend in his office to ask the deans to oversee the process a little more tightly in terms of the value added to the college. He then asked that Professor Lee Anna Clark provide some comments.

Professor Clark said she challenged the assumption there has been a decline in the number of professional development assignments. She thinks there were simply fluctuating trends up and down for reasons unknown.

Provost Whitmore said that was probably true; there are a number of factors involved.

President Geoffroy stated that Iowa State University's numbers were about the same overall.

Provost Podolefsky stated that, at the University of Northern Iowa, the number of professional development assignments vary by only a few each year. The target is normally 20 to 22.

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

REQUEST FOR PROFESSIONAL DEVELOPMENT ASSIGNMENTS FOR FY 2003.

Assistant Director Gonzalez provided an overview of the information contained in the meeting materials. She stated that each university reports that a rigorous review process is conducted for every proposed professional development assignment. Each request is reviewed at the department and collegiate levels to determine the appropriateness of the proposal in light of departmental and collegiate needs, staffing, and financial considerations. Each department and college then makes a recommendation to the provost.

University officials requested approval of professional development assignments for 137 faculty members at the Regent universities during the 2002-2003 academic year; this represents a 6.2 percent decrease in the number of requests from the prior year. The decrease is due primarily to current budgetary constraints. Total costs of the professional development assignments are projected to be \$6,842,465, which is 1.8 percent of the total faculty salary budget for the current fiscal year.

Regent Fisher asked how often a faculty member can request professional development assignment. Provost Whitmore responded that, at the University of Iowa, a faculty member can request professional development assignment once every 10 semesters of normal assignment. Provost Richmond stated that, at Iowa State University, there is no initial requirement, although most faculty wait at least two academic years before applying for a subsequent leave. He noted that professional development assignment is one of the most important faculty development opportunities. While the assignments cost a small amount of money, there are great returns in quality and growth of faculty

members. Provost Podolefsky stated that, at the University of Northern Iowa, a faculty member must wait 3 full years between professional development assignments.

Regent Fisher asked about the impact of budget reductions on professional development assignments. Provost Podolefsky stated that this year, at the University of Northern Iowa, two of 12 faculty members who were approved professional development assignment voluntarily changed their assignment and went back to teaching after the mid-year deappropriations.

MOTION: Regent Fisher moved to approve professional development assignments for the 2002-2003 academic year (FY 2003). Regent Becker seconded the motion. MOTION CARRIED UNANIMOUSLY.

ANNUAL REPORT ON FACULTY TENURE.

Assistant Director Gonzalez provided the Board members with a PowerPoint presentation on the faculty tenure report. She stated that categories of faculty positions included tenured, tenure-track, and non-tenure track. She displayed graphs which presented ten-year data on faculty by tenure status, tenured minorities, and tenured women. She noted that a new feature of this year's report was the status of post-tenure review implementation.

Regent Neil asked for a general description of what is involved in the tenure process and how much emphasis is placed on teaching.

Provost Whitmore described the process at the University of Iowa. A faculty member develops a dossier of activities in the three categories of teaching, research and service. In the teaching category, there is a requirement for student evaluation and peer review. He noted there is a statement in the tenure policy that teaching is the first activity considered in tenure decisions. The dossier also must include five letters from outside faculty members in the same field. With regard to the service component, there must be a listing of the service both on and off campus. All of the material in the dossier is then viewed by colleagues in the department. The department chair then reviews and makes a recommendation to the dean. The dean makes a recommendation to the provost. The provost then makes a decision whether or not to recommend to the Regents approval of tenure. He stressed that it is a multi-level, multi-year review.

Regent Neil asked about the post-tenure review process. Provost Whitmore responded that a dossier is developed, although it is not as extensive as the one for tenure

consideration. Post-tenure review takes place after 5 years for full professors and after 7 years for associate professors.

Provost Richmond stated that the processes were similar at Iowa State University although additional expertise is utilized at the provost level. He said post-tenure review was implemented at Iowa State University relatively recently. Post-tenure review is not as thorough as the tenure review process but makes much the same evaluation. He believes it is a very rigorous process. He noted that, in 1999, faculty recommended to the Board of Regents a major revision to the University's promotion and tenure policy.

Regent Neil asked if any professors have been terminated as a result of the post-tenure review process. Provost Richmond said that had not happened at Iowa State University; however, there have been individuals who have been encouraged to retire as a result. He believes the process has resulted in people taking good hard looks at themselves.

Provost Podolefsky stated that the tenure process at the University of Northern Iowa was similar to that of the other two universities. He noted that the process is a 6-year process that begins in the first year. University officials review student evaluations and observe classroom teaching. A review committee writes a mid-year letter beginning in the first year. It also writes a salary letter in June. Each faculty member has three evaluations each year. There is a packet of reviews that document the faculty member's performance each year. If a faculty member is not doing a good job, the individual will get a very serious letter from his/her colleagues and department. The person may seek employment elsewhere before the process gets to the tenure decision. University officials have terminated faculty prior to their coming up for tenure.

Regent Neil asked what percent of a provost's time is spent on the tenure process. Provost Podolefsky responded that it is episodic. When the material comes from deans, he may spend 1-2 weeks just reading tenure files. Provost Whitmore stated that on February 1 he receives tenure files; on March 1 his process has to be completed. During this time, he reads wonderful stories of quality teaching and great accomplishments of the faculty.

Regent Ahrens stated that Provost Whitmore indicated that, at the University of Iowa, the emphasis is on teaching being the first requirement for tenure consideration. She asked how teaching was ranked at the other universities for tenure consideration.

Provost Richmond stated that, at Iowa State University, teaching, research and service are reviewed as a package. There is a group that works with him to assemble the recommendations to the president. The group has several discussions of each candidate. If there are questions, which often relate to teaching, the group meets with

the faculty member to ask questions. He said that it is impossible to get tenure at Iowa State University if an individual is not doing a very good job in the classroom.

Provost Podolefsky stated that, at the University of Northern Iowa, quality teaching is the #1 priority. Teaching is the first activity considered although teaching, scholarship and service is a balance. University of Northern Iowa's teaching load is heavier for its faculty than for faculty of the other two universities.

President Newlin noted there was a difference in the University of Northern Iowa's mission to that of the other two universities.

Regent Arbisser asked if tenure exists in accelerated form as a recruiting tool. Provost Whitmore responded that, throughout the year, he will consider hiring new faculty who have tenure somewhere else. The individual would have to meet the same standards of tenure as the University's other faculty. For example, the University may hire an assistant professor who will be considered for associate professor the following year. Provost Richmond stated that Iowa State University officials also recruit individuals with tenure although they do not accept that judgment. The record is reviewed and the individual may be asked for additional records. University officials do a thorough but expedited review of those records.

Regent Turner noted that the proportion of minority and women tenured faculty is still significantly lower than for non-minority and men. She asked if steps were in place to improve that inequity.

Provost Whitmore said the University of Iowa has less full professors who are minority and women than any other category because of past employment patterns. University officials are now hiring equally males and females at the assistant professor level. University officials are also promoting women in equal proportions to men so it was only a matter of time before there will be an equal proportion.

Professor Clark stated that hiring of faculty at the University of Iowa is 50/50 men/women. The University is, at least, holding steady and making gradual, but steady, increases in hiring of minority faculty. Faculty are being tenured in proportion to their representation on the faculty.

President Newlin said the topics of promotion and tenure, post-tenure review and faculty workload were some of the most important topics for the Board in terms of the quality of the institutions. He complimented officials of all three universities for the progress made in these areas. He said the Board #1 key result area is quality, and that comes from the faculty.

ACTION: President Newlin stated the Board, by general consent, (1) received the report and (2) requested that the Regent universities closely monitor the tenure rates in departments where the percentage of tenured faculty exceeds 80% and report to the Board in next year's tenure report how they have addressed the continued vitality of those departments.

COMMENTS BY BOARD PRESIDENT REGARDING BOARD OF REGENTS OFFICE.

President Newlin invited Gregory Nichols to come to podium. He then stated that, as a result of the interview process for an Executive Director for the Board of Regents, State of Iowa, Gregory Nichols was selected on December 8, 2001. The Board members felt that Mr. Nichols had extensive experience in the public sector including budgeting and policy making, a large network of personal and professional contacts in all branches of Iowa government, a solid understanding of current issues facing the state and the Regents, 21 years of experience as a leader of a professional staff in the public sector, and very good interpersonal skills.

Executive Director-designate Nichols stated that he was familiar with parts of his new role. In consideration of the time and the length of the Board's agenda, he said he would hold further comments for another meeting. He said he looked forward to working with the Board of Regents beginning in February.

President Newlin stated that he wished to make a statement concerning the Executive Director and the Board Office. He said the occasion of the appointment of a new Executive Director provides an opportunity for the Board to restate its intention regarding this position, in particular, and the Board Office, in general. The Executive Director and the Board Office serve as an important extension of the Board of Regents. As provided in the Board of Regents Procedural Guide, the Executive Director and the President of the Board serve as the "Officers of the Board of Regents" (Section 1.05A).

President Newlin stated that the Board considers a request from the Board Office to the institutions to be a request from this Board and expects such requests will be responded to accurately and in a timely manner. In addition, the Board expects to be kept informed of critical and important happenings at the institutions through timely reporting to the President of the Board and the Executive Director.

President Newlin said these roles that the Board has defined for itself and its Executive Director are the keystones for facilitating the Board's strategic plan and for achieving the

Board's goal of being a national leader in the governance of public higher education. He hoped his comments were heard very clearly by the institutions.

ANNUAL REPORT ON FACULTY RESIGNATIONS.

Associate Director Kniker presented data on resignations from 1987-2001; on resignations, retirements and new hires for the last five years for all five Regent institutions; and number and percentage of racial/ethnic faculty resignations.

Regent Neil referred to information contained in the meetings which indicated that spousal employment and faculty compensation were the two leading reasons for resignations. He asked if those two factors were of equal importance at the three institutions. Associate Director Kniker said he believed, according to exit interviews, that that importance of those two factors was even among the institutions.

President Geoffroy emphasized the point about faculty salaries. He stated that all three university presidents are very concerned about the increase in faculty resignations and the increased frequency that salary is an issue. They must continue to focus on making faculty salaries competitive with their peers.

President Newlin responded that the Board members agree with the importance of faculty salaries. Salary funds have been the number one priority in legislative requests.

Provost Podolefsky referred to the comment about faculty salaries being competitive with those of their peers. He said University of Northern Iowa professors often leave to move to public and private research universities. This compounds the problem for faculty retention; that is, salaries higher than University of Northern Iowa peers.

Provost Whitmore noted that the concern about losing faculty members was not just to peer institutions but also to private universities. He said he recently read an article in the Chronicle of Higher Education, written by the President of the University of Minnesota. The article indicated that, in 1980, the difference between faculty salaries at public and private institutions was \$1,400. Today, the difference is \$22,700 on average. The only real advantage is the quality of faculty and staff at the University of Iowa. It is critical to do their best to keep the salaries competitive.

Regent Turner asked if the competition is greater for minority and women faculty members. Provost Whitmore said there is a great deal of competition for faculty members who diversify the faculty. The salary competition is very steep.

Provost Richmond offered the following example in order to put a "human face" on the issue. He stated that Iowa State University recruited an African American female to its

faculty. She left last year for a job at a private institution at a 25 percent salary increase. When interviewed upon her exit, she indicated that her opportunities were greater at the private institution. She was sorry to be leaving and felt that Iowa State University had treated her well. He noted that a significant number of the University's resignations were assistant professors. He stressed that this is an issue about which the people of the state have to be encouraged to do something, or the quality of the institutions will be compromised.

Regent Neil asked what it costs to recruit an assistant professor. Provost Richmond said it depends a great deal on the discipline. In the sciences, it may cost \$200,000 to \$300,000. The recruitment process, itself, has a cost.

Regent Neil stated that, pretty soon, what it is costing to replace faculty will have to be figured into the equation and explained to the people of the state.

Provost Richmond stated that, in addition to competition from other institutions, industrial firms is another source of competition particularly in some areas of science.

Provost Whitmore said the same was true at the University of Iowa, particularly in the health sciences.

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

REPORT FROM PRIORITY ISSUE STUDY GROUP ON K-12 TEACHER AND ADMINISTRATOR SHORTAGE.

Regent Becker stated that the priority study group on K-12 Teacher and Administrator Shortage was established last year and began with a focus on what role the Colleges of Education at Regent universities could play in addressing educational teacher and administrator problems that exist in the state. In June 2001, the Group received a report from the Deans of the Colleges of Education which included descriptions of current institutional programs, individually and collaboratively, to address the teacher and administrator shortages as well as data on graduates of teacher education and administrator programs. She referred to a section of the meeting materials which included topics being considered by the Group.

She stated that participants reached consensus that the broad area of assessment would be the dominant focus of the group.

Regent Becker requested that, as part of the priority study group's continued exploration, the title of the Group be changed to Priority Study Group on PreK to 12 Quality Education. She said the priority study group anticipates that, once specific objectives and strategies are selected, it will complete its tasks in approximately one year.

Regent Arbisser asked why the Group would not include education through grade 16. President Newlin responded that there is another priority study group involved at that educational level.

Regent Kelly asked if consideration had been given to addressing pre-K education and how to approach children so they are motivated properly. Regent Becker stated that, at this point in time, the Group has not spent much time discussing support of young children but more time will be spent.

MOTION: Regent Kelly moved to (1) receive the report and (2) approve the name change of the Priority Study Group on K-12 Teacher and Administrator Shortage to Priority Study Group on Pre-K to 12 Quality Education. Regent Arbisser seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

ANNUAL REPORT ON DIVERSITY.

Assistant Director Stratton reviewed with the Board members the annual report on diversity. She stated that total minority employment has risen from 6.0 percent in 1991, to 7.0 percent in 1996, and now stands at 8.2 percent, slightly off from 8.3 percent last year. Progress has been made in the percentage of women in the workforce, particularly in tenure track positions. The percentage of women tenure track faculty has increased from 21.6 percent in 1991 to 28.7 percent in 2001. Minority tenure track faculty has increased from 9.8 percent in 1991 to 13.3 percent in 2001—up from 13 percent last year. With regard to the Minority Women and Faculty Enhancement Program, the University of Iowa devoted \$600,000 to the Faculty Diversity Opportunities Program, compared with \$551,308 last year. Iowa State University has provided funding for 76 women or minority faculty since the initiation of the program in 1990, at a cost of approximately \$2 million. The University of Northern Iowa expended \$40,000 to support a minority woman as an associate dean and faculty member.

Regent Turner said it seemed that, in times of economic difficulty, the items that go first are those that are seen as “extra”. She expressed concern that diversity may be one of those items. Would any changes have to be made in attempts to diversify the campuses while adjusting to budget difficulties, or would the institutions be able to maintain the programs that are in place?

President Koob responded that the University of Northern Iowa explicitly exempted efforts to diversify the student body and employees from budget reductions. The University is still experiencing a slight downturn in diversity because of the inability to fill positions. When faculty who were selected from a national pool are replaced with local adjunct faculty, there is an impact on diversity.

Provost Whitmore stated that the University of Iowa has a diversity faculty hiring support program, for which the budget has been incremented slightly for the coming year. On the other hand, the University is not hiring as many faculty as in previous years.

President Geoffroy stated that, although Iowa State University is not hiring as many faculty members because of the budget situation, diversity remains a very high priority and University officials intend to stay focused.

Regent Ahrens asked, outside of the budget issues, what can the Board do to assist the universities? President Geoffroy said he was not sure what the Board can do. Success in the area of diversity is largely a function of effort. The more effort that is applied usually provides greater results. With regard to recruiting students, he said there was no question that financial aid is extremely important.

Regent Arbisser stated that he had recently read in the New York Times about an effort to partner eastern institutions with inner city high schools in order to nurture students' pathways. President Coleman stated that the University of Iowa has, in fact, been fostering such programs in Chicago and other big cities for quite some time. Associate Provost Coulter said there were several such efforts at the University of Iowa. The state of Iowa is growing its minority population but that will not be transferred into University enrollment unless there is a specific effort. He stressed the importance for the future of not letting the opportunity be missed to develop the talent to come to the universities. In terms of diversifying faculty, he said University officials are using national pools for faculty searches although, with the fiscal downturn, the University will not be hiring as many faculty. With regard to workforce issues of staff, the University has done a good job in recent years of outreach to the local communities to inform them of opportunities at the institution.

Regent Nieland asked about going out into Iowa communities. She said there is a rapidly increasing minority community in northwest Iowa. Associate Provost Coulter responded that the Regent institutions, through the College Bound program, do go into the schools. University officials know the ethnic composition of every school in the state of Iowa. Partnerships with community colleges are also being explored.

ACTION: President Newlin stated the Board received the annual reports on affirmative action and on the Minority and Women Educators Enhancement Program, by general consent.

REPORT ON EMPLOYMENT UPON GRADUATION.

Associate Director Kniker presented the Board members with a summary of the information that was provided in the meeting materials. He stated that a task force of institutional representatives and Board Office staff focused on developing a comprehensive presentation of employment upon graduation data. This report focused on the task force's first goal, the development and design of a reporting format of post-graduation career decisions of graduates of baccalaureate degree programs. The second goal was to compile and analyze data on factors influencing first career destinations. The universities have completed their pilot projects with regard to the second goal. One outcome has been the joint development of a set of factors that are to be used in future surveys. Based on the results of these "motivational surveys," the task force recommended that a focus group methodology be studied as a possible vehicle for gaining insight into the factors influencing students' vocational choices. The results of the efforts would be available in the next report, projected to be at the January 2003 Board meeting.

Associate Director Kniker referred the Board members to tables of data that were provided in the report.

Regent Arbisser asked if future reports would contain data on where the students come from. Associate Director Kniker responded that one of the refinements is to identify whether students are from Iowa, out of state, or international students.

President Geoffroy stated that he recently reviewed data that indicated that, nationally, about 60 percent of students who graduate from a research university will stay in the state where they graduate. He said Iowa State University's percentage is somewhat lower than that. He noted that Iowa is a net importer of students; students come to Iowa from out of state to study.

Regent Neil referred to Regent Arbisser's question about where students come from, and said they should have separate data on Iowa students. The Regent institutions are being criticized

that graduates are not staying in the state. He encouraged a separation of the data to get the data on Iowa students.

President Koob referred to a table contained in the meeting materials entitled, "Location of Employment for Regent University Graduates Survey of 1999-2000 Graduates", and noted that the number and percent of respondents is highly variable as a percent of the total number of graduates. He suggested that a statistical subset of the actual number of graduates would be far more reliable in terms of whether or not a student has gone to work and whether or not a student has stayed in state. In just using the raw data from those who responded to the survey, the numbers are not really reflective of the whole class. He suggested that if a refinement of the data is to be done, an analysis of the data also be done and that the raw data not be used.

Regent Kelly asked what was meant by President Geoffroy's statement that Iowa is a net importer of students. President Geoffroy said there are more students who come from other states to attend college in Iowa than there are Iowa students who leave the state to attend college in other states.

Regent Kelly stated that the employers who supply the jobs do not come to Iowa because of the tax situation. He said the institutions can only keep the students in the state until they graduate.

President Newlin said this whole topic is very important. He congratulated the universities on their efforts.

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

BIENNIAL REPORT ON PUBLIC RADIO STATIONS.

Assistant Director Gonzalez presented a summary of the information that was provided to the Board members regarding the public radio stations. She noted that the report format was different this year in that it included the strategic goals and accomplishments provided by each of the radio stations for the preceding two years and the radio stations' efforts to address the Board of Regents Statewide Plan for Public Radio Stations. She said Regent university radio stations offer a wide variety of local and national programming, providing a mixture of cultural programs, news, and general information. Radio stations are funded primarily from four sources: university funds, federal support, private donations, and other income.

Regent Fisher asked what are the significant challenges in the next few years and what cooperative efforts are taking place among the radio stations. University of Iowa Broadcasting Services Director John Monick responded that there are significant challenges in the future. Industry challenges include digitalization and a need to increase funding. Local challenges include increasing business support. With regard to

cooperative efforts, he said WSUI and KSUI cooperate on a programmatic level more with WOI than KUNI. There is currently discussion taking place about other ways the institutions can cooperate.

University of Northern Iowa Director of Broadcasting Services Doug Vernier stated that additional challenges include the issue of public broadcasting and its mission, in general, as well as how to compete with multiple media. With a mission of service, the stations fight an uphill battle. There are a number of large expenses facing the stations including digital broadcasting. With regard to cooperation, he said the stations often work together administratively on issues such as the Council Bluffs station. In that instance, the station was being sold and the university public radio stations were able to keep that asset in this state.

WOI Radio General Manager Bill McGinley stated that his colleagues had covered many of the points he would have addressed. He said the statewide Regents plan for public radio is not completed. There are still some areas of the state that are not receiving high-quality reception.

Regent Fisher asked from where the stations receive funding for investment in new technology. Director Monick responded that the stations are in the middle of a major upgrade. There is still some federal money available with matching funds coming from traditional fund raising activities.

Regent Fisher asked what percent of revenues is provided by contributions through fund raising. Mr. McGinley stated that WOI was closing in on 40 percent of its operating budget coming from donors.

Regent Becker stated that, in her travels around the state, she has listened to all three radio stations. She is disappointed when she is in a part of the state where she cannot receive one of the stations. She said the university radio stations provide great opportunities for the state, and she thanked radio officials for their good work.

Regent Kelly stated that there has been discussion around the state about a possible sale of the Iowa Communications Network. He asked if there is any interface between the Iowa Communications Network and the university radio stations and how a sale of the Iowa Communications Network would affect the Regent universities.

Vice President True responded that the University of Iowa is provided with long-distance service and data connections through the Iowa Communications Network. If the Iowa Communications Network is sold, those services would be purchased from the private sector. With regard to consequences of a sale, he said the University depends on the

Iowa Communications Network for educational programming around the state. He suggested that the radio station managers address the impact on the radio stations of a sale of the Iowa Communications Network.

Mr. McGinley stated that WOI uses the Iowa Communications Network for distribution of programming to its facility at KTPR which WOI acquired from Iowa Central. There are plans for two other stations that, hopefully, will be on line in the next couple of years. WOI officials looked at the Iowa Communications Network as the best way to distribute programming. The comparative cost in the commercial marketplace would be significantly more. Since WOI is an uplink station, a satellite distribution system, in which WOI already has investments, would be used for signal distribution to the remote stations. The Iowa Communications Network will be utilized to hook up the Ames studios with the Des Moines facility at the learning connection center.

Director Monick stated that the University of Iowa does not use the Iowa Communications Network for signal distribution; simply for phone and data connections.

Director Vernier stated that KUNI uses the Iowa Communications Network to connect from the Des Moines Capitol to the station's studios. The Iowa Communications Network is merely a phone company to KUNI.

ACTION: President Newlin stated the Board received the biennial report of the Regent university radio stations, by general consent.

REPORT ON GOVERNOR'S BUDGET AND LEGISLATIVE ACTIONS.

Interim Executive Director Barak stated that this month's report contained information on the opening of the legislative session and on the Board's legislative proposals. Two days prior to this Board meeting, the legislature convened for its annual session. The day before the Board meeting, the Governor presented his Condition of the State address. Governor Vilsack's remarks included education being the #1 priority for his administration. Dr. Barak stated that the Governor specifically mentioned the Board of Regents in several ways. The Governor intends to recommend full funding of Regent salaries from state appropriations. He will propose to fund the work study program. Governor Vilsack recognized the universities, along with business and industry, as being on the cutting edge of new developments in life sciences, advanced manufacturing and information solutions. He recognized the research parks at the universities, and recognized that the Regent faculty are among the nation's leaders in receiving new patents for their innovative work. The Governor will release his detailed budget on January 18.

Interim Executive Director Barak presented two recommendations to be added to the Board's legislative program. One recommendation was University of Iowa's proposal for bonding for the University of Iowa Hospitals and Clinics. The second recommendation was for legislative relief of expenses incurred for the University Hygienic Laboratory.

MOTION: Regent Kelly moved to approve the addition to the Board's legislative program for the 2002 session of the following University of Iowa proposals: bonding for the University of Iowa Hospitals and Clinics, and legislative relief for the University Hygienic Laboratory. Regent Fisher seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

SELECTED FEDERAL LEGISLATIVE ACTIONS.

Interim Executive Director Barak stated that information on federal legislative actions was presented to the Board members for their information. The week before the Christmas holidays, Congress approved several measures that impact funding to the Regent institutions and students including the authorization of the "Elementary and Secondary Education Act" (H.R. 1), educational appropriations for FY 2002 (H.R. 3061), and the "Higher Education Relief Opportunities Act" (H.R. 3086).

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

REPORT OF THE BANKING COMMITTEE.

Regent Fisher stated that the Banking Committee met on the morning of January 16 and covered several topics. The Banking Committee received various external bond and audit reports including a report on cost of bond issuance, an external audit report of the Quad Cities Graduate Study Center; and revenue bond fund audits and internal audits for the University of Iowa. The Banking Committee passed several

resolutions on bond sales. He said there was a great deal of discussion regarding endowment funds and the Board's asset allocation policy. There has been a significant increase in endowment funds due to the Principal demutualization, which necessitated hiring additional fund managers.

MOTION: Regent Fisher moved to approve: 1) Retention of the current asset allocation policy of 63% domestic equities, 7% international equities, and 30% fixed income; three additional fund managers for the Regent endowment portfolios; adoption of specific investment asset allocations for fund managers and adoption of modified target ranges. 2) Selection of LSV Asset Management as a new small capitalization value fund manager; selection of Barclays Global Investors as a large capitalization index fund manager; and utilization of Reams Asset Management by the institutions as the second fixed income fund manager. Regent Neil seconded the motion. MOTION CARRIED UNANIMOUSLY.

Regent Fisher recognized Barry Fick, Springsted, Inc., and Ken Haynie, Ahlers law firm, for a report on the Iowa State University dormitory bond sale.

Mr. Fick said that morning bids were accepted for the sale of dormitory revenue bonds for Iowa State University. He noted that this was the first time the option of an electronic format for bidding using the Internet was offered to bidders. Two bids were received, both of which were submitted over the Internet. The bond advisors were able to immediately see the bids from the two syndicates. One bid was submitted by a syndicate led by Bank of America Securities for a true interest rate of 5.0098 percent. The winning bid was submitted by a group led by U.S. Bancorp Piper Jaffray for a true interest rate of 4.9471 percent. The winning bid included three term bonds. He stated that, in comparison with other bonds in the marketplace, these bonds sold at a rate that was slightly better than the rate received for AAA-rated municipal bonds.

MOTION: Regent Fisher moved to (1) Adopt A Resolution providing for the sale and award of \$14,980,000 Dormitory Revenue Bonds, Series I.S.U. 2002, and approving and authorizing the agreement of such sale and award. (2) Adopt a Resolution authorizing and providing for the issuance and securing the payment of \$14,980,000 Dormitory

Revenue Bonds, Series I.S.U. 2002, for the purpose of constructing and equipping a community center and related facilities and making other necessary improvements to existing residence halls and related facilities, all located on the campus of Iowa State University of Science and Technology, including funding the debt service reserve fund and paying costs of issuing the Bonds. Regent Arbisser seconded the motion, and upon the roll being called, the following voted:
AYE: Ahrens, Arbisser, Becker, Fisher, Kelly, Neil, Newlin, Nieland, Turner.
NAY: None.
ABSENT: None.

MOTION CARRIED.

Regent Fisher offered the following motion to set the date for the University of Iowa Utility System Revenue Bond sale.

MOTION: Regent Fisher moved to Adopt A Resolution authorizing the Executive Director to fix the date or dates for the sale of up to \$15,000,000 Utility System Revenue Bonds (The State University of Iowa), Series S.U.I. 2002. Regent Becker seconded the motion, and upon the roll being called, the following voted:
AYE: Ahrens, Arbisser, Becker, Fisher, Kelly, Neil, Newlin, Nieland, Turner.
NAY: None.
ABSENT: None.

MOTION CARRIED.

Regent Fisher offered the following motion to set the date for the University of Northern Iowa Student Union Revenue Bond sale.

MOTION: Regent Fisher moved to Adopt A Resolution authorizing the Executive Director to fix the date or dates for the sale of up to \$12,900,000 University of Northern Iowa Student Union Revenue Bonds, Series U.N.I. 2002. Regent Kelly seconded the

motion, and upon the roll being called, the following voted:
AYE: Ahrens, Arbisser, Becker, Fisher, Kelly, Neil, Newlin, Nieland, Turner.
NAY: None.
ABSENT: None.

MOTION CARRIED.

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

BOARD OFFICE PERSONNEL TRANSACTIONS.

The Board Office Register of Personnel Changes contained no transactions this month.

REGENT MERIT SYSTEM CLASSIFICATION REVISIONS.

Director Wright stated that AFSCME had communicated its approval of the merit system changes that morning.

Regent Ahrens asked, if the comparable worth point-count instrument must be used in determining a classification pay grade, why must the union's concurrence be received? Director Wright responded that the employer is obliged to make sure that the comparable worth law is followed. At the same time, under the collective bargaining agreement statute, the responsibility for pay grade assignments of positions is a mandatory subject of negotiations. Therefore, there is no choice but to negotiate.

Regent Neil noted that it makes no difference who put the demand on the table.

MOTION: Regent Turner moved to (1) approve the following revisions to the Regent Merit System Classification System: Pharmacy Manufacturing Technician I from pay grade 404 to pay grade 407; Pharmacy Manufacturing Technician II from pay grade 407 to pay grade 409; and (2) approve the new supervisory classification of Facilities Services Coordinator in pay grade 111 and the upgrade of the supervisory Pharmacy Manufacturing Technician III from pay grade 109

to pay grade 112. Regent Becker seconded the motion. MOTION CARRIED UNANIMOUSLY.

AWARD OF EISENHOWER PROFESSIONAL DEVELOPMENT GRANTS.

Interim Executive Director Barak stated that the recommendation was presented in the meeting materials.

Regent Neil asked how the recently-passed federal elementary and secondary reauthorization bill will affect the Eisenhower program. Interim Executive Director Barak responded that the Eisenhower program will terminate after the new year. The new program will take its place. He noted that it will be awhile before the specifics of the new program are known.

MOTION: Regent Becker moved to approve allocation of \$598,846 of federal funds to support seven projects that provide professional development opportunities for K-12 teachers. Regent Neil seconded the motion. MOTION CARRIED UNANIMOUSLY.

NCA REACCREDITATION, UNIVERSITY OF NORTHERN IOWA.

President Koob asked to thank Provost Podolefsky publicly for his efforts that resulted in the University of Northern Iowa's reaccreditation.

Provost Podolefsky presented a summary of the reaccreditation of the University. He said the North Central Association team asked to use the University's self-assessment as a model for other universities. He encouraged the Board members to read the last few pages of the docket memorandum at their leisure. It provided excerpts from the report that give some sense of how the accreditation team felt about the University of Northern Iowa. He proceeded to read his top 10:

- 1) Board members' knowledge of University initiatives and long-range plans for the University of Northern Iowa and other Regent institutions.
- 2) The alignment of the organization and structure of the University's educational program and support areas with the institution's mission and purpose driven by a well-defined strategic plan and supported by a sound financial base.
- 3) Well-defined academic programs with rigor and standards of excellence serving as beacons of academic integrity.

- 4) The University's commitment to a broad liberal education that serves as the foundation for professional education and that is reflected in the structure and content of its General Education curriculum.
- 5) Integration of student outcomes assessment with planning and program review bringing focus to the functional interaction of those three components to academic programming.
- 6) Commitment of the Division of Educational and Student Services to high quality student care and an eagerness for creative changes toward the improvement of services to students and the surrounding community.
- 7) Strong orientation of the athletic program toward student success; mainstreaming of student athletes into the general student body where educational goals take priority.
- 8) Physical resources that are supportive of the institution's mission and strategic goals.
- 9) Well-established personnel and student policies and procedures that serve to guide and govern the rights and responsibilities of all its constituents.
- 10) Institutional integrity in terms of practices and constituent relationships.

Provost Podolefsky stated that, if he were to add an 11th excerpt from the report, it would be, "The President's leadership to the executive team and delegation of appropriate levels of responsibility".

President Newlin offered the Board's congratulations to University officials for success in achieving this reaccreditation. He said he was impressed with the self-study document. He referred to advice and suggestions offered by the accreditation team, the first of which related to the Information Technology Services being highly decentralized, where each college and division has its own computing staff and budget. He asked for comment from University officials.

Provost Podolefsky responded that, of all the areas about which University officials had conversation with the accreditation team, they disagreed with the team the most about the area of decentralized Information Technology Services. There is a very concerted link of resources within the units. At this point, he was not sure that efficiencies or effectiveness would result from making changes in that area, but University officials were willing to take another look at it.

President Newlin asked about the other three suggestions. Provost Podolefsky responded that University officials agree with those.

Regent Kelly stated that he had an opportunity to attend the accreditation team interviews of Board members, and found it very rewarding. He recommended that any Regents who have an opportunity to attend such an interview, make an effort to do so.

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

APPROVAL OF VENDORS WITH A POTENTIAL CONFLICT OF INTEREST.

ACTION: The vendors with a potential conflict of interest were approved on the consent docket.

REPORT ON MEETING OF THE IOWA COORDINATING COUNCIL FOR POST-HIGH SCHOOL EDUCATION.

Regent Neil stated that the Council's new procedures of reviewing programs of the member institutions is working very well. The Council discussed a proposal for cooperative action among the various educational entities in Iowa. There was a recommendation for the various sectors to explore possible collaboration under the aegis of the Iowa College Presidents Association. President Koob currently serves as the Chair of that group and agreed to convene a group to explore such collaboration.

President Koob stated that he has contacted all of the presidents who were nominated to participate in the collaboration activity and there is general agreement to proceed to determine whether there are areas where collaboration is possible. A proposal has been made to recruit out-of-state students as a unified body. The proposal has not yet been processed to the point that it is a fait accompli.

ACTION: President Newlin stated the Board received the report on the December 2001 meeting of the ICCPHSE, by general consent.

REPORT ON MEETING OF THE IOWA COLLEGE STUDENT AID COMMISSION.

Interim Executive Director Barak stated that he was unable to attend the January 10 meeting of the Iowa College Student Aid Commission. He said the Board Office will circulate copies of the minutes to Board members when they are available.

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

REVIEW OF REGENT PROCEDURAL GUIDE.

Director Wright stated that former Executive Director Stork, early in his tenure, asked for a complete review of the Board's Procedural Guide. Not long after that, Governor Vilsack requested a review of the state's administrative rules. At this meeting, the Board members were presented with the first completed section of the revised Procedural Guide. He anticipated that two more sections would be ready to present to the Board in the next few months.

Interim Executive Director Barak stated that the Board Office recommended a change in the name of the document. Board of Regents Policy Manual will reflect the change in purpose of the document from describing procedures to identifying policy. He noted that this project is very important, also, because the Regents policy manual has not been updated in several years. It is not possible, at this time, to provide an individual with a recent copy of the Board's policies.

President Newlin asked if the Board's timeline for revision of the policy manual was on track to meet the administrative rules review timelines of the Governor. Director Wright responded affirmatively.

MOTION: Regent Fisher moved to (1) approve the replacement of "Chapter V: Equal Opportunity, Affirmative Action, and Targeted Small Business" of the Board of Regent Procedural Guide with "Chapter V: Diversity: Equal Opportunity, Affirmative Action, and Targeted Small Business"; (2) approve the change in name of the Board of Regents Procedural Guide to the Board of Regents Policy Manual; and (3) request that the institutions responses to other sections of the Procedural Guide be considered expeditiously to permit scheduling of other Board policies for the Board's consideration in the near future. Regent Kelly seconded the motion. MOTION CARRIED UNANIMOUSLY.

REVISIONS – UNIVERSITY PUBLIC SAFETY DEPARTMENTS.

Director Wright provided the Board members with a review of the information presented in the meeting materials. He stated that staff in the universities' public safety departments have expressed concern for many years about their ability to address safely certain critical campus situations involving public safety based upon the equipment they are issued to perform their duties. Certain staff in the public safety departments are trained and certified by the Iowa Law Enforcement Academy. Certified police officers are allowed to carry firearms. The law enforcement units of city and county governments have encouraged the universities to increase the defensive equipment carried by the universities certified police officers. Specifically, Tasers have been recommended. He said Tasers shoot two small probes that deliver a non-lethal electrical shock to a targeted individual which disables the targeted individual from a few seconds to a few minutes.

The university presidents have consulted with campus and community constituents and recommend that the Board authorize the issuance of Tasers to the certified police officers in the public safety departments. In order to better describe the responsibilities of the certified police officers at the two research universities, their presidents recommended a change in the working title of the certified police officers from "public safety officer" to "police officer" with corresponding changes in the title of their work units.

Director Wright noted that Board members had received three communications: 1) from a student group supporting the proposal, 2) from a faculty member supporting the proposal and 3) from a former mayor of Ames recommending that the Board not adopt the proposal. All three university presidents recommend the change.

President Coleman stated that, 2-1/2 years ago, she asked the then-head of the University of Iowa public safety department investigate the possibility of an alternative to lethal firearms. She was pleased with the process he went through and with the recommendation that was brought to her.

Assistant Vice President Green, University of Iowa, expressed appreciation for the opportunity to address the issue. He noted that representatives of the other two universities' public safety departments were present. He said the hope and desire was to continue to provide good community policing on each campus. It is believed that this device will enhance the safety of the officers and the safety of those to whom the officers are responding. He said there seems to be mass confusion about public safety officers' authority. If the officers are going to carry the proposed additional piece of equipment, the community must know they are police officers. The name was important because it provides instant identification as police officers.

Regent Fisher stated that he supports the proposal wholeheartedly. He then asked whether, when a police officer draws a gun, that creates a counter move by the perpetrator to bring his/her firearm to bear. Director Green responded that it is not the weapon that is noticed first; it is the uniform, car lights, etc. Individuals will respond to the uniform.

Regent Turner asked if all of the public safety employees of the University of Iowa and Iowa State University will become certified police officers. Director Green responded that, at the University of Iowa, there are 15 security officers who have not been certified by the Law Enforcement Academy. There are also 31 police officers who receive the same certification and training as any law enforcement agency across the state. It is only that group of people who would be equipped with the air Taser and the police identification.

Regent Neil stated that Tasers come in different sizes. He asked what range would be used by the universities' officers. Director Green responded that the top of the line Taser has a power and distance of 21 feet. One of the criteria desired in a less-than-lethal weapon is one that has immediate stopping power. The universities' officers would use the advanced M26 air Taser.

Regent Becker asked to see what the Taser "gun" and darts look like. She then asked what the research indicated were the negative aspects of people being shot with Tasers.

Director Green stated that the company that makes the air Taser asked law enforcement to share the results of their use of the weapon on the Web. The only downside in data from 100 cases is that if one of the darts misses its target it may not be as effective; the person may still be aggressive. Another issue is that the Taser may not be effective in every situation. He said the intent of the use of the Taser is to put some distance between the officer and danger. This device would provide that distance. He then displayed the Taser and dart for Board members' viewing.

Regent Fisher asked for additional information about the dart. Director Green responded that the dart provides an electrical charge which stops muscular function. He said he took a shot with the dart and it took a few seconds for him to recover. The gun has a built-in data port that tracks the usage. Information is stored about how many times the weapon is deployed, how many times the weapon is fired, and who owns the weapon. He noted that the University of Iowa public safety office has a use-of-force report, which will continue to be utilized.

Regent Kelly stated that the Taser is supposed to be non-fatal but people have died. The Taser does not always work. The purpose of the Taser is to subdue violent criminals. What if there are two or three criminals to be subdued at the same time? He believes that an armed guard with a sidearm might save a student's life. He provided information on his familiarity with guns throughout his lifetime. He would prefer that all of the universities' officers attend the Iowa Law Enforcement Academy. He strongly feels that the university officers should carry sidearms as well as Tasers, as a secondary weapon, if desired.

President Geoffroy stated that Iowa State University officials support both of the recommendations. There was a consultative process on campus. For the most part, the University community is supportive of the recommendation.

President Koob stated that University of Northern Iowa officials support the addition of the air Taser to the equipment of the officers.

Vice President Dell said she agreed with the comments made by representatives of the other two universities. She asked to emphasize a couple of points about the University of Northern Iowa. University officials were not requesting to change the name of the officers to "police". She emphasized that did not reflect on the officers; they are certified officers. The officers are certified law enforcement officers and are certified in use of the Taser. She said the University community has had extensive discussion regarding the proposal. The public safety director has provided a number of sessions on what the Taser looks like and how it is used. The campus community is now well informed on the Taser. The primary responsibility of the public safety department is to provide a safe environment. The ability to have the Taser as part of officers' equipment is important.

MOTION:

Regent Fisher moved to (1) authorize public safety departments at the University of Iowa, Iowa State University, and the University of Northern Iowa to include air Taser stun guns (Tasers) among the equipment that can be assigned to certified police officers; (2) authorize the University of Iowa and Iowa State University to change the name of appropriate divisions within their public safety departments to Police Division; and (3) authorize the University of Iowa and Iowa State University to change the working title of officers in the proposed Police Division to Police Officers. Regent Neil seconded the motion. **MOTION CARRIED UNANIMOUSLY.**

Regent Turner stated that the Board of Regents receives an annual report on campus crime. She asked if the use of Tasers can be incorporated into that annual report.

President Newlin and Interim Executive Director Barak responded affirmatively.

REPORT ON ORGANIZATIONAL REVIEW PHASE I.

Ken Boutwell, MGT of America, Inc., presented a summary of the activities involved with Phase I of the organizational review. He said Phase I of the project identifies specific areas for further review. Phases II and III will be those reviews that can be completed in a relatively short time frame and can be quickly implemented, and those reviews that will take longer to conduct and/or longer to implement, respectively. He noted that, when Phase I began this fall, the two state budget reductions had not occurred. Some of the budget reduction activities contemplated in the organizational review have likely been partially or totally accomplished as a result of the state budget cuts. He discussed the process of gathering information and conducting interviews. Areas reviewed included academic programs, outreach programs, academic support services, student services, general administration, facilities management, and revenue generation. He presented the following broad overview of findings:

1. Overall, the Regent institutions are well organized and managed. Administrative staffing and expenditures are in line with that of other similar institutions. All institutions have, over the last several years, made significant improvements in their administration operations.
2. Opportunities exist for further improvements in operational efficiencies, revenues from non-state appropriated sources, and program effectiveness.
3. Over the past several months, the institutions have made significant changes in their operations due to the budget reductions.

Mr. Boutwell presented 10 recommendations for review in Phase II, and 7 recommendations for review in Phase III.

President Newlin expressed appreciation for the work that Mr. Boutwell and his colleagues have done.

MOTION: Regent Ahrens moved to (1) receive the report from MGT of America on Phase I of the organizational review, (2) approve the recommendations as proposed by MGT for

GENERAL
January 16, 2002

Phases II and III, and (3) approve the assignments and schedule for Phases II and III. Regent Turner seconded the motion. MOTION CARRIED UNANIMOUSLY.

BOARD MEETINGS SCHEDULE.

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

President Newlin then asked 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, January 16, 2002.

REGISTER OF PERSONNEL CHANGES.

President Coleman presented the Board members with a summary of the information in the meeting materials. She provided a status report of the searches for a Director and CEO of the UIHC and for a Dean of the College of Medicine, noting that she was pleased with the way that individuals from within the University have “stepped to the plate” to get this process moving along. University officials are trying to move with alacrity to complete the searches. She discussed the proposed structure for the Statewide Health Services. In November, the Board of Regents approved the appointment of Ann Madden Rice as Interim Director and CEO of the UIHC and of Dennis Domsic as Associate Vice President for Statewide Health Services.

President Coleman presented a request for Board approval of the following appointments because of the untimely death of Dr. Richard Nelson:

Peter Densen, M.D. as interim head of the Department of Internal Medicine effective January 1, 2002.

Dr. Allyn Mark as Interim Executive Dean of the COM effective December 17, 2001.

Dr. Frank Abboud as Interim Associate Vice President for Statewide Health Services effective January 1, 2002.

MOTION:

Regent Kelly moved (1) ratify the Registers of Personnel Changes for October and November 2001; (2) receive a report on the status of the UIHC and the College of Medicine searches and various interim appointments; (3) authorize the University to continue its search processes; and (4) ratify organizational structure for the Vice President for Statewide Health Services and fold

University of Iowa Health Care responsibilities into this office. Regent Turner seconded the motion. MOTION CARRIED UNANIMOUSLY.

Regent Neil asked if University officials were abolishing UIHealthcare. President Coleman responded that the title, "Director of UIHealthcare" was all that was being deleted. The responsibilities will be folded into those of the Vice President for Statewide Health Services.

TERMINATE QUALITY MANAGEMENT AND PRODUCTIVITY PROGRAM.

Provost Whitmore presented the request on behalf of the University of Iowa.

MOTION: Regent Turner moved to approve the University of Iowa's request to terminate the Quality Management and Productivity Masters Program. Regent Fisher seconded the motion. MOTION CARRIED UNANIMOUSLY.

PROPOSED CHANGES TO PROFESSIONAL AND SCIENTIFIC GRIEVANCE POLICY.

Director Wright stated that the change would reduce the number of steps in the appeal process.

MOTION: Regent Ahrens moved to approve the proposed revisions to the University of Iowa Professional and Scientific Grievance Policy. Regent Becker seconded the motion. MOTION CARRIED UNANIMOUSLY.

ADD A MINOR IN THE DEPARTMENT OF EXERCISE SCIENCE.

ACTION: This matter was referred on the consent docket.

CHANGE NAME OF THE UNIVERSITY OF IOWA SCHOOL OF RELIGION TO THE DEPARTMENT OF RELIGIOUS STUDIES.

ACTION: The matter was referred on the consent docket.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS.

Vice President True brought to the Board's attention capital projects to relocate the football practice facilities and to make available surface parking near the University of Iowa Hospitals and Clinics to provide more faculty, staff and patient parking close to the hospital. In addition, he noticed that the capital register contained information on the Pomerantz Career Center that indicated the project budget was estimated at \$10 million. He said University officials have not brought the budget to the Board for approval. A substantial amount of the budget will be provided by private support. University officials anticipate that the budget will be between \$10 million and \$20 million.

MOTION:

Regent Fisher moved to (1) approve the Register of Capital Improvement Business Transactions for the University of Iowa; (2) authorize the Executive Director to approve the negotiated design agreement with OPN Architects, Cedar Rapids, Iowa, for the Old Capitol—Fire Restoration and Building Improvements project, subject to Board ratification at the March meeting; and (3) authorize the Executive Director to approve design agreements for the two components of the Relocate Football Practice Facility/Lot 43 Expansion project, subject to Board ratification. Regent Turner seconded the motion. MOTION CARRIED UNANIMOUSLY.

Vice President True provided the Board members with a report on the Old Capitol restoration, from the University's perspective, beginning on November 20, 2001, when the fire took place. He noted that there were some issues, as a result of potential litigation, about which he had to be careful in speaking.

From November 20 until the holidays, University officials' focus was on enclosing the roof structure; properly and slowly desiccating the interior of the space that was damaged because of water during the firefighting activity; providing an operational HVAC system; removing timbers and scaffolding destroyed in the fire; and working on financial recovery through the University's risk manager and insurance firm.

Later, University officials became focused on identifying an architectural-engineering partner. The firm would be hired to plan restoration of the cupola and damage to the interior spaces, as well as other program needs such as fire suppression systems, remaining work on the west portico, and creation of an even better museum setting through conversion of lower-level space. This month's capital register included a

recommendation to utilize OPN Architects from Cedar Rapids, and Einhorn Yafee Prescott, a nationally-recognized and experienced architectural and engineering firm. Vice President True stated that this group would bring the required experience and historical project credentials to this project. University officials will keep the Board members informed as the work goes forward.

Over the last few weeks, Drew Ives, University of Iowa Business Manager and Interim Director of Facilities Services Group, reviewed the circumstances surrounding the fire and recommended actions to be taken by the University over the next few months. Vice President True stated that the following summarized the actions taken thus far and the conclusions reached by Interim Director Ives and he. Three specific actions have been taken or are in the process of being taken. First, Envirosafe, the asbestos abatement firm on the project, was notified in December that it should not bid on future University of Iowa projects. Second, in December, Shive Hattery, the University of Iowa asbestos abatement manager and overall Old Capitol project consultant, was relieved prospectively from its responsibilities as the overall asbestos abatement management consultant. He noted that Shive Hattery provides over \$1.6 million in services to the University of Iowa annually in a variety of civil, mechanical and structural engineering areas. Asbestos abatement management is only one of the activities Shive Hattery has provided to the University. Third, based upon Interim Director Ives' review and further individual assessments, appropriate personnel actions will be taken based on what is found.

Vice President True stated that this project started out relatively small and grew in complexity. Cost difficulties began last summer. At that time, University of Iowa officials should have engaged a more prominent and experienced architectural engineering consultant in historical restoration to work with the University and its contractors through the remainder of the project. University officials have determined that Envirosafe's activities on Old Capitol's cupola appear to have been the immediate cause of the fire. He said Shive Hattery had repeatedly warned Envirosafe not to use open flame devices on the site, including communications with the company's district managers. The University's project manager was provided with copies of warnings of the potential hazards from the restoration contractor (Renaissance Restoration) to Shive Hattery. Neither University supervisors nor management staff were informed of the warnings either by Shive Hattery or by the University's project manager. The University personnel involved, in University officials' judgment, placed too high a reliance on Shive Hattery to handle this situation and should have taken independent action. Had they known of the repeated violations, University senior facilities managers would have intervened to stop work until assurances of safe methods were provided.

Recommendations from Interim Director Ives on future University construction management are expected to include construction contract terms modifications,

consultant agreement terms modifications, suggestions on bidding procedures in unusual project situations, explicit communication requirements among consultants, project managers and senior facilities management, and training for all University project managers to help them properly perform, the often difficult, day-to-day responsibilities of the job. Vice President True stated that University officials will report to the Board and Board Office the recommended changes regarding University construction management. University officials will also keep the Board and Board Office closely apprised of the restoration planning work now underway by OPN Architects as well as Einhorn Yafee Prescott. Vice President True noted that, in the past, the University's insurance carrier has worked very well with the University, and he believes it will do so in the future.

Regent Neil said there was no question that someone "dropped the ball". He referred to the firm that wrote the reports of what Envirosafe doing, and asked why the firm was engaged. Vice President True stated that Fritz Miller is the manager for Renaissance Restoration, the restoration contractor. Renaissance Restoration was responsible for all construction on the site except asbestos abatement.

Regent Fisher asked for clarification of the statement that University officials, at some level, were notified of the improper use of open flames. Vice President True said the correspondence from Renaissance Restoration to Shive Hattery was copied to the University's project manager on the site. However, that information was not shared elsewhere by the University's staff or by Shive Hattery.

APPROVAL OF LEASES.

Associate Director Racki reported that approval of the lease agreements had been received from the Attorney General's office.

MOTION:

Regent Kelly moved to approve lease renewal with Redwood Square for the University's use of apartment space in Baltimore, Maryland, for Department of Surgery residents at the R. Adams Cowley Shock Trauma Center in Baltimore; lease renewal and extension with the United States of America for its use of a portion of the University's Finkbine Commuter Parking Lot by the Veteran's Administration Hospital; lease extension with the City of Des Moines for the University's use of space at the Des Moines International Airport for programs of the Division of Continuing Education; and lease agreement with Applied Fullerene for its

use of business incubator space at the Oakdale Research Park. Regent Fisher seconded the motion, and upon the roll being called, the following voted:

AYE: Ahrens, Arbisser, Becker, Fisher, Kelly, Neil, Newlin, Nieland, Turner.

NAY: None.

ABSENT: None.

MOTION CARRIED.

PROPERTY ACQUISITION – 7 TRIANGLE PLACE.

Vice President True presented the University's request to purchase property.

MOTION:

Regent Fisher moved to approve the purchase of property located at 7 Triangle Place, Iowa City, Iowa, from the University of Iowa Facilities Corporation, subject to approval of the Executive Council of Iowa. Regent Neil seconded the motion, and upon the roll being called, the following voted:

AYE: Ahrens, Arbisser, Becker, Fisher, Kelly, Neil, Newlin, Nieland, Turner.

NAY: None.

ABSENT: None.

MOTION CARRIED.

PROPERTY ACQUISITION – 601 AND 605 MELROSE AVENUE.

Vice President True presented the University's request to purchase property.

MOTION:

Regent Ahrens moved to approve the purchase of the following properties, subject to approval of the Executive Council of Iowa: 601 Melrose Avenue, Iowa City, Iowa, from John Wertzberger; and 605 Melrose Avenue, Iowa City, Iowa, from John Wertzberger dba Melrose Avenue Partners.

Regent Becker seconded the motion, and upon the roll being called, the following voted:
AYE: Ahrens, Arbisser, Becker, Fisher, Kelly, Neil, Newlin, Nieland, Turner.
NAY: None.
ABSENT: None.

MOTION CARRIED.

PROPERTY ACQUISITION – CRANDIC (WEST FRACTIONAL HALF OF BLOCK 14).

Vice President True presented the University's request to purchase property.

MOTION: Regent Becker moved to approve the purchase of a parcel of land located south of Prentiss Street and east of the railroad tracks, Iowa City, Iowa, from the Cedar Rapids and Iowa City Railway, subject to approval of the Executive Council of Iowa. Regent Turner seconded the motion, and upon the roll being called, the following voted:
AYE: Ahrens, Arbisser, Becker, Fisher, Kelly, Neil, Newlin, Nieland, Turner.
NAY: None.
ABSENT: None.

MOTION CARRIED.

UNIVERSITY OF IOWA HOSPITALS AND CLINICS – EQUIPMENT ACQUISITION.

ACTION: The purchase was approved on the consent docket.

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, January 16, 2002.

REGISTER OF PERSONNEL CHANGES.

ACTION: The Registers of Personnel Changes for November and December 2001, which included the following actions, was approved on the consent docket: resignation of Ann Hill Duin, Associate Provost and Director of Continuing Education and Communication Services, effective December 31, 2001; appointment of Catherine O'Connor Woteki as Dean of the College of Agriculture and Professor of Food Science and Human Nutrition effective January 1, 2002, at an annual salary of \$197,500.

ISU POLICY ON USE OF UNIVERSITY FACILITIES.

President Geoffroy stated that members of the University community and public have asserted that the current policy on use of University facilities is overly restrictive and does not provide a standard by which events will be approved or disapproved by the University. The proposed policy reverses the presumption that all facilities and grounds are closed to uses other than for those events approved by the University and provides freer access to campus grounds and buildings.

Regent Fisher asked how it would be handled when people, who are neither students nor employees, come onto the campus and present a concern to public safety. Will the University be able to remove them from the campus?

President Geoffroy responded affirmatively, noting that type of situation was addressed in the policy.

Director Tanaka stated there are general standards of conduct for the entire campus. There are existing approaches in place to address people who come on campus and do not abide by the rules.

Regent Fisher asked for the “bottom line” of the new policy. President Geoffroy said the present policy is extremely restrictive. The policy indicates that there are basically only two places on campus where people can express their right of free expression.

MOTION: Regent Fisher moved to (1) approve a new policy for the use of Iowa State University Facilities, as presented, and (2) rescind the current policy for the use of Iowa State University Facilities. Regent Neil seconded the motion. MOTION CARRIED UNANIMOUSLY.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS.

Assistant to the President Chidister presented the capital register on behalf of Iowa State University. He said University officials agreed with the Board Office recommendation that they present to the Board the financing plan for the Memorial Union Renovation 2002 project prior to or with the presentation of the program document for the project. He reported on several projects, including the Indoor Multi-Purpose Use Facility, noting that the operating costs will not impact the general operating funds of the university, and the Memorial Union Renovation 2002, for which University officials will provide a financing plan.

Regent Fisher stated that the management and ownership of the Memorial Union has been discussed in the past. Will there be any further discussion before the University embarks on a major renovation of that facility?

Assistant to the President Chidister stated that the Vice President for Student Affairs is working actively with the Memorial Union board to resolve any past difficulties. Those difficulties will be resolved before the University embarks on another program. Conversations are taking place.

Regent Fisher asked if those issues will be resolved before the Board approves anything. Assistant to the President Chidister replied that the Memorial Union is a private, not-for-profit entity, separate from the University. University officials were not suggesting, as a part of this proposal, that it will be brought under the University.

Regent Fisher said there are issues regarding financial management of the Memorial Union. Assistant Vice President Pickett stated that she had a conversation earlier in the day with the Board's financial advisor and bond counsel about the financing. Those individuals expressed some of the same concerns as has Regent Fisher. It was her belief that Vice President Madden preferred to prioritize what needs to be done at the Memorial Union and then to develop a financing plan. If the plan involves debt, and if the debt can only be secured by making the Memorial Union more closely aligned with the University, then University officials will have to discuss those organizational issues with the students. At that point, it will become an issue of choosing between the current organizational situation and the desired improvements to the Memorial Union.

Regent Fisher stated that he would prefer to have those issues resolved before going forward. Assistant Vice President Pickett said the financing will almost inevitably require debt and the debt issue brings up the organizational issue. She believes that is understood by everyone.

Regent Ahrens said the issues have been around for a while. She has stayed in steady contact with Memorial Union board members regarding those issues since leaving the Memorial Union governing board. Some of the issues will take care of themselves in the next couple of years. She was confident that the management has also gotten better. She said the renovations really need to be done. The Memorial Union is the hub of the University and needs to be a top-notch facility, particularly for the purpose of student recruitment.

Regent Kelly asked why serious consideration was not being made to put the Memorial Union under the complete control of the University. President Geoffroy responded that the best way to do that is in a collaborative fashion with the Memorial Union governing board. He said the process outlined by Assistant Vice President Pickett will bring all the issues to the table.

Regent Neil referred to the athletic complex project, in light of the large tuition increase. He stated that every time square footage is added, it has to be maintained, heated, etc. University officials have to make sure they are not taking funds from the general fund to maintain facilities in the future.

Assistant to the President Chidister said the varsity football program generates more revenue than is required to support the program. That revenue supports other athletic programs. The facility will enhance the University's football competitiveness which, in turn, will increase revenues to support all athletic programs.

Athletic Director Van De Velde stated that the estimate of the operating cost of the facility is solid. Athletics officials polled other universities and found that the general average operating cost for similar facilities is \$90,000/year. He said it is a simple facility which requires minimal maintenance. None of the money to maintain the facility will come from general university funds.

Regent Neil noted that the athletic budget receives money from the general university fund. Director Van De Velde responded that general university funds would not be tied to this facility.

President Geoffroy stated that this project is an investment that is intended to increase athletic revenues. Athletic budgets are mainly driven by football. To be competitive and continue to acquire revenues, athletics need to have competitive programs and facilities. This is an area in which Iowa State University is not currently competitive in football.

Regent Neil said Iowa State University is competitive; he is very proud of its teams. He then stated that MGT of America is being paid to find ways to save money. He suggested that, when money is being raised for buildings, funds also be raised for maintenance of the buildings. Perhaps an endowment can be created for that purpose.

Regent Kelly asked if University officials are going to carefully look into the Memorial Union problem and try to decide what to do. President Geoffroy stated that the process that will be followed will lead to resolution of the issues.

MOTION:

Regent Fisher moved to (1) approve the Register of Capital Improvement Business Transactions for Iowa State University and (2) request the University present to the Board the financing plan for the Memorial Union Renovation 2002 project prior to or with the presentation of the program document for the project. Regent Neil seconded the motion.

Regent Arbisser stated that he, philosophically, agrees with the concept of having funds available to operate a facility. He questioned whether the Board might serve all of the institutions better by developing such a policy that would be the standard, instead of piecemealing it. He offered the observation, as a parent who has been college "shopping", that facilities have a lot to do with where people send their children. If a child is involved in sports, the facilities of institutions will be compared.

Director Van De Velde stated that, without this facility, Iowa State University's intercollegiate athletics program, especially its football program which funds most of the other sports programs, is severely handicapped. Iowa State University is the furthest northern university in its conference. Due to the climate of the Midwest, many other similarly-situated schools have these types of facilities. The absence of an indoor practice facility is used against Iowa State University in recruitment of student athletes. He believes the facility will have a big impact on the success of the overall program.

VOTE ON THE MOTION: Motion carried unanimously.

LEASES AND EASEMENTS.

Associate Director Racki reported that approval of the lease agreements had been received from the Attorney General's office.

MOTION: Regent Kelly moved to approve lease agreements with Global Reach Internet Productions and PROPLANNER.COM for their use of business incubator space in the Iowa State Innovation Center at the ISU Research Park; a lease renewal with the Newell American Legion Post #193 for the University's use of farm land for the Allee Demonstration Farm in Buena Vista County, Iowa; and an easement agreement with McLeodUSA for the installation and operation of fiber optic cable on the University campus. Regent Fisher seconded the motion, and upon the roll being called, the following voted:
AYE: Ahrens, Arbisser, Becker, Fisher, Kelly, Neil, Newlin, Nieland, Turner.
NAY: None.
ABSENT: None.

MOTION CARRIED.

RENAMING OF HAWTHORN COURT AS THE CHARLES F. FREDERIKSEN COURT.

President Geoffroy presented the request on behalf of Iowa State University. He stated that Charles F. Frederiksen served Iowa State University for more than 43 years. He retired from the University as Director of Residence in 1996.

MOTION: Regent Ahrens moved to approve the University's request for renaming Hawthorn Court as the Charles F. Frederiksen Court. Regent Becker seconded the motion. MOTION CARRIED UNANIMOUSLY.

IOWA STATE CENTER ANNUAL REPORT.

Assistant to the President Chidister stated that Iowa State University recently engaged the services of Spectator Management Group. The annual report presented at this meeting contained the final report under Ogden/ARAMARK Management.

ACTION: President Newlin stated the Board received the report on the Iowa State Center at Iowa State University for the year ended June 30, 2001, by general consent.

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, January 16, 2002.

REGISTER OF PERSONNEL CHANGES.

ACTION: The Registers of Personnel Changes for October and November 2001 were approved on the consent docket.

SUSPENSION OF ADMISSIONS TO THE M.A. PROGRAM IN AUDIOLOGY.

ACTION: The information was received on the consent docket.

NAME CHANGE FOR GENERAL EDUCATION PROGRAM.

ACTION: The report was received on the consent docket.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS.

Vice President Dell reported that the capital register was in order.

Regent Neil asked for an explanation of the proposed Human Performance Center. President Koob responded that it is a combination facility to fill the space between the current Wellness Center and the UNI-Dome. There is support for the project from the medical community. The University has received a federal grant for the project in the amount of \$1.6 million.

MOTION: Regent Ahrens moved to approve the Register of Capital Improvement Business Transactions for the University of Northern Iowa. Regent Becker seconded the motion. MOTION CARRIED UNANIMOUSLY.

APPROVAL OF LEASES.

Associate Director Racki reported that approval of the lease agreements had been received from the Attorney General's office.

MOTION: Regent Kelly moved to approve lease renewal with DL Olson, L.C., for the University's use of warehouse space which provides an indoor practice facility for the baseball team; and lease renewal with Ken Caines for the University's use of space in the Cedar Falls Industrial Park for the Iowa Waste Reduction Center. Regent Fisher seconded the motion, and upon the roll being called, the following voted:
AYE: Ahrens, Arbisser, Becker, Fisher, Kelly, Neil, Newlin, Nieland, Turner.
NAY: None.
ABSENT: None.

MOTION CARRIED.

PROPOSED PROPERTY PURCHASE.

Vice President Dell presented the University's request to purchase property located at 3204 Panther Lane.

MOTION: Regent Ahrens moved to approve the purchase of property located at 3204 Panther Lane, Cedar Falls, Iowa, from James R. and Darlene L. Cannon, subject to approval of the Executive Council of Iowa. Regent Becker seconded the motion, and upon the roll being called, the following voted:
AYE: Ahrens, Arbisser, Becker, Fisher, Kelly, Neil, Newlin, Nieland, Turner.
NAY: None.
ABSENT: None.

MOTION CARRIED.

SALE OF PROPERTY.

Vice President Dell presented the University's request to sell property located at 715 East Fourth Street, Waterloo, Iowa, to the Boys and Girls Club of Black Hawk County.

Regent Nieland asked for the appraised value of the property. Vice President Dell said she believed the value was less than the cost of the deferred maintenance of the facility. President Koob stated that University officials believe it would cost far more to repair the facility than they could hope to gain from selling it or that it is worth.

Vice President Dell stated that the Attorney General's Office approved the waiver of appraisal in this instance.

Regent Kelly asked if there is a market for the property. President Koob responded that there is not.

Regent Nieland said she understood why University officials were selling the property for \$200. In times like these of economic difficulties, she questioned whether the University might have found a buyer who would have paid \$10,000, for example. She said there are non-profit organizations who buy properties in Sioux City and she did not believe that any of those have gotten a deal like \$200 for this type of property.

MOTION:

Regent Neil moved to approve the sale of University property located at 715 East Fourth Street, Waterloo, Iowa, to the Boys and Girls Club of Black Hawk County, subject to approval of the Executive Council of Iowa. Regent Ahrens seconded the motion, and upon the roll being called, the following voted:

AYE: Ahrens, Arbisser, Becker, Fisher, Kelly, Neil, Newlin, Nieland, Turner.

NAY: None.

ABSENT: None.

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, January 16, 2002.

REGISTER OF PERSONNEL CHANGES.

ACTION: The Register of Personnel Changes for December 2001 was approved on the consent docket.

LEASE AGREEMENT.

MOTION: Regent Kelly moved to approve the lease agreement with the University of Iowa for its use of space on the School's campus for the Child Health Specialty Clinics. Regent Fisher seconded the motion, and upon the roll being called, the following voted:
AYE: Ahrens, Arbisser, Becker, Fisher, Kelly, Neil, Newlin, Nieland, Turner.
NAY: None.
ABSENT: None.

MOTION CARRIED.

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, January 16, 2002.

REGISTER OF PERSONNEL CHANGES.

ACTION: The Register of Personnel Changes for November 2001 was approved 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 6:01 p.m. on Wednesday, January 16, 2002.



Robert J. Barak
Interim Executive Director