

The State Board of Regents met at the Hotel Fort Des Moines, Des Moines, Iowa on Thursday and Friday, December 12-13, 1974. Those present were:

	<u>December 12</u>	<u>December 13</u>
<b>Members of State Board of Regents:</b>		
Mrs. Petersen, President	All Sessions	All Sessions
Mr. Bailey	All Sessions	All Sessions
Mr. Baldrige	Arr. 9:15 a.m.	All Sessions
Mr. Barber	All Sessions	All Sessions
Mr. Brownlee	All Sessions	All Sessions
Mrs. Collison	All Sessions	All Sessions
Mr. Shaw	Arr. 9:45 a.m.	All Sessions
Mr. Slife	Arr. 1:45 p.m.	All Sessions
Mr. Zumbach	All Sessions	All Sessions
<b>Office of State Board of Regents:</b>		
Executive Secretary Richey	Arr. 9:20 a.m.	All Sessions
Mr. Barak	All Sessions	
Mr. McMurray	All Sessions	All Sessions
Mr. Caldwell	Arr. 3:00 p.m.	
Mr. Rasmussen	Arr. 1:00 p.m.	
Mr. Tucker		All Sessions
Mr. Volm		All Sessions
Maxine Mathany, Secretary		All Sessions
Pauline Van Ryswyk, Secretary	All Sessions	All Sessions
<b>University of Iowa:</b>		
President Boyd	All Sessions	All Sessions
Executive Vice President Chambers	All Sessions	All Sessions
Vice President Brodbeck	All Sessions	
Vice President Jolliffe	All Sessions	All Sessions
Assistant Vice President Small	All Sessions	All Sessions
Director Hawkins	All Sessions	All Sessions
Director Strayer	All Sessions	All Sessions
<b>Iowa State University:</b>		
President Parks	All Sessions	All Sessions
Vice President Christensen	All Sessions	All Sessions
Vice President Hamilton	All Sessions	All Sessions
Vice President Moore	Arr. 11:00 a.m.	All Sessions
Assistant Vice President Madden		All Sessions
Director Whitman		All Sessions
<b>University of Northern Iowa:</b>		
President Kamerick	All Sessions	All Sessions
Provost Martin	All Sessions	All Sessions
Vice President Stansbury	All Sessions	All Sessions
Vice President Voldseth	All Sessions	
Director Kelly	All Sessions	All Sessions
<b>Iowa School for the Deaf:</b>		
Superintendent Giangreco	All Sessions	All Sessions
Business Manager Geasland	All Sessions	All Sessions
<b>Iowa Braille and Sight Saving School:</b>		
Superintendent Woodcock	All Sessions	All Sessions
Business Manager Berry	All Sessions	All Sessions

## GENERAL

The following business pertaining to general or miscellaneous items was transacted on Thursday, December 12, 1974.

MINUTES OF MEETING OF NOVEMBER 14-15, 1974. The minutes of the Board of Regents meeting of November 14-15, 1974 were approved as received.

TEACHING OF ENGLISH AS A FOREIGN LANGUAGE. The ad hoc committee on Teaching of English as a Foreign Language presented board members with a report. Three members of the committee were present for discussion. They were Dorothy Foley, ISU; Donald Benson, ISU; Ralph Goodman, UNI.

The report differentiated between two very different uses of the term "Teaching English as a Foreign Language". TEFL is used when referring to programs designed to prepare people to teach English to speakers of other languages. This is a degree program. English as a foreign language is used when referring to courses in English provided for speakers of other languages. The latter are service courses and do not constitute a degree program. Future plans for the Regents' institutions include:

1. An expansion of cooperative programs to offer more opportunities for University of Northern Iowa TEFL student to obtain practical experience by assisting in the English as a Foreign Language classes offered at Iowa State University and the University of Iowa.
2. Expansion of the English as a Foreign Language program at the University of Iowa in order to provide above minimal service offerings to the enrolled foreign students.
3. The possibility of some additional applied linguistic and related courses at Iowa State University and the University of Iowa in support of their English as a Foreign Language programs. There are no plans to duplicate the Teaching of English as a Foreign Language degree program offered at the University of Northern Iowa.

The committee was congratulated for its excellent report and its apparent efforts at coordination and cooperation between the Regents universities in this area.

Regent Collison asked whether there are opportunities to include ghetto linguistics as part of the TEFL program. Dean Foley commented that this is in the minds of some persons as a possibility at the State University of Iowa. Associate Professor Goodman reported that a type of program of social linguistics is also being considered. Professor Benson commented that in New Mexico bi-lingual education is mandated and commented that could have far reaching implications perhaps even in Iowa.

Vice President Martin then solicited academic program topics for the Committee on Educational Coordination from members of the board. President Petersen requested board members to communicate any thoughts to the committee.

IOWA COORDINATING COUNCIL FOR POST HIGH SCHOOL EDUCATION. The board was presented highlights of the December meeting which was held at Drake University in written form and President Petersen and Regent Barber expressed additional oral remarks. Regents Bailey and Barber then commented on the conference sponsored by ACT and the council on "The Financing of Iowa Student Postsecondary Education Plans."

ANNUAL MEETING OF NATIONAL ASSOCIATION OF STATE UNIVERSITIES AND LAND GRANT COLLEGES. Regent Collison presented an oral report of the annual meeting of National Association of State Universities and Land Grant Colleges and also distributed a written report on this meeting.

FINAL REPORT OF THE POSTSECONDARY EDUCATION FUNDING STUDY COMMITTEE. A draft copy of the final report was provided to members of the board by Mr. A. Weldon Walsh who attended the December 3 meeting. The committee's efforts culminated in the following recommendations and proposed legislation:

1. To increase the maximum tuition grant award from \$1,000 to \$1,300 and thus grant more adequate assistance to qualified students and help more students.
2. To make tuition grants available to nurses attending hospital schools of nursing which provide courses at accredited private institutions.
3. To recommend that SF 1053 be used as a basis or means to structure discussion of a bill to create a statewide planning commission for postsecondary education. Priorities recommended for this commission include:
  - a. To act as the state 1202 commission and apply for and administer federal assistance allocated for state use.
  - b. To investigate and recommend programs that would establish financial assistance to the increasing number of part-time students.
  - c. To study the duplication of services offered by various universities, colleges and schools, especially those offered at state institutions.
  - d. To continue the work to establish a standard procedure for accumulating and compiling cost information for all post-secondary educational institutions.

4. To recommend that serious study be undertaken to investigate the pooled income concept of financial assistance. The purpose would be to simplify implementation of state postsecondary educational financial assistance through one common fund and one state application form.
5. To recommend that appropriate standing committees or a coordinating commission be assigned the task of investigating broadening the tuition grant program to include profit and nonprofit specialized schools, so that the schools that are recognized by the United States Office of Education for federal programs for assistance are eligible for state aid.
6. Interim committees consist of standing committee members.

Discussion arose concerning a statewide planning commission. Mr. Bailey stated that the committee chairman has indicated that this would be a commission responsible to the legislature as an ongoing data finding group. That action would assure that the legislature had sources of information available to it. Director Hawkins, SUI, stated that there was a difference of opinion between the committee and its chairman in that the final motion adopted by the committee was that they, the committee, should recommend to the legislative council, that some form of a coordinating council be acted upon as a method of support for 1202 requirements. Regent Collison stated that she felt the committee was concerned that good management procedures be taken into account so that when one goes to the legislature you have adequate data to support the types of matters being discussed. She felt the committee was not really dictating its demands as much as it was asking higher education to look carefully and support its askings.

REVISED REQUEST FOR TUITION REPLACEMENT APPROPRIATION. The board was requested to revise the request for tuition replacement appropriations downward by \$145,000 for 1975-76 and \$155,000 for 1976-77 making a revised request of \$3,340,000 for 1975-76 and \$3,285,000 for 1976-77.

The Board Office reported that actual debt service to be incurred on these bonds totals \$7,114,705. Fund sources reported in July were as follows:

State appropriations request	\$6,925,000
Interest earnings on construction fund	61,573
Interest subsidy grants	128,132

When the institutions submitted their debt services schedules for inclusion in the budget request work book, the discovery was made that a fourth fund source had been overlooked in the initial calculations.

This source is the interest income on investment of reserve fund proceeds. The reserve fund accumulates at the rate of 12% of the principal and interest payments made annually. The reserve funds are now over a million dollars. Investment of these funds yields a considerable amount especially at present interest levels.

Since the tuition replacement request is always net of any other funds available for debt service, it is proper that the request be revised to take the added income into account.

The Board Office reported that the State Comptroller has been informally notified of a possible change in these requests. The budget work book has reflected this change by an entry of Fund Balance.

Mr. Richey added that at the request of the State Comptroller the Board Office furnished a statement yesterday that \$650,000 of the current biennial appropriation for this purpose would be reverted and that an additional estimate would be furnished later to the State Comptroller. He noted there are other areas of state government searching for funds and who might benefit from a transfer of funds.

## MOTION:

Mr. Brownlee moved the board revise the request for tuition replacement appropriations downward by \$145,000 for 1975-76 and \$155,000 for 1976-77 making a revised request of \$3,340,000 for 1975-76 and \$3,285,000 for 1976-77. Mr. Zumbach seconded the motion and it passed unanimously.

1975 LEGISLATIVE PROGRAM. The board was requested to approve the Regents 1975 Legislative Program. It was recommended regarding an item on bid level and bid security requirements that it be held back until the second session of the 66th G.A.

Discussion on each of the items followed. President Petersen stated that the board in order to formally adopt its legislative program needed to discuss each issue item by item.

Bills for Introduction

Change in Code (Chapter 270.3) Regarding Admissions at Iowa School for the Deaf

In discussion a few editorial changes were recommended. The proposal would give the Iowa School for the Deaf authority to continue its preschool program and update terminology on admissions in this section of the Code.

## MOTION:

Mrs. Collison moved the board approve the proposed bill with some minor editorial changes. Mr. Bailey seconded the motion and it passed unanimously.

Change in Fees and Title of the State Bacteriological Laboratory

The proposed bill modernizes the title and functions of the laboratory to meet current responsibilities and also removes a fee limit of \$2.00 for transportation and examination costs of specimens. President Boyd reported that this matter has been pending for several years. He noted that the term hygenic is a more descriptive term than bacteriological.

Regent Collison said she feels that in a way the board is singling out the testing of drinking water to increase the fee. She added that she understands the State Department of Health has mandated venereal disease work to be done free. She stated she sees a discrepancy between providing these two services to citizens of the state. The notion of the laboratory was to provide services for other than state agencies. President Boyd said if there appears to be a matter of inconsistency this should be brought to the legislature's attention.

MOTION: Mr. Zumbach moved the board approve the bill as proposed. Mrs. Collison seconded the motion and it passed unanimously.

#### Change in Bidding Procedure for Coal

Section 73.7, Code 1973, and Section 8.10 of the Procedural Guide set forth legal requirements for purchase of coal. One of the requirements is as follows:

"After any bid is accepted, a written contract shall be entered into and the successful bidder shall furnish a good and sufficient bond with qualified sureties for the faithful performance of the contract."

At least one Regent institution has found it impossible to find a coal company that is willing to enter into a written contract much less furnish a performance bond. During this time of shortages, coal companies like many other vendors can market their product to buyers who don't impose the type of legal requirements as set out above. It has been suggested that the board support some type of legislation which would allow a more flexible arrangement when buying coal under present or similar market conditions.

It was reported that the purpose of the bill would be to alert the legislature that the board is not technically in compliance with legislation.

MOTION: Mr. Bailey moved the board approve the bill as proposed. Mr. Brownlee seconded the motion and it passed unanimously.

#### Bills Previously Proposed

##### Change in Bid Level and Bid Security Requirements

The Board of Regents would request the flexibility to be able to authorize other firms of bid security which offer equal protection to those presently authorized and to increase the present \$10,000 limit ceiling for initiation of formal bidding procedures. In absence of objections, President Petersen said this proposed legislation will be presented in the second session of the legislature.

Expansion of TIAA-CREF

This bill would permit employees of the schools for the deaf and blind and of the Board Office comparable benefits as employees in the state institutions of higher education.

MOTION: Mrs. Collison moved the board approve the proposal regarding expansion of TIAA-CREF. Mr. Zumbach seconded the motion and it passed unanimously.

Positions

Establishment of a Commission on Postsecondary Education

The statement presented to members of the board was discussed with President Petersen commenting an additional sentence should be added preceding the material stating that if a council is to be established it should have certain functions detailed. She said that would not mean the board was promoting establishment of a commission.

Regent Bailey said if a commission would be established, however, the board would much prefer a legislative-oriented group to another line in the executive-administrative hierarchy. He said there is considerable inclination now in the legislature in making a commission, if formed, an advisory group to the legislature, letting the legislature continue to be the superboard. Mr. Richey commented that a couple years ago when the board took a position regarding this, the board did not really consider whether the commission would be a legislative study agency. At that time it was an executive study agency furnishing information for the legislative and executive branches of government as well as for the institutions.

Regent Bailey commented that he thought that if the board adopted this position at the December 1974 meeting, the board was really more or less going along with the concept of another layer of executive and administrative bureaucracy. He said he assumes that if another layer is established the board would prefer it to be a legislative study committee. Mr. Richey noted there is a basic constitutional question involved here with separation of powers. He said a study agency could be formulated but if the duties changed just slightly it could become an administrative agency and the board would not want that.

Regent Bailey said the board wants the legislature to be well informed in the decisions it makes. He said the board in no way will eliminate the legislature as the final decision maker or authority on legislation. He said he feels the board's position should be that it wants the legislature to be as well informed as possible and stressed that aspect should be brought out. He said the board is actually saying two different things: (1) let us have no additional layer of government and (2) if an additional layer of government is formed contrary to board desire, the board wishes it to include duties as stated in its position to carry out its function properly. President Petersen expressed agreement with Regent Bailey by saying if the legislative decision is made to initiate an agency to aid the legislature that the board should have input for the agency's guidelines.

Regent Bailey said the board should take intermediate ground on this position stating the fact the board wants it to be a fact-finding group for advising the legislature or advising the executive branch.

President Petersen reported that additional discussion regarding the board's position on this matter would be taken up later in the day.

State Support for Second Medical School

Extensive discussion on this position ensued. President Boyd commented that the University of Iowa has the most active medical school in the country in terms of trying to develop a program for primary care. He expressed the seriousness of the financial stability of the health colleges. He said it is important to recognize that in the final analysis the quality of product is essential. Regent Brownlee stated an impression needs to be given the legislature that there is room for expansion in the medical field at the university and given adequate funding and staff it will expand.

Further discussion was deferred because of two appointments.

Allocation of Funds

The board expressed desire for appropriate consultation by committees of the Senate and House prior to the allocation of appropriations to institutions under its jurisdiction. The board's preference is for it to have the authority to make reallocations it feels to be necessary.

MOTION: Mr. Bailey moved the board approve the position, Mr. Brownlee seconded the motion and it passed unanimously.

Board Authority to Set Salaries

The board requested it be allowed to set the level of salary for its executive secretary as it does for all of its other employees and as provided in Chapter 262.12 of the Code.

MOTION: Mr. Brownlee moved the board approve the position that the board have authority to set all salaries. Mrs. Collison seconded the motion and it passed with all ayes.

Iowa Public Employees Retirement System Improvements

The Board of Regents strongly supported improvement in IPERS. The board has continually sought to support and provide reasonable retirement benefits for its employees.

MOTION: Mrs. Collison moved the board approve the position presented. Mr. Zumbach seconded the motion and it passed unanimously.



Purchase of Seats in Schools of Optometry

President Petersen noted the board has already approved a position of support for the purchase of twenty seats in regional schools for optometry students for the next two years during which time the feasibility of establishing a school in Iowa would be studied. This position was adopted at the October, 1974 meeting.

Consumer Protection in Postsecondary Education

This item would provide by legislation or by administrative mechanisms, minimal consumer protection safeguards that would assure proper redress for every student residing in the state. President Petersen expressed the feeling of the board that it should wait and see what action the Coordinating Council presents before it makes a stand. It was suggested that the Regents institutions examine this legislation for input to the Council's discussion.

Further discussion regarding the Regents Legislative Program was deferred until later in the afternoon.

## POLICY ON ESCALATION CLAUSES IN CONSTRUCTION AND EQUIPMENT CONTRACTS.

The board was presented a copy of the opinion on bidding procedure written by Philip Leff and material furnished by Kenneth Lewis, general manager of Master Builders of Iowa. It was reported that legal counsel is currently drafting questions on the matter of escalation clauses which will be incorporated into a request for a formal Attorney General opinion on the acceptability of escalation clauses. It was recommended that until the Attorney General issues an opinion the board probably should withhold adoption of any policy on escalation clauses.

Regent Bailey asked whether discussion on this policy may be premature because acceptability depends wholly on the ruling from the Attorney General. Mr. Richey reported he agreed with Regent Bailey in that discussion is premature and added that a request for an opinion will go over to the Attorney General in the morning.

Regent Zumbach said he would like to know the advantages of escalation clauses. President Petersen stated further discussion would occur at such time as the Attorney General's opinion is available.

APPEAL OF DR. THORA J. RUNYAN. The board was requested to uphold the decision of Iowa State University that the Department of Food and Nutrition did not discriminate against the appellant on the basis of sex and deny the appeal made by Dr. Runyan.

A considerable amount of material was presented to board members for information and study including a complete text of Dr. Runyan's appeal.

## MOTION:

Mr. Baldrige moved the board uphold the decision of Iowa State University that the Department of Food and Nutrition did not discriminate against the appellant on the basis of sex and deny the appeal made by Dr. Thora J. Runyan. Mr. Barber seconded the motion and it passed unanimously.

GENERAL

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MOVING EXPENSES. The board was requested to authorize the State University of Iowa, Iowa State University and the University of Northern Iowa to pay moving expenses up to a maximum of \$900 for new full-time employees including faculty and institutional officials, professional and scientific staff, and other full-time employees who are comparable in rank to assistant professor or above.

The recommendation of the three universities is that the maximum limit on moving expenses should be increased from \$600, which was established in 1964. It was noted that moving expenses are non-recurring expenditures so payment of moving expenses of a new faculty member can be good strategy and good economy.

MOTION: Mr. Bailey moved the board authorize the State University of Iowa, Iowa State University and the University of Northern Iowa to pay moving expenses up to a maximum of \$900 for new full-time employees including faculty and institutional officials, professional and scientific staff, and other full-time employees who are comparable in rank to assistant professor or above. Mrs. Collison seconded the motion.

Discussion regarding the new level was brought up. Vice President Christensen commented that sometimes expenses exceed \$2,000 to \$3,000 but a maximum figure such as this helps a department know how to expend its funds. It should be clearly understood that the moving expense allowance will be selectively and carefully offered at the discretion of the institutional administrations and will not be considered as a right to which any new employee is entitled.

VOTE ON MOTION: The motion passed unanimously.

APPEAL BY KENNETH MURPHY. The Board Office reported that a committee of the Board of Regents held a special public hearing on November 18, 1974 to hear the appeal of Kenneth Murphy on certain rules regarding the Board of Regents' Merit Pay Plan. The rule involved related to pay for "red-circled" employees.

The committee of the board has asked legal counsel to research the points raised by Mr. Murphy in detail. Counsel has indicated he will be ready for the February 13-14, 1975 board meeting. Mr. Richey commented that Mr. Murphy has been contacted and fully understands the time factor.

BOARD OFFICE PERSONNEL REGISTER. There were no items on the register for the month of November 1974.

NEXT MEETINGS.

January 16-17, 1975	Iowa State University	Ames
February 13-14	Board Office	Des Moines
March 13-14	University of Iowa	Iowa City
April 10-11	University of Northern Iowa	Cedar Falls
May 8-9	Iowa School for the Deaf	Council Bluffs
June 26-27	University of Iowa	Iowa City
August 14-15	Iowa State University	Ames

President Petersen noted that January 16 will be a half-day meeting with the afternoon reserved for the inauguration and January 17 will then be a very full day.

1975 LEGISLATIVE PROGRAM (continued).

State Support for Second Medical School

The following revised position was presented to the board for approval:

In the 1960's the State Board of Regents, through the College of Medicine at the University of Iowa, embarked upon a program to increase the number of physicians prepared in the state of Iowa, with particular emphasis on primary medical care delivery. New facilities have been constructed through the combined expenditures of federal, state and hospital earning funds. The operating budgets of the medical college have been increased to prepare more physicians, to emphasize primary care through one of the first family practice programs in the nation, and to provide training opportunities in various communities throughout the state.

Today the University of Iowa medical school is a leader in the U.S. in attacking the problems of physician distribution and in emphasizing the need for primary health care physicians. These programs appear to be succeeding, with the average net loss of physicians from Iowa per year having been reversed and a net gain now reported. Nevertheless the college is not content with these achievements. It will constantly strive to meet the medical needs of the state of Iowa.

To do so will require additional and stable financial support. At the present time the costs of medical education at the University of Iowa are borne in the following proportions: 30% from the University General Fund, 30% by private earnings of the clinical faculty, and 40% from federal and private gifts and grants. The future financing of the College of Medicine is in considerable doubt at this time because of changing federal support for medical education and thus placing a greater burden on other sources, particularly state appropriations.

The General Assembly has recognized this situation, not only for medicine but also for the other health professions, in the appropriation of a contingency fund to offset federal losses which actually occur and which would make it impossible for the health colleges in general and the College of Medicine in particular to maintain the level of present programs.

Recent discussions in the executive and legislative branches of the federal government indicate that there are likely to be further federal reductions in support of health education which could compound the situation. The cost of medical education is high, if both quality and quantity are to be maintained. Therefore, it is essential that there be adequate financial support to maintain, expand and initiate programs in the College of Medicine which are directed at providing educational opportunities and meeting the medical needs of the state. The University of Iowa College of Medicine is committed to meeting public needs for quality medical care and will need substantial and stable financial resources to accomplish this goal.

If the General Assembly decides that it can allocate additional funds for training in the field of health care beyond the Regents' budget requests in that field, then the board wishes to emphasize its eagerness to enlarge and expand the family practice programs that are designed to answer the need for primary health care physicians in Iowa.

MOTION: Mr. Brownlee moved the board approve the position statement as presented above. Mr. Baldrige seconded the motion and it passed unanimously.

Regent Collison commented it should be emphasized that while the family practice program was modestly initiated, additional funds could well be used. The equipping at the facility at Williamsburg with second hand equipment was mentioned.

VOTE ON MOTION: The motion passed unanimously.

Establishment of a Commission on Postsecondary Education (continued)

Discussion took place regarding the duties of such a commission if established. Mr. McMurray commented that if the 1974 and 1973 positions were to be merged, it would probably be necessary to include the membership portion from the 1973 statement.

Regent Bailey commented that he felt that the membership portion of the board's 1973 statement should not be included. He said that the more specific membership becomes the more the board would get in the position of accepting the concept of an administrative board, something that would develop into a policy-making board rather than a data-research group.

Regent Collison asked whether the duties of a future advisory agency as listed by the board could be held as provisional guidelines and keep them from the official printed position. President Petersen concurred by saying that portion of the statement would then be ready for guidance and for use if an agency would be formed.

Regent Bailey also concurred with that and said a statement should be added that if any type of group is to be established for planning purposes in the area of higher education it should be strictly a research and data finding group which has responsibility to the legislature. The board can then go from there.

Regent Baldrige commented that the present system of governance has worked well for Iowa for many years and said he hates to abandon that system by putting any "ifs" in the idea of another layer of government. The Coordinating Council can do this job without putting any "ifs" in it. The Council can fill this need. He said he feels the board is making a substantial retreat by putting any "ifs" in it at all.

Regent Bailey said all he is stressing is that the legislature needs to be well informed before it makes a decision.

President Parks expressed his strong feelings that the board's position would be most effective in stating its belief that it is in opposition to a new board. He said if another direction is taken on this the board will have opportunity for further input.

MOTION:

Mrs. Collison moved the board adopt the following position on establishment of a commission on postsecondary education. Mr. Baldrige seconded the motion and it passed unanimously.

The Board of Regents opposes the establishment of a commission on postsecondary education. While recognizing the need for the legislature to have useful and comparable data in order to make rational resource allocations, the board is opposed to an additional layer of bureaucracy in state government. Such a layer will retard the reaction time of educational institutions, limit their flexibility and slow down their capacity to change.

The coordination of post high school education in the several states has been an attempt to avoid unnecessary duplication and to provide the most economical system of higher education possible. Both of these are eminently proper subjects of concern. However, they need not necessarily always be solved by the creation of a so-called "super" coordinating or governing board. Each state should examine its own situation and peculiarities to determine the best way of achieving these ends.

The second Newman Commission (originally established by the U. S. Department of Health, Education and Welfare) recently recommended that the states attempt to encourage diversity rather than more centralization of control in higher education by agencies within the states. The bodies appropriate to their situation, "rather than funding the establishment of uniformly constituted 1202 Commissions".

In Iowa, for example, we have a small number of institutions in comparison to California and New York. Even those two states differ as to how they handle the problems of post high school coordination. Iowa has long enjoyed a considerable amount of coordination through the State Board of Regents and the State Board of Public Instruction. The Board of Regents has been responsible for the state institutions providing more than two years of higher education, while the Board of Public Instruction has been responsible for the vocational-technical and two year arts and science programs.

GENERAL

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In approaching the subject of coordination in Iowa, it must be remembered that the "super board" is the General Assembly. The General Assembly, on numerous occasions, has expressed a concern that it needs to have coordinated information and requests before it at the time it is making decisions relating to post high school education. This problem will be partially resolved by annual sessions and the operation of legislative committees throughout each year both during the session and before. Therefore, it is reasonable to assume that the Legislative Fiscal Committee, the committees on Higher Education and the appropriations committees will be devoting more time than in the past to a study of post high school education and adding necessary staff to do the job.

In the executive branch, there are in addition to central staffs at the Board of Regents and State Board of Public Instruction offices in Des Moines, the Office of the State Comptroller and the Office of Program and Planning which are deeply concerned with post high school education. The Comptroller's Office is involved in the whole issue of finance of post high school education. The new program budget document of that office and accompanying review procedures facilitate more knowledgeable decision-making both by the Governor and Legislature. It is planned that this budgeting system will be improved and extended to all of postsecondary education. Legislative committees were instrumental in initiating this new approach to budgeting. OPP is created by statute and is charged with responsibility for all planning in Iowa including education. A factor in post high school education in Iowa is the Higher Education Facilities Commission. This Commission was originally created to distribute funds from the Federal Government for construction and now administers the State Scholarship Program and the Tuition Equalization Program.

As a result of an extensive and intensive study of post high school education done several years ago by the various agencies then involved in post high school education, a recommendation was made to establish a voluntary coordinating council for post high school education. The Coordinating Council has been established and consists of representatives from all sectors of post high school education both public and private. This council meets monthly and reviews matters of concern to the various sectors including new programs. Its effectiveness can be improved.

In approaching the problem of better coordination in Iowa post high school education, it would be more appropriate to work with the existing organizations rather than superimpose a bureaucracy which would be very expensive to operate. Coordination should not create more expense, confusion, and delays.

Since Iowa is unique in that it has only two public boards governing and coordinating postsecondary education, this state already has achieved the attainable objectives sought in other states by the creation of super coordinating or governing boards. Improvements can, of course, be made in the interrelationship of the present governing boards and agencies of the state. This voluntary coordination and its continuing improvement has marked Iowa's education system.

Voluntarily Iowa has achieved better educational coordination than in many states with coordinating boards. Even though there is a super coordinating board in Illinois, for example, the Illinois public universities at the Quad City Graduate Center will not accept the credit of each other, while the Iowa universities voluntarily agreed to do this among themselves at the outset.

All Iowans are interested in quality education which the present system has provided at a reasonable cost. We also are interested in the needs and desires of students, service to the state and research in an effort to solve many problems facing our state and nation - and do not feel that greater centralization will achieve better results. The Board of Regents stands ready to work with the Legislature in trying to accomplish all of these worthwhile goals, but this can now be done with present vehicles that are available. The Regents prefer to work with those vehicles rather than setting up another layer of administrative board.

VOTE ON MOTION:                       The motion passed unanimously.

REPORT ON HOUSING AND DINING SERVICES. The board was presented an annual report on housing and dining services which is on file at the Board Office. A memorandum prepared by the Board Office highlighted parts of the reports and analyzed the data. Each university's report included narrative statements by each university, audit report information, an analysis of operations, definitions of revenue and expenditure categories, historical occupancy data, occupancy with respect to enrollment categories, statements of rates, statements of services provided residents, food prices paid, indebtedness statements, and a historical review of the dormitory systems.

A question was raised by Regent Zumbach whether repairs and remodeling needs are being provided for adequately. Mr. McMurray responded that an answer to that question will be obtained.

President Kamerick commented regarding housing comparisons between UNI and the other universities and stated that at UNI it is felt that there has been a comparison of apples and oranges. He said the exhibit for the University of Northern Iowa seems to show that the net is insufficient to meet the need for reserve funds both in the past year and in the present year. The net needed for reserve funds is listed as \$230,000. That is made up of \$80,000 for bond reserve and \$150,000 for improvements. The University of Northern Iowa listed \$1,296,268 in the debt retirement. He said the maximum that is needed there in any one year is \$789,000. He said there is something over \$500,000 excess in the debt retirement fund. Furthermore, in the figures for 1974-75 is a very substantial contingency which is on top of the estimate of expenditures in order to guard against continuing inflation. He said he feels that was left out of consideration. He said that you will find that on UNI's there is \$4,335,000 available against a total debt of \$14,800,000 in principle needs. He noted that is a fairly large percentage of the amount of money. He said this is a larger percentage available than at the other two universities. He said he didn't feel this report provided adequate representation for the University of Northern Iowa.

Vice President Stansbury commented that at UNI there is 100% occupancy in married student housing with a waiting list. He noted, however, total system occupancy is listed in the report as 82% which is misleading as space for 162 students can not be used because of its poor condition. He said the university doesn't feel it should take money to renovate this space now. He added that since Cedar Falls is in a metropolitan area there are a number of students who commute. He noted that the union food service has been put under the director of dining services. By putting it under one administrative head the efficiency of the operation was increased. He added it is important that the union food service is kept in a separate account, keeping income and expenditures separate from the other dining service.

Vice President Stansbury then made a few comments about operation and debt service. He said the university has only about one half the dorm system that the other two universities have. He said UNI has three times the surpluses fund of SUI and 11 times that of ISU. He said the university is in reasonably good shape. In 1972-73 and 1973-74 the surplus fund dropped due to capital improvements. The system operated in 1973-74 with a small loss. Then the university was hit with unprecedented cost of inflation and the merit system. That small loss was absorbed by balance forward. He noted that a balance forward account is kept each year. This year the surplus fund absorbed that loss. Bond reserve funds have grown each year. He said the university feels this is an indication of a solid system. According to most recent estimates the university feels it will have a surplus this year of \$28,384. Vice President Stansbury said he is expecting by the end of this fiscal year to reach a break even point with union food service. He noted that there have been some losses absorbed.

President Kamerick commented that the university formerly had two food services on campus. The prices at each were different which caused some conflicts. Now that they have been combined the union food service is about breaking even. Before, it was losing \$50,000 to \$60,000 a year.

Mr. Richey commented that the Board Office is not questioning the University of Northern Iowa's management but if there is a loss in the dormitory account it should be kept separate from the student union dining accounts. He noted that the university feels such losses to be a transitory thing and in the long run combining operations may be beneficial. He said right now things need to be done and the universities should be watching out for and adjusting for eight to ten years ahead of time.

President Kamerick commented that he didn't feel the Board Office categorized the University of Northern Iowa properly in that there was not complete uniformity in comparisons.



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Regent Zumbach asked if he recalled correctly that a few months ago a request was made by the board that a report be made on renovation plans for residence halls. Mr. Richey responded that that report will be coming in the future.

Vice President Moore suggested that Exhibit B which deals with dormitory and dining services operations for the three universities be changed somewhat so an explanation could be immediately evident to a reader why cash investments go up and down. He recommended another line or two be added to Iowa State's, for instance, to show that it financed over the last year and a half \$2 million for married housing. Such an additional line would explain the total change in the balance. He also noted Iowa State invested heavily in dormitory plant improvements during the same period.

In response to a point made by Regent Baldrige on timing of reports, Mr. Richey commented the Board Office tries to consult with the institutions prior to making its reports and we consult and we still consult and that is the way it should be. He said all the detail in the report was done by the institutions in concert. He said he had intended that the Board Office comments could have been reviewed by the institutions prior to the meeting but said that in this particular instance he didn't feel this report should be held up because of that. Regent Baldrige suggested footnotes could be helpful in resolving differences of opinion. Mr. Richey said that will be taken into consideration in the next report.

Regent Shaw commented that there is an aspect of surplus funds that could be shown quite simply on the charts. He made reference to revenue also. He said he feels revenue comes in in the form of temporary cash investments. He said if the board looks down the future it can see its system aging because it isn't really adding much in the way of new facilities. He said the board should be careful in some of the comparisons shown with respect to married student housing and single student housing. Figures could be put out that lead a person to think one side is living off the other side. He noted that probably a higher investment is involved in married student housing than single student housing. He said that possibly even some conflict on campus could be caused by figures presented if some people thought they were subsidizing another group when in fact they really might not be in that position.

Regent Shaw added it would be desirable to net the surplus funds against outstanding debt. If you do that you would find the average debt per occupant was something near \$2,500.

Regent Baldrige suggested that there may be a matter of policy involved here which the institutions might like to think about. He suggested the board consider an investment income fund for the 1980's rather than using it to pay costs during the 1970's. Mr. Richey commented that if you charged reasonably competitive rates currently, you would create a surplus over a period of time which might be far preferable to a severe problem in the mid 1980's. President Kamerick added that if for example the university has in access of \$500,000 in debt retirement if the university would come to the board and say it didn't need to put any more in debt retirement this would change the whole situation.

It would also give a completely different picture to the top side of the ledger. He said that the university at the moment is not going to ask anything like that but presumed it would be highly desirable to go ahead building up reserves to such magnitude.

Vice President Moore commented that Iowa State uses a long range approach on this because there are dangers on both sides--the danger is too little reserves and also balances have to be taken into consideration which can come to you as a problem when you make adjustments. He commented that when in 1967 the university proposed going up with rates, it was looking at this from a long range point of view. He noted that the improvement fund has been used in expansion of the facility of married student housing and building of student dorms. He noted that in the university's RR&A model it has had considerable amounts of money over a long range period in the future for projects unknown at present such as refurbishing the plumbing, etc. He asked whether there is some way the university could reduce the pressures on its present system for single housing. He said the university is very short of single space housing and he said building another dorm is not a good answer at present. He said there is some evidence that maybe married rates are subsidizing the single rate. He said the investment for married units is roughly \$20,000 and the single unit investment is \$5,000. He said the quality of construction for each is quite different. He said there are broad implications involved here.

President Petersen noted that when a complete facility is built out of total system revenues, can a person analyze who contributes to what. She said that is the reason there is the system. She said it is to the board's advantage that it has a system rather than a separate entity that has to be balanced.

Vice President Moore commented regarding enrollment uncertainty in the 1980's. He stated he would pool this together with all uncertainties of the future.

Mr. Richey recommended some things be done with the dormitory and housing report over the next few months. He suggested matching surplus against occupancy, etc. because decisions will be made as to whether or not to increase rates. Vice President Moore commented that ISU does not propose to bring any increase in dorm fees for 1975-76 at this time. Regent Bailey said he felt the proper time for the board to have input regarding this should be now rather than after all the proposals have come in.

Regent Shaw expressed pleasure in that the institutions are doing an excellent job and said they should operate with some flexibility. He noted that every school has its own kind of cycle. He reported that in the 1960's the University of Northern Iowa grew rapidly and generated reserves in that period. He said management in those days was different than today and said the board should be thankful for the way the university managed that situation. He stressed the board must keep its eyes on the long range and also realize it has to live with today's problems today.

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Vice President Moore, in discussion concerning rates, said any stigma of overcharging one generation for future generations is a hard one to live down.

Mr. Richey stated an updated and improved report will be presented to the board in March. President Petersen thanked the institutions and Board Office for this positive report.

EXECUTIVE SESSION. President Petersen reported that a personnel matter at Iowa State University and a competitive bidding matter at the State University of Iowa were to be discussed in executive session. On roll call vote whether the board should resolve itself into executive session, the vote was as follows:

AYE: Bailey, Baldrige, Barber, Brownlee, Collison, Shaw, Slife, Zumbach, Petersen.

NAY: None.

ABSENT: None.

The board having voted in the affirmative by at least a two-thirds majority, resolved itself into executive session at 4:10 p.m. and arose therefrom at 4:50 p.m.

ANNOUNCEMENT. Regent Slife informed members of the board that he has resigned his position at Rath Packing to be effective when his replacement is found. Some people have inquired as to his service with the board. He said as far as he knew being president of Rath was not a prerequisite for board membership so it won't influence whether he stays or not. Unfortunately, he said he must hedge his response a bit because his decision at Rath was because it would be in the best interest of the company rather than because he has employment elsewhere. He added that conceivably he may end up leaving the state although he has no plans to do that and his preference is not to. He stated he intends to serve on the board but if employment takes him outside the state, membership on the board would no longer be possible.

President Petersen thanked Regent Slife and said the board will look forward to his continued service as long as possible.

The following business pertaining to general or miscellaneous items was transacted on Friday, December 13, 1974.

MOVING EXPENSES. The board was requested by Superintendent Giangreco to include Iowa School for the Deaf in the policy made on moving expenses passed by the board yesterday. He stated that the school currently does not have any policy in that regard and added there are some administrative staff at the school who could otherwise be included in it. Regent Bailey asked Dr. Giangreco whether the school's budget could afford this and Dr. Giangreco responded it could.

President Petersen suggested a policy such as this be made for both Iowa School for the Deaf and Iowa Braille and Sight Saving School.

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MOTION:

Mr. Bailey moved the board authorize Iowa School for the Deaf and Iowa Braille and Sight Saving School to pay moving expenses up to a maximum of \$900 under the same guidelines as the policy passed for the three universities. Mr. Slife seconded the motion and it passed unanimously.

FRINGE BENEFITS FOR SALARY BUDGETS FOR ISD. Mr. Richey reported that an error was made in the calculation of fringe benefits for the salary budgets for Iowa School for the Deaf for this year and next year. He recommended the board add \$12,000 annually during the 1975-77 biennium to the request to correct this and with the understanding that we probably will be back before the board with a request for authorization to seek a transfer to offset any problems in the current year.

MOTION:

Mr. Baldrige moved the board add \$12,000 to each year of the 1975-77 biennium to the request for Iowa School for the Deaf for salaries to correct the figure for fringe benefits. Mr. Barber seconded the motion and it passed unanimously.

HIGHER EDUCATION FACILITIES COMMISSION REPORT. Regent Bailey presented board members with an oral report on the last meeting of the Higher Education Facilities Commission.

Regent Bailey reported he would be glad for any input from the institutions regarding the following matter. In connection with the extensive program the commission has initiated regarding student aid and the goals of students as far as their higher education is concerned the commission ran into a problem of finding persons who would be sources of information. He stated they refused to provide information on the basis of the Brinkley Amendment. He said that the commission has even had rulings from both the Attorney General and the State Attorney General that the information being sought is non-personal in nature and is summary information.

He then said there has been a doubling of the amount available for comprehensive planning for the next year. Money being talked about is in the area of \$40,000 for next year. He requested suggestions for projects to expend these funds.

Regent Bailey informed members of the board of a proposal brought to the commission's attention regarding continuing education. There are modest federal funds available for this project. The federal government will be awarding grants for planning demonstration centers for continuing education in three locations in three states. The amount of money involved is not great but noted that any of those three states could have their foot in the door for a federally sponsored demonstration center for continuing education. He said

he's not sure Iowa would want it in view of the inclination of federal funds to disappear after they have appeared, but the aspect should be taken into consideration. He wondered if it would be a good thing for Iowa to do some planning in the area of continuing education which seems to be something that is quite popular and quite used. He requested thinking of the board and institutions on this matter prior to the closing date for applications in early February.

An additional item was discussed in connection with the recommendation of the legislative study committee relating to eligibility of students for tuition grants. The Higher Education Facilities Commission has already taken a position to increase the individual amount to \$1,500 from \$1,000 while the legislative committee recommended \$1,300.

Regent Collison applauded the work of the commission. She said it is beyond her expectations for the limitations of its funding that it has been able to extend itself into areas of part-time students, health and recognizing nursing as part of the academic program.

REGENTS MERIT SYSTEM UPDATE AND 1975-76 PAY PLAN. Robert H. Hayes of Robert H. Hayes and Associates, Inc. and Ms. Judy Onken of the firm were present to discuss with board members the Regents Merit System update and recommendations on the 1975-76 Pay Plan. A slide presentation was given board members which summarized the final recommendations for the 1975-76 Pay Plan for merit system employees under the Board of Regents Merit System.

The major points raised at the December 7 public meeting by employees are listed below as well as recommendations for their disposition:

Employees requested a 12 to 20 percent general increase - All things considered, the firm recommended an eight percent increase across the board. For some persons this would amount to 13% because of yearly merit increases. Regent Slife asked what percent of Regents employees would not receive a full 13% increase. Mr. Hayes said it would only be a small number of "red-circled" employees and those ineligible because of performance. Vice President Moore commented the percentage of non-academic employees affected at ISU would be 15%.

President Boyd stressed strong feelings as did President Parks that the percentage increase recommended by the firm was inadequate considering the high cost of living. President Parks added he feels it unfair to connect the 5% annual merit increase with the across-the-board increase. Vice President Moore concurred with President Parks.

Employees wanted consideration for improved fringe benefits - There were a number of comments raised at the hearing ranging from the retirement program to the health program but this was generally outside the scope of what the board asked the consultants to do.

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Employees requested a constant cost-of-living escalator - Mr. Hayes reported that rates paid similar classifications in Iowa are better bases than economic indices to determine the level of the merit system pay matrix.

Employees requested uniform increases expressed in flat dollar amounts - Hayes responded that our emphasis is to maintain equitable internal relationships and flat dollar increases tend to destroy internal equity.

Employees noted a disparity between non-academic and academic salary increases - While Hayes suggested that, proposed increases for academic and non-academic employees are very nearly the same. Mr. Hayes said it could be argued the non-academic increases will be, if approved, as low as 11.4% and as high as 13%, depending on how you look at it.

Employees questioned whether pay grade assignments had all been resolved - The Interinstitutional Merit System Classification and Compensation Committee approved by the board in October is charged with reviewing these problems. In addition, the resident directors are working closely with the consultants in reviewing the evaluation instrument to insure that specific skills are properly recognized. Modifications in the point count system will be presented to the board at the February board meeting.

Some employees stated their feeling that it was not fair that starting salaries on some classifications to be higher than Step 1 - The firm believed that this policy provides the best possible balance between internal equity and the reality of market conditions. Mr. Hayes said he realizes that this does introduce some problems into the system.

Effect of promotions on decompression - A rule change was suggested by the firm later in its presentation.

Mr. Hayes reported that the basic system of classifications is working reasonably well. Employees are satisfied, for the most part, with the internal equity relationships established last year.

In response to a question, it was reported that several specific changes in classification structure have been suggested by either employees or administrators, and have been referred to the interinstitutional committee established for this purpose.

The firm is working with the resident personnel directors to improve the precision of the point count evaluation tool. This work will be finished in February, and changes in the system will then be recommended to the board. It is anticipated that these changes, while they will improve the functioning of the system, will not result in wholesale reassignments of classifications to pay grades.

The board was told that several additional classifications have starting salary problems, but inadequate information was received in time to be included in the special surveys. These classifications should be surveyed before the end of the current fiscal year. In 20 cases, it was recommended that starting salaries be advanced immediately beyond step one of the assigned grades. All other starting salaries should be fixed at step one of the assigned grade.

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Mr. Hayes commented that if the salary survey indicates a need to advance starting salaries beyond step one, all institutions should advance the classification to the same step at the same time. After this plan becomes effective if a classification remains unfilled for a length of time because of insufficient salary an additional salary survey could be requested by a department head in a university going to its resident director, explaining the problem. The resident director would notify the merit coordinator and a survey would then probably be done. The survey would be coordinated by the Regents merit coordinator although it would probably be done by the resident directors at each institution. At this point there would be some factual input as to what the nature of the problem is. The merit coordinator would take it to the interinstitutional Compensation and Classification Committee and there would be data available at that point to get a full discussion on the issue. He noted that if the rate would be changed each institution would have to change its starting rate for that classification and full implication of cost would be taken into consideration on each campus. The committee, if it agrees a rate change is necessary, would make a recommendation for change to the merit coordinator and the merit coordinator would come to the Board of Regents and explain the need for a change in starting rate.

Mr. Hayes reported a list of classification change requests were presented to the firm too late to make a recommendation. He suggested the Board Office review these.

The budget increase required to initiate the Pay Plan proposals was discussed. The grand total increase in the starting base as of June 30, 1975, as shown in the presentation and booklet given to board members, was \$58,059,314. If the Pay Plan proposals were approved there would be a 6% general budget adjustment plus the cost of merit increases in the second year of the biennium with a decision of how that 6% is to be used. This information is on file at the Board Office.

The following recommendations were made by the consultant firm for board approval: (Discussion pertaining to each follows the item.)

The consultant firm recommended that the pay matrix should be increased by eight percent, effective July 1, 1975 - It appears that salaries for comparable positions within the survey area will increase by between seven and eight percent for the year ended July 1, 1975.

Mr. Hayes reported that this is only a portion of the overall increase. A five percent merit increase for those employees currently in the system, will be granted for those doing satisfactory work on top of the eight percent, with the exception of "red-circled" employees. Regent Collison asked if it were possible that personnel people could take care of any inequities with time. Mr. Hayes responded that progress has already been made and that they will be taken care of with time.

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Mr. Hayes reported that the cost of living was not taken into account in determining the across-the-board increase. He said the consultants worked on how to attain internal equity in the program. Mr. Hayes reported the firm felt it more important to tie state salaries in to what taxpayers are being paid rather than have the Regents system get ahead of other salaries in the state. He noted that in some areas a problem still exists and mentioned the power plant personnel and trades personnel but said that on the whole this is a very competitive package. He expressed his concern that the across-the-board figure may be a little bit on the high side.

Regent Shaw read some national wage figures and said he feels that the proposed rate increase is comparable to national trends.

Mr. Slife commented that if the board adopts the recommendation the salary budget for the Board of Regents would be increased by 13.4%.

MOTION: Mr. Slife moved the board increase the pay matrix by eight percent, effective July 1, 1975 which would increase the Regents' budget by 13.4%. Mr. Shaw seconded the motion and it passed unanimously.

The consultant firm recommended that all employees with more than nine years of service should be advanced to Step 13, effective July 1, 1975 - In discussion it was noted that this action was again intended to alleviate the compression problem.

MOTION: Mrs. Collison moved the board advance all employees with more than nine years of service to Step 13, effective July 1, 1975. Mr. Bailey seconded the motion and it passed unanimously.

Proposed rule change regarding decompression - A proposed rule would read:

"All employees who have received a promotion on or after July 1, 1973 and who would have been eligible for decompression increases on October 1, 1974 or after, had they not been promoted, shall have their salary reviewed to assure that their promotion has not resulted in the loss of a wage increase. Employees who have been promoted should currently be receiving a salary equal to or greater than their salary might have been had they not received the promotion."

MOTION: Mrs. Collison moved adoption of the following rule: "All employees who have received a promotion on or after July 1, 1973 and who would have been eligible for decompression increases on October 1, 1974 or after, had they not been promoted, shall have their salary reviewed to



assure that their promotion has not resulted in the loss of a wage increase. Employees who have been promoted should be receiving a salary equal to or greater than their salary might have been had they not received the promotion, effective immediately. Mr. Zumbach seconded the motion. All members voted aye.

The consultant firm recommended that the two existing decompression steps should remain in effect through the 1975-76 fiscal year. As employees reach either three or six years of service, they should be increased to the indicated step.

MOTION: Mr. Barber moved that the two existing decompression steps should remain in effect through the 1975-76 fiscal year. As employees reach either three or six years of service, they should be increased to the indicated step. Mr. Slife seconded the motion and it passed unanimously.

The consultant firm recommended that the system of merit increases should be continued for 1975-76.

In absence of objection, President Petersen approved continuance of the existing system for merit increases for 1975-76.

The consultant firm recommended that the starting salaries for certain high market demand classifications should be advanced to provide better equity with the outside market - Mr. Hayes indicated that based on the survey results, it will be possible to establish the same starting salary levels for these classes at all institutions. President Petersen noted that the board had previously discussed the matter of additional salary surveys to facilitate hiring for hard to fill positions.

MOTION: Mr. Brownlee moved that starting salaries for certain high market demand classifications be advanced to provide better equity with the outside market. Based on the survey results, it will be possible to establish the same starting salary levels for these classes at all institutions. Mr. Shaw seconded the motion.

Regent Shaw expressed concern about the long range effects of using market data in some cases and subjective or arbitrary judgment in other cases for the purpose of establishing pay. He noted that the

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classes which had been arbitrarily upgraded and paid more than what the market indicated were not the same classes for which recruiting was difficult.

President Petersen noted that the system for determining the worth of jobs was being reviewed and perfected. Vice President Moore commented that the point count system tells the board what jobs are worth to the institutions but doesn't tell what the job is worth to someone else. He requested the board recognize the situation because some positions in the universities are paid better than private industry pays whereas other jobs are below the market. He commented that if the power plant, for example, is unable to hire anyone at the current rates, the board should find specific ways to attack those problems. He said that could best be handled through the merit system coordinator and resident directors.

Mr. Hayes reported that survey data has revealed there is close to a single market affecting Regents institutions in Iowa, rather than five separate markets. He said he therefore believes it makes the most sense to have each institution pay the same starting rate. He suggested the advisory committee look at all of the implications of a proposed higher starting rate before it comes to the merit coordinator. He feels the committee should have a chance to comment before a single institution makes a change which could profoundly affect the operation of another institution. He noted that Iowa State is a perfect case in point where it has a profound effect on the market because in many classifications it is the market. To survey the market in large measure would mean to survey the university itself.

Mr. Hayes noted that the preceding discussion concerned only about 20 classifications out of more than 300 and that the problem with using competitive data as a main focus is that many of the classifications aren't found outside the university.

Mr. Whitman, Director of Physical Plant at Iowa State, commented that in the skilled trades Step 9 has been the initial starting rate for some time already because of lack of employee applications. He noted that even that maximum rate is considerably below the starting rate outside the Regents system.

Regent Slife made a strong appeal to members of the board to allow the system to mature. He noted that much has happened in a short time; that uniformity across all institutions is a new concept; that employees have responded fantastically well to the system and it should be given time to work.

President Parks expressed agreement with Regent Slife and said there has been tremendous progress with this program. He explained that Iowa State has raised individual problems but said they are doing it in the framework that this is a good system but want to be sure that there is a procedure to keep wrestling with problems. He noted the resident directors are the ones to solve those problems.

VOTE ON MOTION:

The motion passed unanimously.

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Several tables showing budget increases resulting from actions taken by the board were presented. President Petersen requested that members of the board approve the budgets now, including a figure for merit employees in the Board Office.

MOTION: Mr. Brownlee moved approval of the budget request for the first year of the 1975-77 biennium, including amounts for merit employees in the Board Office. Mr. Slife seconded the motion and it passed unanimously.

MOTION: Mr. Slife moved approval of the Board Office recommendation for a 10.5% increase in the salary budget for the second year of the biennium, 1976-77. Mrs. Collison seconded the motion and it passed unanimously.

It was reported by Mr. Richey that the Pay Plan will now go to the State Merit Commission and then the Executive Council for approval.

STATE UNIVERSITY OF IOWA

The following business pertaining to the State University of Iowa was transacted on Thursday, December 12, 1974.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for the month of November 1974 were ratified by the board.

FACULTY INTERCHANGE AGREEMENT. The board was requested to approve an agreement providing for an interchange between State University of Iowa Professor John W. Bowers and Temple University Professor Herbert W. Simons, during the 1975-76 academic year.

The Board Office reported that each professor will be paid by the home institution. There will be no expense to the university for travel and temporary relocation. This agreement will be submitted to the State Executive Council as required. The proposed interchange agreement is consistent with the Faculty Vitality Statement of the university for the betterment of the department and the individuals concerned.

President Boyd commented that Chapter 28D of the Code of Iowa provides procedures for the interchange of personnel between and among governmental agencies and noted this statute applies to all state agencies.

MOTION:

Mrs. Collison moved approval of the agreement providing for an interchange between SUI Professor John W. Bowers and Temple University Professor Herbert W. Simons, during the 1975-76 academic year. Mr. Barber seconded the motion and it passed unanimously.

NEONATAL INTENSIVE CARE UNIT REMODELING. The board was requested to approve a project, preliminary plans and budget and the selection of University Architect's Office as architect and inspection supervisor. The preliminary budget and project description are on file at the Board Office. This is a \$198,400 project funded by University Hospitals Building Usage Fund.

MOTION:

Mr. Bailey moved the board approve the project, preliminary plans and budget and the selection of University Architect's Office as architect and inspection supervisor. Mrs. Collison seconded the motion and it passed unanimously.

UNIVERSITY HOSPITALS - RATE INCREASE AND BUDGET INCREASE. The board was requested to approve the institutional request for an average increase of 3% in rates of charge for 1974-75 and a budget increase of \$943,000 to \$38,603,000 for the 1974-75 fiscal year.

MOTION: Mr. Barber moved the board approve an average increase of 3% in rates of charge and a budget increase of \$943,000 to \$38,603,000 for 1974-75. Mrs. Collison seconded the motion.

President Petersen stated the board needs to be cognizant of the fact that there is a tremendous amount of service that goes on in the University Hospitals and while the rates may be raised they are still among the lowest in the country for comparable hospitals. She said that although both rates and staffing pattern are low the service is tremendous.

Executive Vice President Chambers reported that because the hospital has had a decline in obstetric cases it will continue to meet the county quotas. He said the total budget will have to be increased. The county quota needs to be re-examined in light of the rate increase.

VOTE ON MOTION: The motion passed unanimously.

SIGNALIZATION AT INTERSECTION AT WOOLF AVENUE AND SOUTH HOSPITAL ROAD. The board was requested to approve a design agreement between the board and Iowa State Highway Commission under which the University of Iowa is authorized to design and construct the project and direct that this agreement be transmitted to the Highway Commission for its approval and to approve an agreement for engineering services with Shive-Hattery and Associates of Iowa City to carry out the necessary design work on the project. Maximum compensation is set at \$3,000 including construction management.

The Board Office reported that at the November meeting the board approved as part of the 1975 construction program a \$30,000 project for signalization of Woolf Avenue. Because this project is so intimately tied to the other construction on the west campus it is deemed necessary that the University of Iowa design the project rather than have the Highway Commission do the design work.

President Petersen commented that if the Highway Commission would do the design work it would charge the Institutional Road Fund for such costs in the same manner as is proposed.

Regent Bailey asked President Petersen if she assumed that if the Highway Commission would not approve the second portion of the request that they would also deny the first part of the request. President Petersen commented she assumed that would be its course of action.

MOTION: Mr. Baldrige moved the board approve a design agreement between the board and Iowa State Highway Commission under which the University of Iowa be authorized to design and construct the project and direct that this agreement be transmitted to the Highway Commission for its approval

and moved the board approve an agreement for engineering services with Shive-Hattery and Associates of Iowa City to carry out the necessary design work on the project. Mr. Zumbach seconded the motion and it passed unanimously.

**FACILITIES FOR HANDICAPPED.** President Boyd, in response to a question by Regent Barber, said interinstitutional consideration is being given to a study of facilities for the handicapped. Mr. McMurray said this item will be docketed in a month or two upon completion of the initial discussions.

**CHILD DEVELOPMENT CLINIC.** The board was requested to: (1) approve the transfer of the Child Development Clinic from the Department of Pediatrics to the Hospital School; (2) approve an increase in the proposed budget for the Hospital School for 1975-76 of \$189,000 and for 1976-77 of \$205,000 subject to availability of funding by state appropriations and other sources; (3) submit a request to the State Comptroller for additional appropriations for the Hospital School of \$153,000 for 1975-76 and \$174,000 for 1976-77 less the estimated amounts available by direct contract from the State Department of Health and the Area Educational Agencies.

Executive Vice President Chambers introduced Dr. Fred Smith of the Department of Pediatrics to the board. Mr. Chambers reported that the request comes as a result of a loss of funds previously received from the State Department of Health in the amount of \$128,000 annually. Federal regulations governing the use of formula funds make it impossible for the Department of Health to continue funding the Child Development Clinic on the same basis as in the past.

The Board Office reported that the Child Development Clinic is an outpatient diagnostic clinic dealing with complicated developmental problems in children up to 17 years of age who have difficulties suggesting mental retardation, problems associated with poor performance in school, or psychological problems associated with organic disease. The clinic has been supported by the State Department of Health, College of Medicine, College of Nursing, State Services for Crippled Children, and Sales and Services.

Regent Collison asked Dr. Smith to brief the board on how the clinic stands with regard to the trends in early childhood education. Dr. Smith responded that the clinic helps children who local physicians are unable to cope with. He said the clinic provides consultive services for early childhood education agencies.

Regent Slife asked whether this proposal was an issue of a fairly extensive amount of lobbying in the Waterloo area. Dr. Smith reported that a crisis situation was reached with regard to this clinic and did note that a large number of people were involved in trying to continue funding of this clinic through other resources.

Regent Baldrige inquired about the relationship between the area schools and child development clinics. Dr. Smith responded that area educational agencies would be administered through the Department of Public Instruction whose law states that every school district must provide services for exceptional children who have developmental problems. The clinic would act as a tertiary facility and work and consult in establishing other clinics.

In response to questions by Regent Shaw, Dr. Smith reported that one of the problems in funding with the State Health Department is federal. Until recently it did not have the appropriate program to get the full share of Title 19 funds. Now a C and Y program is being developed which is a child and youth program. However, if these programs are vastly expanded the Clinic will receive only limited service funds. Mr. Richey commented that the outside agencies will be asked directly what they expect to buy from this organization other than any new services that it might buy over and above the base so that the state appropriation request can be a truly "net" figure.

Regent Bailey asked about the transfer from the Department of Pediatrics to the Hospital School. Dr. Smith said the physical relationship to the Hospital School is appropriate. Also, the interrelationship of the problems lend to the Hospital School setting.

Discussion briefly turned to the relationship of state services for crippled children.

MOTION:

Mr. Slife moved that the board: (1) transfer the Child Development Clinic from the Department of Pediatrics to the Hospital School; (2) increase the proposed budget for the Hospital School for 1975-76 of \$189,000 and for 1976-77 of \$205,000 subject to availability of funding by state appropriations and other sources; (3) submit a request to the State Comptroller for additional appropriations for the Hospital School of \$153,000 for 1975-76 and \$174,000 for 1976-77 less the estimated amounts available by direct contract from the State Department of Health and the Area Educational Agencies. Mr. Brownlee seconded the motion and it passed unanimously.

The following business pertaining to the State University of Iowa was transacted on Friday, December 13, 1974.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. Executive Secretary Richey reported the Register of Capital Improvement Business Transactions for the period November 4 through November 27, 1974 had been filed with him, was in order, and recommended approval.

The following construction contracts were recommended for approval:

<u>PROJECT</u>	<u>AWARDEE</u>	<u>TYPE OF CONTRACT</u>	<u>AMOUNT</u>
Calvin Hall Remodeling - Phase I	Burger Construction Co., Iowa City, Iowa	General	\$162,561
Calvin Hall Remodeling - Phase I	Shay Electric Service, Inc., Iowa City, Iowa	Electrical	\$ 46,460
Calvin Hall Remodeling - Phase I	AAA Mechanical Contractors, Inc., Iowa City, Iowa	Mechanical	\$178,860
Calvin Hall Remodeling - Phase I	Montgomery Elevator Co., Moline, Illinois	Elevator	\$ 23,832
Currier Hall - Alterations to Student Rooms	Paulson Construction Co., West Branch, Iowa	General	\$118,216
Boiler #10 - Contract 8 - Chimney	Rust Engineering Co., Pittsburgh, Pennsylvania	General	\$221,700

It was reported regarding the mechanical contract on Calvin Hall that the apparent low bid was submitted by Cassabaum Mechanical and Electrical Contractors, Cedar Rapids. Their base bid was \$143,900 plus the alternate of \$15,588 for a total bid of \$159,488. The bid did not meet specifications, however, in that it excluded the provision that engineering and supervision costs due to failure to complete project by date specified be paid by contractor; excluded all specified insurance coverage at contractor's expense; firm price holds for 14 days in lieu of 30 days specified. For these reasons the second low bidder was recommended for award of contract.

The board was requested to approve the following revised project budget:

Calvin Hall Remodeling - Phase I \$477,500

The construction bids were some 8.3% higher than the preliminary estimate. Additional source of funds is income from Treasurer's Temporary Investments. The original budget was \$450,000.

Five new projects were submitted for approval:

North Hall - Remodel 4th Floor, West Wing  
Source of Funds: University RR & A \$ 90,000

Clinical Microbiology Remodeling  
Source of Funds: University Hospital RR & A \$ 68,900



<u>Pediatrics Inpatient Room Remodeling</u>	
Source of Funds: University Hospital RR & A	<u>\$ 37,500</u>
<u>Outpatient Pharmacy and Drug Information Center Remodeling</u>	
Source of Funds: University Hospital RR & A	<u>\$ 85,400</u>
<u>Hawkeye Drive Apartments - Heating System Improvements</u>	
Source of Funds: Dormitory Improvement Funds	<u>\$ 77,100</u>

Mr. McMurray stated that the board needed to take formal action to reject all bids received on Contract 2 - Electrostatic Precipitator, and Contract 3 - Ash Handling Equipment - Boiler #10. The board voted by telephone conference call on December 2, 1974 to reject these bids after legal counsel advised that bids with the type of escalation clauses these contain cannot legally be accepted. The motion should direct the university to readvertise for firm bids only on these two contracts.

MOTION: Mrs. Collison moved the board approve the Register of Capital Improvement Business Transactions for the period November 4 through November 27, 1974; approve the construction contracts as shown above; the revised project budget be approved; the new projects be approved; the executive secretary be authorized to sign all necessary documents. Mr. Barber seconded the motion and it passed unanimously.

MOTION: Mrs. Collison moved the board reject all bids received on Contract 2 - Electrostatic Precipitator, and Contract 3 - Ash Handling Equipment - Boiler #10 for the reasons stated above and directed the university to readvertise for firm bids only. Mr. Barber seconded the motion and it passed unanimously.

President Petersen asked board members and institutional executives if there were additional matters to be discussed under the State University of Iowa portion of the docket. No additional matters were raised for discussion.

IOWA STATE UNIVERSITY

The following business pertaining to Iowa State University was transacted on Thursday, December 12, 1974.

UTILITIES - STEAM MAIN EXTENSION - PUBLIC HEARING. President Petersen called the meeting to order at 11:00 a.m., Central Standard Time, December 12, 1974, and the roll being called, there were present Mrs. H. Rand Petersen, president, in the chair, and the following board members: Bailey, Baldrige, Barber, Brownlee, Collison, Shaw, Zumbach. Regent Slife was absent.

President Petersen stated that this is the day, time and place set for a hearing on the proposed plans and specifications and proposed form of contracts for Utilities - Steam Main Extension on the campus of Iowa State University.

President Petersen inquired whether there were any present who wished to register objections concerning either the proposed plans and specifications or proposed forms of contracts. President Petersen then inquired whether the executive secretary had received any written objections to the project. The executive secretary stated he had not received any objections. There being no objections, the president declared the public hearing closed.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for the month of November 1974 were ratified.

APPOINTMENTS. The board was requested to approve the following appointments:

Paul A. Dahm as Distinguished Professor in Agriculture; Professor and Chairman, Department of Entomology. The position as chairman will be in effect from January 1, 1975 through June 30, 1979. Salary as budgeted, twelve months' basis, plus annuity.

Ellis A. Hicks as Professor and Acting Chairman of the Department of Zoology. The position as acting chairman for the Department of Zoology will be effective January 1, 1975 continuing until a permanent chairman is appointed. Salary as budgeted, twelve months' basis, plus annuity.

Roger W. Bachmann as Professor and Acting Chairman of the Department of Animal Ecology. The position as acting chairman for the Department of Animal Ecology will be effective January 1, 1975 continuing until a permanent chairman is appointed. Salary as budgeted, twelve months' basis, plus annuity.

Samuel G. Clark as Professor and Head of the Department of Child Development. Salary as budgeted, twelve months' basis, plus annuity, effective July 1, 1975.

MOTION: Mr. Bailey moved the board approve the appointments of Paul A. Dahm, Ellis A. Hicks, Roger W. Bachmann and Samuel G. Clark as shown above. Mr. Brownlee seconded the motion and it passed with all ayes.

INDUSTRIAL SECURITY AGREEMENT - UNIVERSITY OFFICIALS AUTHORIZED TO ENTER INTO GOVERNMENT RESEARCH CONTRACTS. The board was requested to approve a resolution which is required periodically by the Industrial Security Manual of the Department of Defense dealing with access to classified material. A copy of the resolution is on file at the Board Office.

MOTION: Mr. Baldrige moved the board approve a resolution which is periodically required by the Industrial Security Manual of the Department of Defense. Mr. Bailey seconded the motion and it passed unanimously.

VETERINARY MEDICINE FACILITIES - APPROVAL OF CHANGE ORDERS. The board was requested to approve change orders with the Waldinger Corporation (\$87,362), Meisner Electric, Inc. (\$8,830), and Kewanee Technical Furniture Company (\$183,722), totaling \$279,914. It was reported that all three change orders involve installation of additional fixed equipment for the Veterinary Medicine complex and are involved in the second phase of construction of that complex. Such equipment could not be ordered until the second federal grant was awarded.

MOTION: Mr. Brownlee moved the board approve change orders with Waldinger Corporation, Meisner Electric, Inc., and Kewanee Technical Furniture Company, totaling \$279,914. Mrs. Collison seconded the motion.

Vice President Moore reported that the university expects to receive formal notice of the second federal grant. He said when the final award notice occurs the board will be presented a revised budget on this project, hopefully at the January meeting.

VOTE ON MOTION: The motion passed unanimously.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. Executive Secretary Richey reported the Register of Capital Improvement Business Transactions for the period of November 15, 1974 through December 13, 1974 had been filed with him, was in order, and recommended approval.

There was a single routine change order and three construction contracts completed but no items which required specific board action.

MOTION: Mr. Brownlee moved the board approve the Register of Capital Improvement Business Transactions for the period of November 15, 1974 through December 13, 1974 and that the executive secretary be authorized to sign all necessary documents. The motion was seconded by Mrs. Collison and it passed unanimously.

The following business pertaining to Iowa State University was transacted on Friday, December 13, 1974.

APPOINTMENT. The board was requested to approve the following appointment:

Dr. Loren L. Augustyn as Acting Director of the Student Health Service effective December 16, 1974 continuing until a permanent director is appointed. Salary as budgeted, twelve months' basis, plus annuity. Dr. J. H. Gardner has resigned as Director of the Student Health Service effective December 15, 1974.

MOTION: Mr. Bailey moved the board approve the appointment of Dr. Loren L. Augustyn as shown above. Mr. Barber seconded the motion and it passed unanimously.

President Petersen asked board members and institutional executives if there were additional matters to be discussed on the Iowa State University portion of the docket. No additional matters were brought up for discussion.

UNIVERSITY OF NORTHERN IOWA

The following business pertaining to the University of Northern Iowa was transacted on Thursday, December 12, 1974.

HEATING PLANT #1 - REPLACE COOLING TOWER - PUBLIC HEARING. President Petersen called the meeting to order a few minutes after 11:00 a.m., Central Standard Time, December 12, 1974, and the roll being called, there were present Mary Louise Petersen, president, in the chair, and the following board members: Bailey, Baldrige, Barber, Brownlee, Collison, Shaw, Zumbach. Regent Slife was absent.

President Petersen stated that this was the day, time and place set for a hearing on the proposed plans and specifications and proposed form of contract for a Cooling Tower at Heating Plant #1 on the campus of the University of Northern Iowa.

President Petersen inquired whether there were any present who wished to register objections concerning either the proposed plans and specifications or proposed form of contract. President Petersen then inquired whether the executive secretary had received any written objections to the project. There being no objections, the president declared the public hearing closed.

REGISTER OF PERSONNEL CHANGES. The November personnel register contained the following appointment:

Dennis M. Reese as a Public Information Director on probationary basis at \$7,300 annually on a twelve months' basis, effective November 14, 1974.

The action reported in the Register of Personnel Changes for the month of November were ratified by the board.

DUES DEDUCTION. The board was requested to approve dues deduction from salaries for eligible staff members requesting such deductions, according to Regents' procedures, for the Iowa Higher Education Association and to decide whether certain staff members are eligible to "check off" dues for a potential collective bargaining unit even though their positions may make them ineligible for membership in the unit.

The Board Office reported that the petition of the Iowa Higher Education Association conforms with board policy on dues deduction and should be authorized. Membership in an association and membership in a potential bargaining unit should be viewed as clearly separate issues. As pointed out by legal counsel Baker in a letter to President Kamerick, the Iowa Public Employment Relations Act excludes supervisory employees from its provisions and specifies that school principals shall be deemed to be

supervisory employees. Mr. Baker also believes that department heads would be excluded from membership in a bargaining unit. However, it is important to note that the IHEA request is not a request for inclusion in a bargaining unit nor to engage in collective bargaining. It is instead a request for withholding dues under a policy established by the Board of Regents prior to passage of the Public Employment Relations Act "for the convenience of organizations which relate to employment conditions such as union organizations or university-wide professional organizations". This policy does not distinguish between supervisory and non-supervisory employees; it implements the right of employees to form and join associations rather than addressing the question of the scope of any right to engage in collective bargaining. Therefore, specific action by the board was not recommended by the Board Office on the second item requested by the university.

President Petersen commented that since the request of the group is for check off and since the public employees bill is not effective for some length of time the second portion of the recommendation would be moot at the moment. President Kamerick concurred in saying that portion doesn't need to be decided at present but stated he didn't want to take action without consulting with the board.

President Kamerick stressed that a precedent would not be set by board action on the check off. President Boyd stated that there are totally unrelated issues involved.

MOTION:

Mrs. Collison moved the board approve dues deduction from salaries for eligible staff members requesting such deductions, according to Regents' procedures, for the Iowa Higher Education Association. Mr. Shaw seconded the motion and it passed unanimously.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. Executive Secretary Richey reported that the Register of Capital Improvement Business Transactions had been received by him, was in order, and recommended approval.

The following construction contract was recommended for approval:

<u>CONTRACT</u>	<u>AWARDEE</u>	<u>TYPE OF CONTRACT</u>	<u>AMOUNT</u>
Heating Plant #1 - Replace Cooling Tower	John W. Koch & Sons, Inc., Waterloo, Iowa	General	\$63,986

Mr. McMurray reported that this project was initially approved by the board in October of 1974. The amount shown above for the construction is substantially below the construction budget. He recommended the board waive a slight irregularity in the low bid as regards completion date.

The board was requested to ratify university action to proceed with work by change order on the UNI-Dome Site Work. This order could well exceed the \$25,000 limit on which the university can act. The university does not expect final cost figures to be reported until the January meeting.

A memo to the Board of Regents from Vice President Stansbury with an accompanying memo from Mr. Tom Paulson, Director of Engineering Services, explained the situation. The following new projects were presented for approval:

Steam Supply Line for UNI-Dome \$53,700

Source of Funds: UNI-Dome Project Budget - Utilities

Accoustical Modifications in University Hall - Maucker Union \$70,000

Source of Funds: Union Improvement Fund

The preliminary budgets and project descriptions for the above-named projects are on file at the Board Office.

MOTION:

Mrs. Collison moved the board approve the Register of Capital Improvement Business Transactions for the period of November 5 to December 5, 1974; the construction contract be awarded, waiving the slight irregularity; university action be ratified in proceeding with the UNI-Dome Site Work; the new projects be approved; the executive secretary be authorized to sign all necessary documents. Mr. Baldrige seconded the motion and it passed unanimously.

STUDENT TEACHING CONTRACT. The board was requested to approve a student teaching contract between the University of Northern Iowa Price Laboratory School and Emmetsburg Community School District for the spring 1975 student teaching semester. The university reported that the student teaching contract is in identical format to that approved earlier by the board at its July meeting.

MOTION:

Mr. Bailey moved the board approve a student teaching contract between the University of Northern Iowa Price Laboratory School and Emmetsburg Community School District for the spring 1975 student teaching semester. Mrs. Collison seconded the motion and it passed with all ayes.

SPECIAL SECURITY OFFICER. The board was requested to commission the following:

Robert Whitlatch as permanent special security officer at the University of Northern Iowa. Mr. Whitlatch began employment at the university on December 26, 1973 and completed his training at the Iowa Law Enforcement Academy on October 18, 1974.

MOTION:

Mr. Baldrige moved the board commission Robert Whitlatch as permanent special security officer at the University of Northern Iowa. Mr. Zumbach seconded the motion and it passed unanimously.

The following business pertaining to the University of Northern Iowa was transacted on Friday, December 13, 1974.

DISPOSAL OF PROPERTY. The board was requested to grant the university approval to sell or raze the KHKE transmitter house located on the UNI west campus and consider a request to transfer ownership of the current KHKE transmitter to Kirkwood Community College on completion of the relocation of the KHKE broadcasting site.

A representative of Kirkwood Community College, Larry Patton, and a representative of KUNI, Carl Jenkins, were present for board discussion.

The university reported that the current KHKE transmitter house was built specifically for the transmitter equipment for the university FM station KHKE. Due to its specialty-type nature, it will be of little or no use to the university after KHKE is relocated.

On completion of the current KHKE project, the university will have on hand a Collins 75A FM transmitter. The unit was given to UNI at no cost by Iowa State University radio station WOI in 1971. It is now at an age where replacement parts are frequently not available or difficult to secure. Some replacement parts must be fabricated by station engineers to keep the transmitter operating.

Representatives of Kirkwood Community College have notified UNI of their interest in the unit. Since the transmitter appears to have little or no value, it is proposed that consideration be given to transferring ownership at no cost. Mr. Patton reported that Kirkwood started its radio station ten years ago. The big problem is going from 10 watts to higher power. He said he hopes the transmitter can be passed on to better serve the area presently being served.

President Petersen commented that the transmitter can probably be used for awhile but must be carefully used to maintain usage because of its age.



MOTION:

Mr. Baldrige moved the university transfer ownership of the current KHKE transmitter at no cost to Kirkwood Community College on completion of the relocation of the KHKE broadcasting site. Mr. Zumbach seconded the motion and it passed unanimously.

In response to a question, Vice President Stansbury commented the university now has a potential buyer for the KHKE transmitter house.

MOTION:

Mrs. Collison moved the board grant the university approval to sell or raze the KHKE transmitter house located on the UNI west campus. Mr. Barber seconded the motion and it passed unanimously.

President Petersen asked board members and institutional executives if there were additional matters to be brought up for discussion under the University of Northern Iowa portion of the docket. There were no additional items brought up for discussion.

## IOWA SCHOOL FOR THE DEAF

The following business pertaining to the Iowa School for the Deaf was transacted on Friday, December 13, 1974.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for the month of November 1974 were ratified.

FOSTER GRANDPARENT PROGRAM. The board was requested to approve an agreement for Iowa School for the Deaf to participate in the Foster Grandparent Program.

Superintendent Giangreco reported that the Foster Grandparent Program is a federally funded program designed primarily to aid elderly citizens whose annual income is less than \$2,400 for single persons and less than \$3,000 for married couples. The elderly participants will provide individual attention to an ISD student for up to four hours a day, 20 hours a week for which they receive pay at the rate of \$2.00 per hour, a daily meal and a physical examination prior to their acceptance in the program. Iowa School for the Deaf will be responsible for providing meals and office space for the participants. The Iowa Council for the Aging with funds from the federal agency absorbs the balance of the costs.

Regent Collison commented that once relationships are established between the elderly persons and the children those relationships could be found to be difficult to break off. She suggested there be a plan for a phase out of the program as well as introduction to it.

Superintendent Giangreco reported that the Iowa School for the Deaf will have complete control of the program except for the funding.

MOTION:

Mrs. Collison moved the board approve an agreement for the Iowa School for the Deaf to participate in the Foster Grandparent Program for a limited time. Mr. Bailey seconded the motion and it passed unanimously.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. Executive Secretary Richey reported the Register of Capital Improvement Business Transactions for November 1974 had been filed with him, was in order, and recommended approval. The register contained one routine change order. Superintendent Giangreco reported that the Girls' Dormitory Addition is complete and the girls are enjoying it.

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**MOTION:**

Mr. Bailey moved the board approve the Register of Capital Improvement Business Transactions for November 1974 and the executive secretary be authorized to sign all necessary documents. Mrs. Collison seconded the motion and it passed unanimously.

In response to a question from Regent Collison as to what smokescreens were, which was a project certified as being completed on this month's register, Superintendent Giangreco explained that these smokescreens in the high school building are attached to the fire alarm system. When an alarm goes on the smokescreens will automatically close and cut off the hallways. He noted that this was recommended by the State Fire Marshal.

President Petersen asked board members and institutional executives if there were additional items to be discussed under the Iowa School for the Deaf's portion of the docket. Superintendent Giangreco brought up discussion on moving expenses and discussion is found under the general portion of these minutes.

IOWA BRAILLE AND SIGHT SAVING SCHOOL

The following business pertaining to the Iowa Braille and Sight Saving School was transacted on Friday, December 13, 1974.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for the month of November 1974 were ratified.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. Executive Secretary Richey reported the Register of Capital Improvement Business Transactions for the month of November 1974 had been filed with him, was in order, and recommended approval. The final report on the Master Plan Study was part of this register.

MOTION:

Mr. Barber moved the board approve the Register of Capital Improvement Business Transactions and that the executive secretary be authorized to sign all necessary documents. Mrs. Collison seconded the motion and it passed unanimously.

TITLE I. The board was requested to approve the IBSSS Title I carry-over budget for 1974-75 of \$5,652. It was reported that these funds will be used to provide counseling for a referred group of students. The budget has been approved by the Department of Public Instruction.

The board was also requested to approve the 1974-75 budget of \$56,222 which will be used for concept teaching, recreation program and home weekend program.

Superintendent Woodcock reported that later the carry-over budget will be amended upward. Regent Bailey raised a question as to what concept development is. Superintendent Woodcock responded that it is individualizing instruction so children aren't taught just words and phrases but rather the understanding of those words and phrases.

MOTION:

Mrs. Collison moved the board approve the IBSSS Title I carry-over budget for 1974-75 and the 1974-75 budget. Mr. Zumbach seconded the motion and it passed with all members voting aye.

A copy of the budgets is on file at the Board Office.

STUDENT TEACHING. Superintendent Woodcock reported the school has received a letter from Ellsworth Community College requesting that Iowa Braille and Sight Saving School enter into a verbal agreement with it in which Iowa Braille would act as a training site for Ellsworth students. He noted this would be similar to UNI student

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teaching contracts but one basic difference would be that in working with the University of Northern Iowa there is a small amount of money that transacts and comes to the school. Ellsworth College does not enter into contracts, just verbal agreements, but is not opposed to a formal contract. He said the purpose of the agreement would be students from the college could come to IBSSS and have a learning experience.

President Petersen responded that verbal agreements sometimes make bad friends and suggested a written contract be drawn up with Ellsworth Community College. Superintendent Woodcock then reported that Iowa Braille has accepted students from Amana Schools who spend a month in its classrooms, making contributions to the children. He wondered whether that interaction would need a written agreement. President Petersen said that interaction is fine but said that the Ellsworth request is a professional arrangement and needs a written agreement. Superintendent Woodcock reported he would try to get a written contract by the January board meeting for formal board approval. He said the program would initiate six to ten days before the January meeting.

President Petersen noted that the board could approve the program subject to the signing of the contract at a later date.

MOTION:

Mr. Slife moved the board approve the program as described between Iowa Braille and Sight Saving School and Ellsworth Community College subject to approval of a written contract at a later date. Mr. Zumbach seconded the motion and it passed unanimously.

President Petersen asked board members and institutional executives if there were additional matters to be discussed under the Iowa Braille and Sight Saving School's portion of the docket.

PORCH RENOVATION PROJECT. Superintendent Woodcock reported that this month the school intends to advertise for bids for the porch renovation project. He said that ultimately the building should have three stair columns but funds will not now extend that far so a third one is not even being planned for at this time. He said bids are expected to be brought to the board at the January meeting.

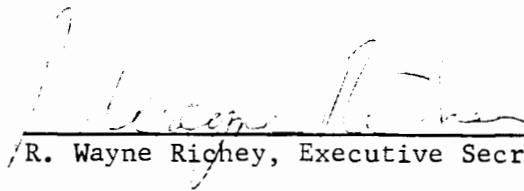
LIBRARY. Superintendent Woodcock reported that more than ten tons of bookshelves purchased from Iowa State Industries were recently delivered and added it is very fine-looking furniture.

COMMENDATION FOR MR. BERRY. Regent Bailey commented that in the State Auditor's report commendation was made to the business manager-treasurer and staff at Iowa Braille for its excellent accounting and financial operations. Mr. Woodcock stated that he has excellent cooperation and working relationship with the business office. He said information is always available upon request there. He added the school has a strong

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area with regard to its maintenance staff and noted that Mr. Berry hired most of these people.

ADJOURNMENT. The meeting adjourned at 11:50 a.m., Friday, December 13, 1974.

  
R. Wayne Richey, Executive Secretary