

The State Board of Regents met at the Iowa School for the Deaf, Council Bluffs, Iowa, on Thursday and Friday, May 9 and 10, 1974. Those present were:

	<u>May 9</u>	<u>May 10</u>
<b>Members of State Board of Regents:</b>		
Mrs. Petersen, President	All Sessions	All Sessions
Mr. Bailey	All Sessions	All Sessions
Mr. Baldridge	All Sessions	All Sessions
Mr. Barber	All Sessions	All Sessions
Mr. Brownlee	All Sessions	All Sessions
Mrs. Collison	All Sessions	All Sessions
Mr. Shaw	All Sessions	All Sessions
Mr. Slife	All Sessions	All Sessions
Mr. Zumbach	Excused	Excused
<b>Office of State Board of Regents:</b>		
Executive Secretary Richey	All Sessions	All Sessions
Mr. McMurray	All Sessions	All Sessions
Mr. Volm		All Sessions
Pauline Van Ryswyk, Secretary	All Sessions	All Sessions
<b>University of Iowa:</b>		
President Boyd	Arr. 1:30 p.m.	All Sessions
Executive Vice President Chambers	All Sessions	All Sessions
Vice President Hardin	All Sessions	All Sessions
Vice President Jolliffe	All Sessions	All Sessions
Director Hawkins	All Sessions	All Sessions
Director Strayer	All Sessions	All Sessions
Assistant Vice President Small	Arr. 1:30 p.m.	All Sessions
Special Assistant to President Vernon	Arr. 1:30 p.m.	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	All Sessions	
Assistant Vice President Madden		All Sessions
<b>University of Northern Iowa:</b>		
President Kamerick	All Sessions	All Sessions
Vice President Stansbury	All Sessions	All Sessions
Provost Martin	All Sessions	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, May 9, 1974.

MINUTES OF APRIL MEETING. The minutes of the April 11-12, 1974 meeting were approved as corrected.

COMMITTEE ON EDUCATIONAL COORDINATION - REPORT ON FACULTY ACTIVITY REPORTS AND LONG-RANGE ACADEMIC PLANS. The board was requested to (1) approve of plans to present faculty activity reports based on uniform guidelines for allocation of faculty activity every two years from each university beginning with the submission of the faculty activity reports beginning in fall 1976; (2) approve the ad hoc committee's plans as stated in a memo presented the board and encourage the committee to establish specific procedures and timetables for long-range planning by the September 1974 board meeting; (3) approve the further development of the NCHEMS RRP 1.6 model for long-range planning purposes.

The Board Office reported that the faculty activity reports would be based on uniform guidelines for allocating faculty activity at all three institutions thus giving the reports a degree of comparability. In addition, at least two of the universities are developing faculty activity reports which are somewhat comparable with the Faculty Analysis Program being developed by NCHEMS, which will permit some comparability with other comparable institutions on a national basis. Question was also brought forth relative to discontinuance of activity efforts by the University of Northern Iowa. Regarding long-range plans, the Interinstitutional Committee on Educational Coordination would establish specific procedures and timetables. The Board Office reported that the NCHEMS RRP 1.6 when further developed

and implemented should be of considerable value to both the institutions and the Regents in considering alternate uses of institutional resources.

Chairman Christensen presented the following report from the Interinstitutional Committee on Educational Coordination:

An ad hoc committee composed of administrators and faculty members from Iowa State University, the State University of Iowa, and the University of Northern Iowa, as well as staff members from the Office of the Iowa Board of Regents, met on April 22, 1974, to review present practices and to develop future procedures relative to faculty activity reports and long-range academic plans. The committee agreed to proceed with further development of the following programs if they are approved by the Iowa Board of Regents.

I. Faculty Activity Reports

- A. Reports for 1973-74 will be presented by each university before November, 1974.
- B. Future faculty activity reports will be coordinated on an inter-institutional basis, combining features of formats utilized by the American Association of Universities, the National Center for Higher Education Management Systems, and the Regents institutions. The University of Northern Iowa, however, has expressed uncertainty as to whether it will continue to conduct faculty activity studies.

It is anticipated that the reports will be presented every second year, beginning with the Fall of 1976, and will be divided into two major categories:

- 1. General university
- 2. Professional health-related colleges and research institutes.

II. Long-Range Academic Plans

The universities will provide the Iowa Board of Regents with specific information as previously requested by the Board. It is expected that this information will be obtained, as it was in 1973, from departmental chairmen, deans, and other administrators. In addition, the committee anticipates the use of the Resource Requirements Prediction Model (RRPM) developed by the National Center for Higher Education Management Systems (NCHEMS). This

is a cost simulation model for analysis of alternative uses of institutional resources. The model involves computer-based studies which reflect contemplated changes in enrollment, in majors, in the number of faculty members, in credit hours produced by each faculty member, and in cost per credit hour produced at each level of instruction in each department.

If these plans are approved, the committee will establish specific procedures and timetables at subsequent meetings. It is intended that the universities will prepare four-year academic plans every two years, the first to be completed during early Fall, 1976. In addition, it is expected that academic seminars will be held at each university when reports are completed.

President Kamerick reported the University of Northern Iowa will be glad to do this faculty activity workload study if the Regents wish it to continue. Vice President Martin added the university wants to be sure that the instrument used does not put the university in an embarrassing position. He stated that in Rhode Island as a result of the faculty workload study and collective bargaining, 40 more positions had to be added.

Regent Collison said she feels one of the great points about faculty activity reports are that it helps faculty engage in goal setting. She asked whether these reports will be done internally on an annual basis.

Vice President Christensen, ISU, Chairman of the Interinstitutional Committee on Educational Coordination, said they will be done internally on a yearly basis.

MOTION:

Mrs. Collison moved the board (1) approve of plans to present faculty activity reports based on uniform guidelines for allocation of faculty activity every two years from each university beginning with the submission of the faculty activity reports beginning in fall 1976; (2) approve the ad hoc committee's plans and encourage them to establish specific procedures and timetables



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REPORT ON ANNUAL MEETING OF ASSOCIATION OF GOVERNING BOARDS. President Petersen and Regents Bailey and Baldrige attended the meeting and gave an oral report to the board.

President Petersen, in summation, commented that it was a very worthwhile meeting and it gave participants a new perspective on their problems. She encouraged board members to attend AGB meetings and noted the next meeting will be at Chicago in November.

LEGISLATIVE REPORT. The Board Office presented board members with an update of final legislative actions taken since the legislative report in the April docket.

President Petersen expressed pleasure with the efforts of Iowa's institutions, legislative liaison people and members of the legislature who understand the needs of higher education. She noted that the board is appreciative of the fact that this was a good session for the board.

REPORT ON SUPPLEMENTAL APPROPRIATIONS FOR 1974-75. The Board Office recommended that the \$1,530,000 appropriated in Section 2 of S.F. 1386 to supplement existing appropriations for administrative and professional personnel of \$673,000 and general staff of \$857,000 be allocated on the basis of 3% of each salary starting base (excepting the University Hospitals at 1%) as listed below subject to approval of the State Comptroller:

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	<u>Admin. &amp; Prof. Personnel</u>	<u>General Staff (Merit)</u>
University of Iowa		
General University	\$186,000	\$258,000
University Hospital	100,000	111,000
Psychopathic Hospital	31,000	27,000
Bacteriological Laboratory	15,000	11,000
Hospital School	24,000	12,000
State Sanatorium	11,000	33,000
Subtotal - SUI	<u>\$367,000</u>	<u>\$452,000</u>
Iowa State University		
General University	\$113,000	\$238,000
Experiment Station	18,000	28,000
Cooperative Extension Service	114,000	14,000
Subtotal - ISU	<u>\$245,000</u>	<u>\$280,000</u>
University of Northern Iowa	\$ 56,000	\$ 95,000
Iowa School for the Deaf	\$ 4,000	\$ 17,000
Iowa Braille & Sight Saving School	<u>\$ 1,000</u>	<u>\$ 13,000</u>
Total	<u>\$673,000</u>	<u>\$857,000</u>

The Board Office reported that supplemental appropriations for 1974-75 for operations amount to \$14,122,000. This figure assumes a non-resident tuition increase of \$100 per academic year to raise an additional \$700,000 net in 1975. Contingency appropriations account for \$4.5 million of the total for possible federal losses for instructional programs of \$3.0 million and for fuel price increases of \$1.5 million.

Supplemental appropriations for salaries assume an average increase of 7.5% for all employees plus a 3% average for merit system and other employees except faculty and institutional officials. The bill includes \$1,530,000 appropriated to the board for merit increases to employees other than faculty and institutional officials. Appropriations of \$178,000 are included to pay, starting January 1, 1975, the portion of disability insurance premiums which are now paid by the employee. In addition, \$150,000 to the Board of Regents is provided for "equity adjustments" for the Regents merit

pay plan. The bill includes \$70,000 to Iowa State University for research to determine methods for the prevention and cure for transmissible gastro-enteritis and other enteric diseases affecting swine, which was not in the institutional or board requests.

The major differences between the supplemental appropriations for operations and the board's original request are the \$1,530,000 added for merit pay, the non-resident tuition increase, the deletion of the request for a 2.5% adjustment for general expense budgets for price inflation, refusal to pick up \$300,000 in the Iowa State starting base for lost federal funds from instructional allowances for graduate students receiving federal stipends and the funds requested as special needs to pay increased costs of social security coverage. Other changes from the request of the board for operations were minor.

The capital improvements program of the board was provided without change including the supplemental request of \$500,000 for the University of Iowa boiler and \$1,064,000 for the University of Northern Iowa Speech/Art Complex.

MOTION:

Mr. Slife moved the board allocate the \$1,530,000 appropriated in Section 2 of S.F. 1386 to supplement existing appropriations for administrative and professional personnel of \$673,000 and general staff of \$857,000 on the basis of 3% of each salary starting base (excepting the University Hospitals at 1%) as shown above subject to approval of the State Comptroller. Mr. Barber seconded the motion.

In response to question from Regent Bailey, Mr. Richey said the 1974-75 salary appropriations were different for each major group of employees. For faculty and top administrative officials, 7½% is provided to be distributed on a merit basis. For all other employees, the same policy is



applied in terms of salary budget growth of 10½% as for general state employees. This consists of 7½% base increase plus merit increases costing an average of 3%. The 7½% increase was provided with the full understanding that it could be used differently because the Regents personnel system is developed differently. In the Regents merit system \$150,000 was also provided for "equity" adjustments.

Mr. Richey commented that the present pay plan calls for 5% merit increases. Because employees start employment at different dates, the average cost of merit increases is 3% of the salary budget for merit system employees.

Regent Bailey noted that the bill uses the terms administrative and professional personnel but asked if this term distinguished from officials. Mr. Richey said there are two groups -- president, vice presidents, deans, department heads as the administrative officials and then the other group involves purchasing directors, personnel directors, etc. that are in the middle group with the professionals. That group along with those under the merit system are the employees comparable to those employees under the State Merit System. Those employees had to be classified that way so that the salary policy could be applied as for state employees generally.

Regent Collison commented that the Regents Merit System is never going to be a merit system unless there are merit adjustments provided. She noted that every time a legislature gives an across-the-board type of raise, merit is diluted somewhat. She said merit adjustments are very much needed. She said such flexibility was needed and suggested the board thank the legislature for recognizing those needs. Regent Collison suggested the president of the board write a letter in this regard to legislators. President Petersen said she would do so.

VOTE ON MOTION:

The motion passed unanimously.

NON-RESIDENT TUITIONS FOR 1974-75. The board was requested to increase all non-resident tuitions by \$100 per academic year for the University of Iowa, Iowa State University, and the University of Northern Iowa, effective with the fall 1974 term.

The Board Office reported that supplemental appropriations for the 1974-75 fiscal year made by the 1974 session of the legislature were based on a mandated non-resident tuition increase of \$100 per academic year effective with the fall of 1974. The appropriations were reduced by \$700,000, which is the expected net yield from such an increase for the fiscal year.

The gross yield is \$776,800 but 10% of that or \$76,800 was set aside for additional student aid or for possible loss of income from lower non-resident enrollments.

The net proceeds from the tuition increase are estimated by institution as follows for 1974-75:

University of Iowa	\$351,000
Iowa State University	333,000
University of Northern Iowa	<u>16,000</u>
Total	<u>\$700,000</u>

In comparable institutions in the eleven state midwest area, the University of Iowa and University of Northern Iowa rank eighth while Iowa State University ranks ninth in non-resident tuition rates for undergraduate students. Graduate non-resident rates of our institutions are a little above the median in the eleven-state area. Board members will note that a \$100 increase will not change the relative ranking of the University of Iowa while it will place Iowa State up one notch, ahead of South Dakota State.

The University of Northern Iowa would also move up one notch in its ranking to seventh out of eleven institutions.

Vice President Moore requested Iowa State University's tuition for non-residents be increased \$102 per academic year so it can be divisible by three.

MOTION:

Mr. Slife moved the board increase all non-resident tuitions by \$100 per academic year for the University of Iowa and University of Northern Iowa and \$102 per academic year for Iowa State University effective with the fall 1974 term. Mr. Shaw seconded the motion.

Regent Shaw asked if it is mandatory that the board increase non-resident tuition. Mr. Richey said the legislative intent was clear to raise non-resident tuition. Mr. Shaw said he's not suggesting the board not raise tuition but commented if any of the university officials had an alternative way of raising the money lost in appropriations, he would be willing to listen.

Regent Collison said she would like to use this method of raising money by increasing non-resident tuitions on an experimental basis with the understanding if it doesn't raise the money or there isn't enough matching student aid or there is matching student aid that would offset some of the financial problems of out of state students, that the board would be able to go back to the legislature and say it doesn't really benefit the institution. Regent Slife said the board will report back to the legislature anyway.

Regent Shaw said he felt the board should stick with the motion because through change it might appear that the board is trying to get more dollars than in

its understanding with the legislature.

President Parks commented he was sorry the increase was mandated by the legislature. He said he feels that in Iowa we are moving toward a rarity of out-of-state students and added the increase in non-resident tuition could preclude more students from attending Iowa universities.

President Kamerick noted that some states don't charge Iowa students non-resident rates and bemoaned the necessity of Iowa increasing its non-resident rates. Executive Vice President Chambers said there may be two future effects: (1) we may reduce the number of non-resident students coming from low income families; and (2) we may have fewer non-resident students with the total university income reduced. He said that perhaps the board should be looking at total income as well as individual rates in the future.

VOTE ON MOTION:

The motion passed with all ayes.

REPORT ON BUDGET REQUEST FOR 1975-77. The board was presented a memorandum reporting the progress with respect to the schedule established at the March board meeting. Regent Collison asked whether options will be presented to increase salary such as fringe benefits, incentives, etc. Mr. Richey reported that will be done in June and July when the board deliberates salary increases.

QUARTERLY REPORT OF REGENTS' PURCHASING COMMITTEE - THIRD QUARTER, 1973-74.

The board was presented a quarterly report on purchasing which is on file at the Board Office. President Petersen accepted the report for the board.

The Board Office reported that the need for reports of the Purchasing Committee on a quarterly basis no longer exists. It was recommended that such reports be required semi-annually with the reports to be made in October and April of each fiscal year. This schedule would tie in with budgetary and appropriation cycles. Additional reports could be made whenever necessary.

MOTION:

Mr. Bailey moved the board require semi-annual reports of the Regents' Purchasing Committee be made in October and April of each fiscal year with additional reports to come in when unusual circumstances make it necessary. Mrs. Collison seconded the motion and it passed unanimously.

Regent Baldrige asked if there is a serious problem if Iowa State University is not able to lease farm equipment. Vice President Moore said there is a serious threat that may occur. He said he had no specific action which he would recommend at this time. Regent Baldrige commented if this develops as a concern policy may need to be changed at budget time to reflect this requirement as a special need.

REPORT ON BONDS FOR ROOFING PROJECTS. The board was presented a report, on file in the Board Office, which detailed the usage made of bonds and/or guarantees on roofing projects. This report concluded that guarantees have virtually supplanted roofing bonds.

In absence of objections, President Petersen accepted the report for the board.

RESIDENCY APPEAL. The board was requested to approve the recommendation of the Registrar's Committee on Coordination to deny the granting of residency status for purposes of tuition to Susan Fornoff.

In making this recommendation the committee noted that Ms. Fornoff lacked supporting evidence that she is not dependent upon her parents and that she is not carried as a dependent by her father which is the primary basis of her appeal. Regent Bailey asked how long parents have to reside in the state of Iowa in order for the dependent child to have an Iowa residence. Mr. Richey said the child has residence immediately, that it is the parent that has to wait to have residence.

Regent Collison said she felt this was a borderline case.

MOTION: Mr. Shaw moved the board approve the recommendation of the Registrar's Committee on Coordination to deny the granting of residency status for purposes of tuition to Susan Fornoff. Mr. Brownlee seconded the motion and it passed unanimously.

BOARD OFFICE PERSONNEL REGISTER. The actions reported in the Board Office Personnel Register for the month of April 1974 were ratified.

PROGRESS REPORT REGARDING TEST VALIDATION FOR OFFICE AND CLERICAL POSITIONS. The board was presented a progress report on test validation for office and clerical positions which is on file at the Board Office. Mr. Richey, speaking for Roger Maxwell, Regents' Compliance Officer, said that continuing work is going on in this area.

NEXT MEETINGS.

June 27-28	Board Office	Des Moines
July 23-24	Board Office	Des Moines
August	No Meeting Scheduled	-----
September 12-13	Iowa State University	Ames
October 10	University of Northern Iowa	Cedar Falls
October 11	Iowa Braille and Sight Saving School	Vinton
November 14-15	University of Iowa	Iowa City
December 12-13	Board Office	Des Moines
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

ADVANCE SCHEDULE.

June 29 - 10:00 a.m. -- Public Hearing on Proposed Merit Pay Plan Adjustments by Hayes Associates, Fisher Theater, Iowa State University, Ames

July 23-24 -- Approval of Merit Pay Plan Adjustments by Board of Regents, Ground Floor, Statehouse, Des Moines

President Petersen told board members to note the change in the date of the public hearing from the date set last month.

ACCREDITATION REPORT ON THE GRADUATE PROGRAM IN HOSPITAL ADMINISTRATION - SUI.

The board was requested to accept a report on accreditation of the graduate program in hospital administration.

The Board Office reported that on January 30 and 31, 1973, the graduate program in hospital and health administration of the University of Iowa was visited by a site-review team of the Accrediting Commission on Graduate Education for Hospital Administration. On August 23, 1973, the report of the Accrediting Commission was received in the offices of the graduate program. The letter of transmittal noted that "The Commission concluded that there are serious problems facing the Masters Program which will require substantial efforts to correct in the near future. Accordingly, accreditation has been extended for one year with a re-survey to be held early in the academic year 1974-75." The letter continued to state that "The Commission views as most critical those relative to faculty competence, university review process, relationships between the masters and doctoral program, senior faculty workload, medical care content and class size."

The committee expressed concerns about the number of faculty relative to students and the fact that in addition to their responsibilities for 99 graduate students, some of the six faculty members are involved in private

consulting, a limited amount of research and, in most cases, their own doctoral theses. The committee was deeply concerned about the reliance upon doctoral students as faculty and the assumption that any generalist can teach such specialized courses as financial management, law and research. They further questioned the appropriateness of using the masters program as a training laboratory for doctoral students. Furthermore, the committee felt that the objectives of the recruitment process are not clear in light of the relationship of the masters to the doctoral program causing confusion among the students as to the objectives of the program. The committee expressed the judgment that the medical care content was handled in an ad hoc approach in too many courses and that those courses which by formal description carry the content central to the discipline are in the hands of inexperienced faculty. Finally, the committee noted that the graduate college review process has a potential for being of service to the graduate program and suggested that the graduate college place a high priority upon the early inclusion of this graduate program in the review process.

Regent Baldrige expressed the opinion that he was impressed with the speed that the institution was taking care of the criticism in the accreditation report.

MOTION:

Mr. Baldrige moved the board accept the report on accreditation of the graduate program in hospital administration. Mr. Slife seconded the motion.

Regent Slife asked President Boyd if he felt this was a fair report. President Boyd said it pointed out a certain amount of a financial problem in the institution. Regent Baldrige asked if the university is in a comfortable position or whether more funds are needed. President Boyd said there are





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in San Francisco and the other will be held in New York on July 18 and 19. He recommended board members attend.

HONORS CONVOCATIONS. Regent Bailey expressed concern that he has seen in print in the local university papers an indication of consideration being given to dropping honors convocations at a couple of the universities. He said he wondered whether the approach should be to get students interested in being there instead of dropping them.

President Parks commented that Iowa State University doesn't have regular honors convocations as such. He noted that some years the university has had honors recognition for high scholarship students that have been so well attended by parents, friends, etc. that it had to be broken into two nights. He said the university has found this way of honoring students more satisfactory than the formal convocation where you bring in a speaker. Regent Bailey commented that this type of approach may be needed at the other universities.

President Kamerick commented that at the University of Northern Iowa a formal convocation ceremony has lost its attraction and they are now searching for ways in which the university could achieve the same thing.

On a different matter, Regent Bailey noted it has been reported that a good academic reputation is by far the highest reason of students for selecting a college or university. The February 11 issue of the Chronicle of Higher Education stated 49% of the students select universities per academic excellence.

COMPUTERIZED SPACE PROJECTION MODEL. Regent Bailey commented he now has a copy of the evaluation sheets that were used for the respective university

buildings by the HEFC employed architect firm (see pages 741-744, April minutes). He commented it is a seven page breakdown including building classification, general construction adequacy, exits, corridors, etc. He said he feels the breakdown is quite detailed and proper. Included in the evaluation sheets were the number of days spent at the respective institutions on this model. It was noted that 20 man days were spent at SUI, 20 man days at ISU, and 5 man days at UNI. He said the board should be giving substantial consideration to that study.

EXECUTIVE SESSION. President Petersen reported there were four items to be discussed in executive session including an ISU personnel matter and two personnel matters and a property matter at the State University of Iowa. On roll call vote on whether the board should resolve itself into executive session, the vote was as follows:

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

NAY: None

ABSENT: Zumbach

The board having voted in the affirmative by at least a two-thirds majority, resolved itself into executive session at 3:45 p.m. and arose therefrom at 5:10 p.m.

The following business pertaining to general or miscellaneous items was transacted on Friday, May 10, 1974.

PROPOSED MERIT SYSTEM CLASSIFICATION PLAN AND POINT EVALUATION SYSTEM.

The board was requested to: (1) approve all classification descriptions proposed that do not require additional revision, (2) adopt the proposed

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point count classification plan, (3) authorize the engagement of Hayes Associates to supervise review of employee comments on their classification assignments, (4) approve the time extension requested with the understanding that the proposed adjustments to the merit pay plan will be available by June 17, the public hearing on the pay plan scheduled for June 29, and adoption of the plan at the July 23-24 meeting of the board with the understanding that the pay plan is effective as of July 1, 1974, (5) instruct institutions to proceed with the preparation of preliminary budgets for 1974-75 for submission to the board at its June 27-28 meeting provided that the amounts contained in the appropriation for merit system employees' pay be set aside for implementation of the merit pay plan as revised and adopted in July.

The Board Office reported that the actions recommended above will allow the board to maintain essentially its original schedule for implementation of the revisions to the merit system including two weeks' time for employees to review the proposed pay plan prior to the public hearing and almost a full month between the public hearing and final consideration of the merit pay plan by the board for further review by Hayes Associates, the Board Office staff, and board members themselves based on comments made by employees at the public hearing on June 29. The period between receipt of the pay proposals by Hayes Associates and the public hearing will be utilized for meeting and conferring with employees.

The extension of contract proposed by Hayes Associates to provide all employees opportunity to comment on their classification assignments does have obvious advantages. It should lessen dramatically the number of formal appeals received after adoption of the plan and it should obviously insure greater accuracy in slotting positions to classifications.

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Robert H. Hayes and Jim Hughes of Robert H. Hayes and Associates, Inc. were present for discussion.

Mr. Volm stated that work on the Hayes project has proceeded at a quick pace and that cooperation of institutional personnel has been tremendous.

Mr. Hayes said he wanted to do two things: (1) bring the board up to date on the schedule and where Hayes and Associates stand on the overall work of getting a pay plan, and (2) request approval of three items -- classification descriptions, point count system and extension on the time on the engagement to include another study. He said the consultants are one to two weeks behind where they said they would be at the April meeting of the board. He said he may have blamed UNI in his report for the extension of time more than he intended and apologized for that.

Mr. Hayes said three things need to be done in order to get to the pay plan: (1) slotting of individual employees in the classifications so that a Secretary I, for instance, is performing the duties of a Secretary I and not a Secretary II, (2) the outside salary survey, and (3) evaluation committee work.

Mr. Hayes said the slotting of individual employees into classifications is still being done by UNI. He noted that the university has one or two additional persons on this work and are working as rapidly as possible.

Mr. Hayes reported that the outside salary survey is underway and has taken an extra week. The coverage has been increased somewhat in that the survey base was broadened this year. The survey has been broadened to include all cities with more than 25,000 person population within a fifty mile radius. This encompasses 16 cities. He commented the consultants don't

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feel obliged in the final recommendations to necessarily use all of the incoming data in the results, but all the data will be reported and the reasons why the action was taken will be reported. He said the number of classifications being surveyed has been increased to 33. Sixty percent of the employees in the merit system are in a classification that is being surveyed. There is good coverage in each of the four categories: secretarial, clerical, technical, trades.

Mr. Hayes reported that the evaluation committee work was completed as of today. All classifications have been evaluated and the point count system and point scores have been assigned. Next week, he said, will be used for reviewing. This step has been added since they were engaged because they got into a lot of reorganizing of classifications. He said it is one thing when the physical plant people are looking at written documents and another thing when they sit together and see what people really do. He said he feels it is important to bring these interinstitutional committees back together to look at these problems. Mr. Hughes commented they have already done this with the lab technician group and food service group.

Mr. Hayes commented they haven't made a lot of changes in point counting but have highlighted some places where it didn't apply right. He gave an example that at UNI there is a driver mechanic and at the other universities there is an auto mechanic.

Mr. Hayes commented that the committees have spent a great deal of time and have done the best job of any set of committees his firm has worked with. He said the committees aren't making the recommendations to the Board of Regents, but rather his firm has been engaged to make a recommendation on the classifications. The recommendation the board receives is the consultant's

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recommendation based on the work of the committees and other input received in the study.

Mr. Hayes said the actual analysis of all of this data on the pay plan will be done by June 8. It is causing a problem on budgeting for the institutions by being this late, but he added that the computer program is all set so that in a matter of hours the results can be analyzed if all goes well.

Mr. Hayes strongly recommended the addition of another review step in the engagement. He said the consultants had public meetings on all five campuses and were surprised by the number of people who came and the strength of feeling on a couple of points. The major comments were on the classification that individual employees were assigned to and not the difference in salary.

Mr. Hayes recommended that each employee under the merit system should receive a letter or note indicating what classification he has been assigned to and a form on which to respond if he feels he has been misclassified. The employee should go through the supervisors so the consultants can get information both from the employee and supervisor. Mr. Hayes said the consultants proposed that all problems regarding classification of positions be run down and that the people be interviewed so that concerns can be resolved rather than getting into a major appeal problem. He said he didn't think the pay plan need wait on this step but it should be done before formally hearing appeals.

There have been a number of changes in classification descriptions coming out of committee work and employee input into the study. Mr. Hayes said the consultants have five lists: (1) new classifications recommended for

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approval at this meeting, (2) current classifications with changes recommended for approval at this meeting, (3) new classifications recommended for approval in June due to changes now being made as a result of evaluation committee meetings, (4) current classifications with changes recommended for approval in June due to changes now being made as a result of evaluation committee meetings, and (5) current classifications which have not been changed. He noted that the first two items are the only two requiring action at this meeting and noted they total 92 classifications.

Mr. Hayes requested the point count system be approved and said the system is nothing more than a tool for getting classifications in the right order of responsibility. In a university system the jobs are so diverse and this system is simply a way of getting them in the right order rationally. This point count system is slightly different than the point count systems used in other institutions. Every time it is applied, he commented, it is changed to fit the requirements of the employer. Three things are measured by this system: (1) entry level qualifications -- 25% of the total points; (2) job difficulty, how difficult and demanding is the job -- 50% of the total points; (3) impact, i.e. how important is the job to overall mission and function of the university -- 25% of the total points.

Mr. Hayes said the consultants feel very strongly that the last evaluation step be included in extension of the program. He said his firm would like to do it but on the other hand it would be cheaper for the personnel departments at the universities to do it. He said there is credibility in having the firm do it but said that whoever gets the job his firm will be most helpful.



MOTION: Mrs. Collison moved the board approve all classification descriptions proposed that do not require additional revision. Mr. Bailey seconded the motion and it passed unanimously.

Mr. Hayes reported that at least two persons from each institution are involved in a committee for the plan. When specific jobs were being reviewed additional persons were invited who would be closer to the classifications and who would know more about the specific classifications to come to the meeting that day. Regent Collison asked whether these persons will be involved in any later point in time in using the system. Mr. Hayes said they will be and also recommended there be more involvement on the part of the Board Office in the classification program. He said the firm feels very strongly that to keep this system consistent over the five separate institutions there is going to be a need for more centralized review. The real work will always be done by committees of people who know the classifications, however. He noted that the employee and the immediate supervisor have the most to contribute to its success.

MOTION: Mrs. Collison moved the board adopt the proposed point count classification plan. Mr. Shaw seconded the motion and it passed unanimously.

Discussion on amending the contract for review of employee assignment to classes was next brought up. Mr. Richey recommended the board authorize an addendum to the contract including an estimated cost of \$10,000 to \$12,000 to Hayes and Associates, Inc.

MOTION: Mr. Slife moved the board authorize the engagement of Hayes and Associates, Inc. to supervise review of employee comments on their classification assignments prior

to final adoption of the revised merit plan at an additional cost of up to \$12,000 including out of pocket expenses and approve the time extension requested with the understanding that the proposed adjustments to the merit pay plan will be available by June 17, the public hearing on the pay plan scheduled for June 29, and adoption of the plan at the July 23-24 meeting of the board with the understanding that the pay plan is effective as of July 1, 1974. Mr. Brownlee seconded the motion.

Mr. Hayes commented that the firm doesn't like to come back for more money and, if it didn't feel this step was crucial, it wouldn't do it. Even though the projected work in the contract is open ended, the firm tried to price it in a way the board could accept it. He said he doesn't know how much time the review will take. Every request for a review has to be handled personally with someone going through the comments. Personnel departments of the institutions will also help the firm. Mr. Hayes commented that it is hard to determine how many employees will submit complaints but emphasized that the board will be charged only for the time that is necessary to review these comments, whether \$10 or \$1,000.

VOTE ON MOTION:                      The motion passed unanimously.

Regent Shaw commented about the salary survey and said that 10-12 years ago the government set its salaries on a competitive basis with private employers. He said he noticed in an editorial in a county seat newspaper a month ago that the editor felt that even at the county courthouses the average worker is being paid at a rate beyond what you would find up and down main street. Regent Shaw emphasized the board must have a broad and representative selection of wages in order to get a complete and suitable pay scale. This is a management function and shouldn't be delegated to persons who have a personal interest slant.

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Mr. Hayes commented that Hayes and Associates has taken every firm in each of the 16 areas with over 250 employees to use for comparison. Every hospital or health care facility with over 200 beds has been used. Some smaller companies were included which were suggested by employees. Mr. Hayes commented that one of the reasons why the firm has gone out to surrounding cities for comparisons is that in some places there is a tendency for employers to set their secretarial pay scales 10% higher than the university so that they attract the numbers that they need away from the university. Then when the university goes out to survey, it sees this and then raises the secretarial salaries 10% and the other classes then have to be raised. Mr. Hayes said by increasing the breadth of the survey the problem should be minimized. Mr. Hayes said this year outside construction craft rates were not included in the survey because the firm didn't think they were comparable. He said further review on that will be done before the survey is completed.

Vice President Madden said ISU has some reservations about whether all can be met -- the June 29 public hearing and preliminary budget schedule. This is going to require a great deal of work.

Regent Collison requested Hayes and Associates to impress upon the employees that the June 29 public hearing is a hearing and not an opportunity for negotiation. She stressed there is a difference.

MOTION:

Mr. Baldrige moved the board instruct the institutions to proceed with the preparation of preliminary budgets for 1974-75 for submission to the board at its June 27-28 meeting provided that the amounts contained in the appropriation for merit system employees' pay be set aside for implementation of the merit pay plan as revised and adopted in July. Mrs. Collison seconded the motion and it passed unanimously.

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President Petersen thanked Mr. Volm and Mr. Hughes and Mr. Hayes for their presentation.

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

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

NAY: None

ABSENT: Zumbach

The board having voted in the affirmative by at least a two-thirds majority, resolved itself into executive session at 12:40 p.m. and arose therefrom at 2:10 p.m.

STATE UNIVERSITY OF IOWA

The following business pertaining to the State University of Iowa was transacted on Thursday, May 9, 1974.

REGISTER OF PERSONNEL CHANGES. The actions reported in the Register of Personnel Changes for the month of April 1974 were ratified. The register contained the academic promotions for 1974-75.

SPECIAL SECURITY OFFICER. The board was requested to commission Barry W. Bedford as permanent special security officer at the State University of Iowa.

Barry W. Bedford was employed by university security on September 5, 1973. Mr. Bedford is a graduate of the university with a B.A. degree in Sociology with emphasis on criminology and law. He successfully completed the Iowa Law Enforcement Academy six-week recruit course on April 5, 1974.

MOTION:

Mrs. Collison moved the board commission Barry W. Bedford as permanent special security officer at the State University of Iowa. Mr. Brownlee seconded the motion and it passed unanimously.

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

James A. Spady as Assistant Professor and Chairman of the Graduate Program in Urban and Regional Planning, effective June 1, 1974, in place of Professor James L. Harris, who has resigned as chairman, but who will continue to teach. Mr. Spady is presently on leave as Special Assistant to the President, pursuing his Ph.D. degree from Harvard University.

Dr. Rex Montgomery, as Associate Dean of the College of Medicine, in place of Dr. Robert Barker, who is leaving the university. Dr. Montgomery is a native of England where he was educated receiving the Ph.D. in Chemistry from the University of Birmingham in 1946. That institution also awarded him the D.Sc. degree in 1963. He has had advanced post-doctoral training at Ohio State University and the University of Minnesota and joined the faculty as an

assistant professor of biochemistry in 1955. He was promoted to associate professor in 1959 and to professor in 1964.

Colonel James J. McAloon, to be Professor and Head of Army Military Science. Colonel McAloon has a B.A. in Sociology with minors in Psychology and History from St. Lawrence University where he participated in the ROTC program. He has a Master's degree in Education from Boston University, with specialized work in counseling.

Regent Collison asked who will head the Physician's Assistant Program at the university and where it will be located. Dr. Hardin said Dr. Rex Montgomery will probably continue to head the program in its present location.

MOTION:

Mr. Baldrige moved the board approve the appointments as shown above. Mrs. Collison seconded the motion and it passed unanimously.

STUDENT PUBLICATIONS, INC. - THE DAILY IOWAN. The board was requested to approve an agreement between the university and Student Publications, Inc.

The Board Office reported the following highlights of the agreement:

The university agrees to pay SPI the sum of \$2.00 per semester for each currently registered student who pays a student activity fee during the regular year and \$1.00 during the summer session. The university agrees to furnish rooms 111 and 201 in the Communications Center Building, heat, light, power, custodial service, and use of restroom facilities. SPI is to pay all telephone service provided through the university telephone system. The university is to act as a fiscal agent for SPI and provide financial reports and charge SPI at the current rate charged other users for administrative services.

SPI agrees to furnish copies of the Daily Iowan to university students. There shall be no less than 200 issues per calendar year consisting of an average of not less than an eight standard eight-column newspaper pages or equivalent. SPI is to employ its own personnel who are not subject to the merit system applicable to employees of the university. SPI is to obtain all licenses, permits, bonds and insurance including workmen's compensation and public liability necessary or desirable for its operation as a non-profit operation.

Clauses are provided for notice of termination and termination for failure to perform.

Regent Baldrige commented he feels Student Publications, Inc. will have at least a 10-15% increase in the cost of printing paper next year. He said the fixed dollar fee per student won't cover that extra cost involved in printing but that similar cost pressures are being faced by other student groups. He asked if rather than the fixed dollar amount, a formula approach could be adopted.

President Boyd commented that student leadership, also, would like an increase in student fees rather than tuition because fees have not been increased at all. He noted that the fees amount for the Daily Iowan is something less than one-third of its revenue. He said that if issues of the Daily Iowan had to be sold to the student body, the printers couldn't really be assured of circulation.

Professor Vernon said the agreement is for two years with a twelve months' notice clause in it. If any variation in the agreement is desired, renegotiation is necessary. He added negotiation is anticipated if costs go up.

President Boyd commented that Student Publications, Inc. feels it is a separate corporation for all purposes from the university. He added that when linotype operators were discharged the university tried to work out positions for those persons but it didn't seem to him to be exactly right to expect the university to take the consequences of that. He said there is the feeling the university should be at arm's length from the newspaper since Student Publications, Inc. is a separate corporation.

Regent Baldrige asked if an adjustment of this fee would cause extreme pressure on other university fees. President Boyd replied that it would. Regent Baldrige commented that at some point in time student fees are going to have to keep up with inflation.

President Boyd noted that the Daily Iowan has a source of income which some other programs using student fees money do not have. He said that everyone has pride in the Daily Iowan and added he feels it is a great newspaper and wants to see it flourish. Regent Baldrige said Student Publications, Inc. has a source of income but also has large expenses.

The university reported that the major change in the agreement is in the composition and selection of the membership of the corporation which also constitutes the Board of Trustees. The new articles provide four faculty, six students, and one non-faculty staff member. The previous board had nine voting members--four faculty, five students and one non-voting staff member. The faculty members are to be appointed by the Faculty Senate rather than appointed by the President. Student members are to be elected as in the past at an annual election conducted by the Board of Trustees based on application and petition of 25 students of the college in which the student is enrolled. The staff member is also to be elected from applicants who present petitions of 25 or more staff members.

Regent Baldrige asked President Boyd why he gave up the appointment of the faculty members to now be appointed by the Faculty Senate. President Boyd responded by saying that basically the feeling is that if Student Publications, Inc. is no longer part of the university, the president of the university should not be appointing persons to the Board of Trustees.

In response to question, Professor Vernon reported that Student Publications, Inc. can publish other items besides the newspaper to serve the university community. He felt the SPI should be completely independent of the university because there is no official university administrative participation and such has been the posture of SPI for the last several years.



Regent Bailey recommended that the decision as to separateness of SPI from the university should be decided by someone other than the actual parties involved. President Boyd then said that is the reason this came before the board.

Professor Vernon stated that over the past several years the employees of SPI have not been university employees, they have not been under the merit system. He said that fact should be recognized with this agreement.

MOTION:

Mr. Baldrige moved the board approve the agreement between the State University of Iowa and Student Publications, Inc. Mrs. Collison seconded the motion and it passed unanimously.

LONG-RANGE ACADEMIC PLANS. The board was requested to accept the long-range academic plan submitted by the University of Iowa.

The Board Office presented a brief summary of the long-range program plans and problems for each college which is on file in the Board Office.

The Board Office reported that the first and most basic task of planning involves specifying priorities among the multiple aims of the various institutional components, as well as establishing priorities regarding such items as: programs and curricula; methods and forms of instruction; the recruitment, selection, promotion, and the general welfare of the faculty; admissions criteria, academic standards, and student affairs; and finances and facilities. Such institutional-wide priorities have not been included in the SUI plan.

In discussion, Regent Shaw asked where the graduate college fits in the long-range academic plans. President Boyd said the university has a unified

graduate program. He noted there is no faculty budget in the graduate college but that appointments are made to the faculties of the other nine colleges. He said he feels this is efficient in terms of dollars and in maintaining quality. He commented he felt Regent Shaw's point was well taken and said the board should address itself specifically to this. He said when the data begins to "wag the tail" you sometimes miss the point. He said the university officials had a very good discussion with members of the General Assembly on this a year ago when the three graduate deans were present. He said you can't really pull a graduate school out financially because there is a continuum involved. He said data wasn't shown for the graduate college because it wouldn't be as clearly understood as narrative form would be.

Regent Collison asked how much credible emphasis can you give in having a curriculum that is designed toward human focus in a curriculum based on competencies? President Boyd said he feels this question is the most profound question that there is in education. The best way of evaluating this is credit by examination in which Iowa has been a national leader. He said there has been and will be discussion about education shaping values and how to quantify the values that are going to be set. President Boyd said he also has concern about the thrust for equality and the most recent thrust to bureaucratize. He asked to what extent can you bureaucratize the learning process.

President Parks commented that there are some real dangers in inviting departments to state their goals on paper. Often times it encourages departments to believe things are going to happen that aren't necessarily going to happen. President Petersen said there has to be some kind of a balance.

In absence of objection, President Petersen accepted the long-range academic plan as submitted by the State University of Iowa.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. Executive Secretary Richey reported the Register of Capital Improvement Business Transactions for the period April 1 through April 26, 1974 was filed with him.

The following construction contracts were recommended for approval:

<u>PROJECT</u>	<u>AWARDEE</u>	<u>TYPE OF CONTRACT</u>	<u>AMOUNT</u>
Medical Research Center - Renovate Primary and Secondary Electrical Supply System	O'Brien Electrical Contractors, Iowa City, Iowa	Electrical	\$56,400.00
Memorial Union Ramp Repairs	Western Water- proofing Company, Inc., Des Moines	General +5 Add Alternates	\$40,591.50 <u>10,562.00</u> \$51,153.50
Psychopathic Hospital - Remodel North Ward West Wing	AAA Mechanical Contractors, Inc., Coralville, Iowa	Mechanical	\$40,373.00
University Hospitals - C54 Inpatient Area Remodeling	Burger Construction Company, Iowa City, Iowa	General	\$69,767.00
University Hospitals - C54 Inpatient Area Remodeling	P.E. Fowler Company, Iowa City, Iowa	Electrical	\$12,600.00
University Hospitals - C54 Inpatient Area Remodeling	George Kondora Plumbing, Iowa City, Iowa	Mechanical	\$ 6,550.00

The following revised project budget was presented for board approval:

MEDICAL RESEARCH CENTER  
 RENOVATE PRIMARY AND SECONDARY  
 ELECTRICAL SUPPLY SYSTEMS

REVISED BUDGET

	<u>Preliminary</u>	<u>First Revision</u>	<u>Second Revision</u>
Engineering and supervision	\$ 7,000	\$10,700	\$10,700
Construction	46,000	52,700	56,400
Contingencies	5,000	5,300	5,600
Total	<u>\$58,000</u>	<u>\$68,700</u>	<u>\$72,700</u>

Source of funds: University RR & A

EXPLANATION

A budget increase of \$4,000 is requested to allow accepting the low bid of \$56,400 and to provide approximately 10% allowance for contingencies.

The first budget revision was approved January 28, 1974 and was based on prices estimated to be valid at that time. Prices for electrical materials and supplies have risen steadily since that time and another price jump of up to 7% is likely to be imposed on May 1, 1974. Furthermore, labor contracts are negotiated on or about May 1, 1974, with higher wages being anticipated. These factors were undoubtedly considered by the contractors who submitted bids.

The low bid of \$56,400 is about 7% above the construction estimate of \$52,700. The difference may logically be attributed to unanticipated economic factors that have developed since the last construction estimate was made.

The following new project was presented for approval:

ZOOLOGY BUILDING  
 FURNISH ROOM 437 AS A LABORATORY

PRELIMINARY BUDGET

Engineering and supervision	\$ 880
General construction	1,750
Electrical construction	1,500
Mechanical construction	2,800
Hamilton equipment	9,470
Contingencies	600
Total	<u>\$17,000</u>

Source of funds: University RR & A

PROJECT DESCRIPTION

The project includes connecting utilities to Hamilton equipment, installation of electrical outlets, unistrut racks on walls and benches, installation of a safety shower with floor drain and installation of chalkboards and adjustable shelves.

Since no part of the work exceeds \$10,000, it is proposed that the work be done by Physical Plant forces.

The Physical Plant department is designated as the architect and inspection supervisor.

Mr. McMurray reported on the two recent bid openings of the University Hospital Pediatrics Ophthalmology Clinic and Hydraulic Research - East Annex. He said the university is still in the process of analyzing bids on the Pediatrics Ophthalmology Clinic. Vice President Jolliffe reported the university has checked with the bidders and they have agreed to extend the time period. One bid was received on the Hydraulic Research Project and it exceeded the construction budget by more than 50%. It was recommended that the single bid be rejected and that the project be bid later with new plans reducing the scope of the project.

MOTION:

Mr. Bailey moved the board reject all bids on the Hydraulic Research - East Annex Project. Mr. Baldrige seconded the motion and it passed unanimously.

MOTION:

Mr. Brownlee moved the board approve the Register of Capital Improvement Business Transactions for the period April 1 through April 26, 1974; the construction contracts be awarded and that when the institution reaches a decision on the University Hospital Pediatrics Clinic awards it may proceed after consultation with the executive secretary; the new project be approved; the executive secretary be authorized to sign all necessary documents. The motion was seconded by Mrs. Collison and passed unanimously.

GILMORE HALL REMODELING. The board was requested to approve the project, preliminary plans and budget and the physical plant department as architect and inspection supervisor for the Gilmore Hall Remodeling Project.

PRELIMINARY BUDGET

Engineering and supervision	\$ 18,000
Construction	120,000
Contingencies	12,000
Total	<u>\$150,000</u>

Source of funds: University RR & A (1974-75)

PROJECT DESCRIPTION

The Old Capitol Restoration project will require the total vacation of the building during restoration activities. The Office of the Vice President for Educational Development and Research and Dean of the Graduate College is now located in the basement of Old Capitol. This project is to prepare the 200 level of Gilmore Hall to serve as a permanent relocation space for the College offices.

The proposed remodeling is necessary to provide a functional and appropriate facility for the College offices in the new location. It will include a minimum of wall removal and replacement, new floor covering, suspended ceilings and complete redecoration. Also proposed is the installation of a central air conditioning system, and new wiring and lighting.

In response to question, President Boyd detailed future planning as regards use of the basement area of Old Capitol.

MOTION:

Mr. Brownlee moved the board approve the project, preliminary plans and budget and the physical plant department as architect and inspection supervisor for Gilmore Hall - 200 Floor Remodeling. Mr. Bailey seconded the motion and it passed unanimously.

STATE SANATORIUM BUDGET INCREASE FOR 1973-74. The board was requested to approve a budget increase for the State Sanatorium for 1973-74 of \$30,000 to \$2,297,423 for RR & A.

The Board Office reported that funding would be from patient care for \$14,000 and pharmacy sales for \$16,000 for a total of \$30,000. An additional \$16,000 from pharmacy sales over the budget of \$28,000 amounts to an increase of 57%. Pharmacy sales consist almost entirely of sales of the drug rifampin to out-patients and the average price has dropped 16% from \$76 in 1972-73 to \$63.50 per hundred in 1973-74 according to the institution. Correspondingly the usage has increased by 88% this year relative to last year.

Regent Baldrige asked what the use of the drug rifampin is. Dr. Hardin responded rifampin is used for treatment of tuberculosis. He said that \$76 worth is 50 days of medication. Further, the drug has limited distribution points.

Vice President Hardin commented that this increase request is for general building repair, not remodeling.

**MOTION:**

Mr. Baldrige moved the board approve a budget increase for the State Sanatorium for 1973-74 of \$30,000 with funds being used for RR & A. Mrs. Collison seconded the motion and it passed unanimously.

**LEASE OF PROPERTY.** The board was requested to approve the following lease:

Owner - Landlord

Williamsburg Community Development Corporation

Property

The property will consist of 6,272 square feet of space divided equally between the ground floor and a walk-out basement to be constructed at a site already selected on the outskirts of Williamsburg. Cost of utilities and janitorial service to be paid by lessee.

Term

Five (5) years commencing upon occupancy and continuing for 5 years thereafter. The occupancy date is projected to be September 1, 1974. The lease gives the lessee the option of extending the lease for an additional 5 year period with no change in the terms and conditions. The lease may be cancelled by either party on any yearly anniversary date with written notice 12 months prior to termination.

Rental

Tenant agrees to pay landlord an amount not to exceed \$1,623 monthly in advance on the 1st day of each month throughout the term of the lease. This represents a yearly charge of \$3.11 per gross square foot.

Use of Property

Tenant agrees during the term of this lease to use and occupy the premises as a satellite of the Oakdale Family Practice Office providing medical care assistance for the area around Williamsburg, Iowa.

Need for Lease Property

(See attached letter from Drs. John W. Eckstein and Robert E. Rakel)

Comments

The rental rate and terms of this lease appear to be fair and equitable for the rental of medical office space in Williamsburg, Iowa. The availability of construction funding is contingent upon approval of this lease. The operation of the Williamsburg unit is to be self-supporting and all costs associated with this lease are to be covered by fees generated.

The following letters were presented to the board for information:

Dear Dr. Hardin:

I am submitting a proposal for the lease of new facilities for the family practice training program in Williamsburg, Iowa, to be considered for placement on the agenda of the May meeting of the Board of Regents. The Williamsburg Community Development Corporation under the direction of Mr. Roy Larson of the Farmers Trust and Savings Bank is financing the construction of the new model office, which has become necessary because of the inadequacy of existing facilities and the termination of the lease.

The Family Practice Residency depends upon the Williamsburg satellite for over half of the out patient experience provided in the program. In many respects it is the ideal rural model, and in its first year of operation has had a high level of acceptance by resident trainees and patients alike.

The terms of the lease have been negotiated with Vice-President Jolliffe's office and are standard in regard to most elements of the agreement. The term of the agreement is for 5 years with an option of extending for another 5 years. Termination of the agreement may occur on any yearly anniversary date providing notification is given 18 months prior to the termination.

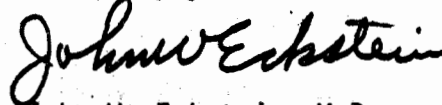
The growth of enrollment of patients in the Williamsburg unit has been continuous since its inception one year ago and population analyses of the catchment area are consistent with growth projections of at least 100-150%



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if facilities and personnel are increased to provide the service. Such growth will then assure fiscal integrity of the program and far exceed the annual rent incumbrance of the lease.

Sincerely yours,



John W. Eckstein, M.D.  
Dean

Dear Dean Eckstein:

The Family Practice Department of the University of Iowa College of Medicine maintains offices for patient care at Oakdale and at Williamsburg, Iowa. In these offices, resident physicians and medical students obtain supervised experience in the management of a medical office and in the treatment of patients normally seen in a family physician's office. Both facilities are needed to provide a sufficient number of patients for the teaching functions of the Department. In fact, the Williamsburg Family Practice Office is presently the source for more than 50% of the Department's patient load.

The accompanying document outlines in some detail the events leading to the establishment of a Family Practice Office in Williamsburg, the difficulties with the present location, and a proposed solution.

It appears reasonably clear that the Family Practice Department needs more patients to support its teaching program and that Williamsburg is a community where enough people are willing to utilize the Family Practice Office so that financial support for a long-term program can be expected.

The Williamsburg Community Development Corporation has indicated a willingness to construct a medical office building and lease it to the University of Iowa for the purpose of providing medical service to the Williamsburg community, and to provide a location for the training of future Family Physicians. (See accompanying documents.)

The design and construction of the proposed building would be by Marshall Erdman and Associates, Inc., of Madison, Wisconsin. This firm has a reputation for high-quality construction of medical buildings, and can offer a very rapid construction schedule, (90 days from the signing of the contract to completion of the building).

The yearly rental cost for the proposed new building in Williamsburg is to be \$19,476. This cost, divided by the 6,272 sq. ft. of space available shows the cost to be \$3.11 per sq. ft. This appears to us to be within the normal range of rental expense for professional office space.

We therefore request that you accept the offer of the Williamsburg Community Development Corporation, and negotiate with them a lease for this medical facility.

Sincerely,



Robert E. Rakel, M.D.  
Professor and Head

MOTION:

Mr. Bailey moved the board approve the above lease of property by the State Board of Regents. Mrs. Collison seconded the motion.

Regent Collison commented that if there are persons who would like to take up residency in Williamsburg the presence of this agreement might prevent people from taking that option. Vice President Hardin said that is correct and that is why either party should be able to cancel this out. Vice President Hardin added there is no obligation, legal or moral, beyond five years.

VOTE ON MOTION:

On roll call, the following voted:  
AYE: Bailey, Baldridge, Barber, Brownlee,  
Collison, Shaw, Slife, Petersen.  
NAY: None.  
ABSENT: Zumbach.  
The motion carried.

The following business pertaining to the State University of Iowa was transacted on Friday, May 10, 1974.

EXXON CORPORATION PROXY. The board was requested to approve a student request for the University of Iowa to vote its 434 common shares of Exxon Corporation in favor of a resolution submitted by the Church Project on United States Investments in South Africa - 1974 for consideration at the annual meeting of shareholders May 16, 1974, and authorizing the executive

secretary or University of Iowa treasurer to sign an appropriate proxy. The resolution is as follows:

RESOLVED that the shareholders request the Board of Directors to adopt appropriate resolutions to initiate the process of amending Article Third of the Certificate of Incorporation of the Corporation by adding at the end thereof the following new subparagraph:

Notwithstanding the foregoing, the Corporation shall not, directly or through affiliates, conduct exploration, mining, oil drilling or oil production activities in the Republic of Guinea-Bissau (Portuguese Guinea) or waters adjacent thereto, under purported concessions obtained from the Portuguese government.

The university administration reported that it supports the student request and submitted the matter for Board of Regents action in accordance with Section 7.06F of the Procedural Guide, as an "unusual circumstance."

Professor Vernon commented that there are two governments in Guinea-Bissau. The United Nations and 82 countries have recognized Guinea-Bissau as independent of Portugal. He went on to say that, as trustees of public funds, the university is obligated to get the maximum money return as possible from its shares in Exxon. He said that now the social policy as espoused overrides whatever possible financial losses are involved. He said he didn't feel there would be any financial loss in suspending operations because of the very real potential of political change.

Professor Vernon introduced two students of the university to the board, Penney Morse and Robert McKenzie, who spoke on this subject.

President Boyd presented the reasons to the board for the university's request. First, he noted that Professor Vernon had made the point about the role of the corporation in the social contest and added that self determination has been a policy of the United States in foreign policy over the years and that the United States has marketed its attitude in 1776, 1918 and 1948 by

support of the degrees of human rights. Secondly, to the economic argument, he didn't feel a reasonably prudent business person would make the type of investment involved. He also mentioned how the corporation could be affecting United States foreign policy by making such an investment.

MOTION:

Mr. Baldrige moved the board approve a student request for the University of Iowa to vote its 434 common shares of Exxon Corporation in favor of the resolution as presented and authorize the executive secretary or University of Iowa treasurer to sign an appropriate proxy. Mrs. Collison seconded the motion.

Regent Baldrige then withdrew his motion.

Regent Collison retained her second.

SUBSTITUTE MOTION:

Mr. Shaw moved the matter be referred to the investment officials of the university who normally would execute proxies that come in from corporations and direct that those officials make the decision on the basis of what they consider to be their best interest on this investment. Mr. Slife seconded the motion.

Regent Slife supported the substitute motion on the theory that the Regents should not exercise independent judgment in this regard.

Regent Bailey commented he didn't think the board should be shrinking from responsibility. He said he feels the way this has been presented it puts a state government agency in the position of attempting to influence the foreign policy of another sovereign power and added he didn't think the board has any place in doing that. He commented there are other investments the board could make, rather than Exxon, which could be bought as an alternative to this. He also said the universities and board could discontinue buying stock and get into something else.

Regent Collison explained her reasoning for the second to the original motion by saying she agreed with the premise of the motion to allow the university to vote its stock according to the wishes of the president, as he represents the people of the university. The university is actually a consumer, as it is a state agency. She said she felt the president can represent the university very well in interpreting its policy. Regent Collison said the substitute motion is unnecessary because it accomplishes the same thing.

Regent Brownlee asked why the university brought this to the board. Professor Vernon reported it represented an unusual circumstance. Regent Brownlee raised question as to whether the board is violating its responsibility in making a decision on this and said this should have been decided at the University of Iowa level. Mr. Richey said the basic policy should be reviewed.

VOTE ON MOTION TO SUBSTITUTE:      The motion passed with Collison voting nay.

VOTE ON MOTION:                      The motion carried with Bailey and Collison voting nay.

President Petersen asked board members and institutional representatives if they had any additional items for discussion. There were no additional items brought up for discussion.

IOWA STATE UNIVERSITY

The following business pertaining to Iowa State University was transacted on Thursday, May 9, 1974.

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

STUDENT TEACHING AGREEMENTS. The board was requested to approve additional student teaching agreements between Ballard, Beaman-Conrad, Guthrie Center and Iowa State University. These agreements represent the final agreements for the spring quarter, 1974.

MOTION: Mr. Bailey moved the board approve the student teaching agreements between Ballard, Beaman-Conrad, Guthrie Center and Iowa State University. Mr. Barber seconded the motion and it passed with all ayes.

SPECIAL SECURITY OFFICERS. The board was requested to approve the commissioning of the following:

Mr. Randy L. Mitchell - Special Security Officer.

Mr. Mitchell, age 21, has been employed by Iowa State University Security and Traffic Control since August 2, 1973. He has attended the 31st Basic Training Session at the Iowa Law Enforcement Academy from February 25, 1974 through April 5, 1974.

Mr. Douglas W. Renslow - Temporary Special Security Officer.

Mr. Renslow, age 21, was employed by Iowa State University Traffic Control April 11, 1974. He completed a Project Transition Training Course in Law Enforcement from December 10, 1973 through February 8, 1974 at the Army Education Center, Fort Bragg, North Carolina. The course is designed to prepare the student with the necessary knowledge and techniques to successfully perform routine law enforcement duties. However, Mr. Renslow will take the Basic Training Session at the Iowa Law Enforcement Academy subsequent to which he will be recommended for permanent special security officer status.

MOTION:

Mr. Bailey moved the board commission Randy L. Mitchell as a permanent special security officer; commission Douglas W. Renslow as a temporary special security officer, retroactive to April 11, 1974, with said commissioning to expire April 10, 1975 or at such earlier time as the university brings to the board a recommendation for permanent commissioning. Mrs. Collison seconded the motion and it passed unanimously.

ACCEPTANCE OF GIFT - HAMILTON COUNTY FARM. The board was requested to approve the following resolution involving the acceptance of the Hamilton County Farm of 285 acres as a gift to the state of Iowa for the use and benefit of Iowa State University.

MOTION:

Mr. Bailey moved the board approve the resolution as shown hereafter involving the acceptance of the Hamilton County Farm of 285 acres as a gift to the state of Iowa for the use and benefit of Iowa State University. Mrs. Collison seconded the motion.

President Petersen expressed her appreciation for this gift to the university and said she will write an official thank you note to Dr. Jessie Coles for the land.

VOTE ON MOTION:

On roll call the following voted:  
AYE: Bailey, Baldrige, Barber, Brownlee,  
Collison, Shaw, Slife, Petersen.  
NAY: None.  
ABSENT: Zumbach.  
The motion carried.

RESOLUTION  
1974-5-1

**WHEREAS,** Jessie V. Coles has executed and delivered to Iowa State University of Science and Technology a warranty deed to 285 acres of farm land in Hamilton County, Iowa, legal description of which is as follows:

The NE $\frac{1}{4}$ , Section 35, Township 89N, Range 23W, of 5th P.M., and all that part of the SE $\frac{1}{4}$  of Section 26, Township 89N, Range 23W, of 5th P.M. lying south of the railroad right-of-way and containing 285 acres, more or less, and

**WHEREAS,** it is the intention and desire of Jessie V. Coles to deliver as a gift to the State of Iowa for the use and benefit of Iowa State University of Science and Technology, the aforementioned described farm subject to the following conditions,  
(a) that the University will retain beneficial use of the farm at least until the year 2000 A.D. as a memorial to the parents of Jessie V. Coles, that is, John Wesley Coles and Eda Coles, and  
(b) that the net proceeds from the University's operation of the farm be used at the discretion of the University to aid either research in agriculture or scholarships in agriculture with due recognition to the parents of Jessie V. Coles, and  
(c) that the present tenant, Mr. Raymond Rigter be retained as the tenant on the farm as long as, in the opinion of the Board of Regents of the State of Iowa, he is capable to perform and does perform satisfactorily as a tenant, therefore let it hereby be

**RESOLVED,** that the State Board of Regents accept for Iowa State University of Science and Technology the gift of the aforementioned farm, and be it further

**RESOLVED,** that the Board of Regents recommend to the Executive Council of the State of Iowa that the aforementioned farm be accepted as a gift to the State of Iowa for the use and benefit of Iowa State University of Science and Technology in the manner hereinbefore stated, and be it further

**RESOLVED,** that Dr. Jessie V. Coles, 501 Via Casitas, Apt. 916, Greenbrae, California, 94904 be properly notified by an expression of appreciation for the gift of the aforementioned property.

COOLING TOWER REPLACEMENT AND ADDITION - CIRCULATING WATER PIPING INSTALLATION.

The board was requested to award the circulating water piping installation contract on the Cooling Tower Replacement and Addition project to Winger



Contracting Company of Ottumwa, Iowa. This action would ratify the board action on this by telephone.

MOTION:

Mrs. Collison moved the board approve the revised project budget and award of contract to Winger Contracting Company of Ottumwa, Iowa on circulating water piping installation for the Cooling Tower Replacement and Addition project. Mr. Brownlee seconded the motion and it passed unanimously.

The revised project budget follows:

Bids received April 11, 1974

Account: 500-65-02

Construction Contracts:

Cooling Tower			
Marley Company, base bid	\$66,789		
Deduct Tax Refund	<u>-1,462</u>	\$65,327	PN-0201
Cooling Tower Basin			
Siedelmann Construction Co., base bid	\$20,597		
Deduce Tax Refund	- 257	20,340	PN-0202
Circulating Water Piping			
<u>1/</u> Winger Contracting Co., base bid	\$29,800		
Deduct Tax Refund	<u>- 373</u>	29,427	PN-0203
Reserved for Future Contracts		23,906	..
Equipment and Material Purchases		55,000	PN-0206
Legal and Administrative		200	PN-0207
Engineering Services		10,000	PN-0209
Resident Inspection		500	PN-0210
Testing, Boring, etc.		300	PN-0211
Contingencies and Miscellaneous		<u>5,000</u>	PN-0212
	TOTAL	\$210,000	<u>2/</u>

Source of Funds:

65th G.A. Capital Appropriation	500-65-02	\$165,000
Plant Funds Unallocated	500-00-00	<u>45,000</u>
	TOTAL	\$210,000

1/ Recommended for award at this time.

2/ Increase of \$45,000 over previous budget.

ARCHITECTURAL SERVICES FOR MEATS LABORATORY. The board was requested to approve an agreement for architectural and engineering services for the Meats Laboratory with the firm of Frevert-Ramsey-Drey Architects/Engineers, Inc. of Des Moines, in consultation with Globe Engineering Company of Chicago, Illinois.

The Board Office reported this laboratory was funded by a line-itemed appropriation of \$2,800,000 by the 1974 legislature. This figure includes all movable and fixed equipment. The maximum fee to the architect is \$190,000. Agreed upon cost of construction and movable equipment is \$2,410,000. The fee is 7.88% of the agreed upon cost of construction. Because of the complex nature of the movable equipment the architect's fee is based upon specifying and purchasing that equipment.

The Board Office also reported that the Frevert firm has been associated with ISU through its design of the Women's Gym which was completed in 1973 and the forerunner of the present firm designed Kildee Hall which opened in 1965. Experience with this firm has been quite satisfactory. In addition, the Meats Laboratory is located in close proximity to Kildee Hall and it is expected that this firm will be sympathetic toward matching architectural styles of the two buildings.

Vice President Moore commented that the Frevert firm will place the movable equipment and will not leave it until it is all operating properly. Regent Slife noted that this is an important consideration in the hiring of a firm.

Vice President Moore then spoke to the problem of appropriations trying to match the serious cost spiral in construction. He added that prices have changed so much in three months that you can't get a bid to fit in the estimates of cost. He noted use of construction management on Veterinary

Medicine and proposed use of a project manager on the Design Center as a tool to try to match resources and cost uses with material shortages.

Costs, if approved, would be computed as follows:

For the three principals, Frevert, Ramsey and Drey, a fixed rate of \$26.00 per hour.

For their employees' time a multiplier of 2.45 times the following maximum hourly rates:

Architects and Engineers	\$9.00 per hour
Draftsmen	7.25 per hour
Junior Draftsmen	4.50 per hour
Typists	5.00 per hour

Reimbursable expenses for travel, subsistence, long distance phone calls, other than between the Des Moines office and Ames; and for reproduction of contract documents only.

Consultant services at the amount invoiced to the Architect by the consultant, based on the same 2.45 multiplier.

Regent Bailey asked whether the rates for this project are reasonable.

Vice President Moore replied that really two fees are involved - engineering and architects. Fees when combined are not out of line. Regent Bailey said he didn't want the board to get itself in a position where it is paying beyond what is the accepted market.

**MOTION:**

Mr. Slife moved the board approve an agreement for architectural and engineering services for the Meats Laboratory with the firm of Frevert-Ramsey-Drey Architects/Engineers, Inc. of Des Moines, in consultation with Globe Engineering Company of Chicago, Illinois. Mrs. Collison seconded the motion and it passed unanimously.

**FIELDHOUSE - AUDITORIUM REVENUE BONDS - SELECTION OF AUDITOR.** The board was requested to approve the appointment of the accounting firm of McGladrey, Hansen, Dunn and Company to perform an audit on the records and account pertaining to the Hilton Coliseum beginning with the fiscal year 1973-74.

The university reported that in 1972 this accounting firm was employed to prepare an annual audit of the dormitory revenue bonds and an audit of the academic revenue bond accounts for Iowa State University. Many of the same basic records and financial transactions must be examined for the dormitory bond audit, the academic building bond audit, and the Hilton Coliseum bond audit. By having the examination made by one firm for all three sets of bond accounts, a cost savings can be realized. Since the academic building bond resolution does not provide for the payment of audit costs from bond revenues, they must by necessity be a university expense. The combination of the three audits under one firm can further reduce that cost.

Since the Hilton Coliseum bond resolution reads as follows: (Section 16, page 28) "The Board further agrees that it will, within ninety (90) days following the close of each fiscal year, cause an audit of such books and accounts to be made by the Auditor of the State or a certified public accountant not in the employ of the State Board of Regents or the Iowa State University of Science and Technology....." and since it is increasingly difficult for the Auditor of State to complete the audit within the specified ninety day period because of the heavy auditing workload upon that office, it is felt that the above action will both provide an audit report within the required ninety days in the future as well as relieve the workload on the office of the Auditor of State.

It was noted that the firm's location is Des Moines. Vice President Moore said the firm works on cost per hour and estimated the project cost would be somewhere between \$3,000 and \$3,500. Discussion on having the Auditor of State perform the audit arose. Vice President Jolliffe reported that the University of Iowa has checked with the State Auditor's Office and were

informed that the State Auditor would prefer not to do this type of auditing. Vice President Moore also reported that the auditor's staff is terribly overworked and there could be problems in complying with bond covenants as to time requirements for such an audit.

MOTION: Mr. Brownlee moved the board approve the appointment of the accounting firm of McGladrey, Hansen, Dunn and Company to perform an audit on the records and account pertaining to the Hilton Coliseum beginning with the fiscal year 1973-74. Mr. Barber seconded the motion and it passed unanimously.

NAMING OF UNIVERSITY FACILITY. The board was requested to grant authorization to name the new married student housing units at Iowa State University "Schilletter Village."

It was proposed that the newest married student housing area, now being developed north of University Village and south of 24th Street be named in honor of J. C. Schilletter who directed the Iowa State University residence system through two decades and developed it into one of the outstanding collegiate residence systems in the United States.

MOTION: Mr. Bailey moved the board grant authorization to name the new married student housing units at Iowa State University "Schilletter Village." Mr. Brownlee seconded the motion and it passed unanimously.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. There were no items on the Register of Capital Improvement Business Transactions for the month of April 1974.

President Petersen asked board members and institutional representatives if there were any additional items to be discussed under the Iowa State University portion of the minutes. There were no further items for discussion.

UNIVERSITY OF NORTHERN IOWA

The following business pertaining to the University of Northern Iowa was transacted on Thursday, May 9, 1974.

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

CURRICULUM ITEMS. It was recommended the board refer the curriculum recommendations for the University of Northern Iowa to the Interinstitutional Committee on Educational Coordination for its review and recommendation.

Regent Collison commended the university for bringing these items to the attention of the board.

A. College of Business and Behavioral Sciences. The university reported a new Bachelor of Arts Degree was recommended with an Anthropology major and minor. There were several new courses recommended and several courses were recommended to be dropped.

Regent Collison commented that the university interest in Spanish and German languages may be directly beneficial to the state of Iowa. She asked if there is an educational psychology course which makes a transition in the approach to it in the transformed study. She said there needs to be a psychology course that takes note of bicultural emphasis. Vice President Martin said there isn't a separate course in educational psychology.

Regent Collison commented there is more identification with the Spanish problem now. In order to be responsive to the needs of the teachers, one needs to have its people telling what the needs are. Vice President Martin said that person might want to take a program teaching English as a foreign

language and then combine it with Spanish. Vice President Martin said the university has other plans for bilingual education, also.

Regent Shaw noted that there are several additional courses in the geography area and also several courses to be dropped in that area. He asked whether the same academic content will remain. Vice President Martin said this recommendation is slightly controversial but noted this is reflective of the general university trend. Regent Shaw asked whether the additional courses recommended will cover the courses which are being dropped in a general way. President Kamerick said the university will check on that.

B. College of Education. The university reported a new program was recommended -- Coaching of Women's Sports Minor - Teaching. There were also several new courses recommended and several courses were recommended to be dropped.

In response to question, Vice President Martin commented that classes for visually handicapped are being dropped because the staffing that was anticipated disappeared which caused complications. There was also some controversy about the methods of instructing in that area. All this caused the university to delete these programs.

Regent Collison asked if coaching and women's sports minor are the same as men's coaching and sports. President Kamerick commented there is no men's coaching and sports. He said there is a major open for both men and women, however.

Regent Collison asked how coaching is combined with degree programs since it is considered non-teaching as far as physical education is concerned.

at UNI because it is counter to national trends. He commented this reflects some very enthusiastic teaching of foreign language at the university. President Kamerick stated that students have come out of the foreign language programs convinced they have had a very worthwhile, exciting educational experience. Both last year and this year, he reported, the students have had long petitions asking for increases in money available to the foreign language department.

D. College of Natural Sciences. The university reported a new program was recommended -- Planetarium Education Minor. There were several new courses recommended and several courses were recommended to be dropped, also.

E. Interdisciplinary Courses and Programs. The university reported a new program leading to a Bachelor of Arts Degree was recommended -- General Studies Major. One new course was also recommended.

Regent Bailey commented he has historically had reservations about anything being designated as "general" studies but noted that the outline presented the board had sufficient guidelines and requirements in it so that his concerns weren't present in this situation.

Vice President Martin commented that students may come out of these general programs with some very practical training in that there is flexibility in this program to enable people to prepare for very specific vocational opportunities. Regent Bailey then commented that probably 90% of the students do use the discipline for its intended use but expressed concern that the other 10% may use the discipline just to stay in school for a period of time.

Regent Collison commented on the general programs available and said she feels this is an exciting type of thing that assumes a larger dimension



President Kamerick responded this qualifies for consideration in teaching to coach women's sports. President Petersen added that person may be a history major, etc. and be certified to coach.

C. College of Humanities and Fine Arts. The university reported the following new programs leading to a Master of Arts Degree were recommended -- Major in Audiology, Major in TEFL and Foreign Languages. The following new programs leading to a Bachelor of Arts Degree were recommended: English Linguistics Major, Linguistics Minor, TEFL/Foreign Language Minor, English and Foreign Language Combined Major, and Religion Major. There were several new courses recommended and several courses were recommended to be dropped.

In response to question as to demand for teachers of religion in public schools, Vice President Martin commented there is new interest in religion in the secondary school. President Kamerick commented there is no certification for religion at the present time. He highly recommended students taking this course combine it with some other field.

Mr. Richey noted that the new program in Audiology potentially poses a heavy demand for facilities. He stated the review questions on new programs are not as detailed in this respect as might be and that he had made a proposition to the Interinstitutional Committee for refinement. President Kamerick responded that the new program was already planned to be housed in the new Speech/Art building. Question was then raised as to costs involved in implementing program.

President Petersen asked about foreign language majors at UNI. She noted that enrollments seem to be going upward at UNI whereas at other institutions the opposite is true. Vice President Martin commented it is unusual

than some other programs could. Vice President Martin recalled that the university once brought in a program that was designed for students who are nurses without Bachelors Degrees. That program is in abeyance now, but it is conceivable that this kind of a person would be enrolled in these general programs.

F. Summary of Cost Data. The board was presented a summary of budget implications of 1974 curriculum changes. President Petersen asked how the university can always offer new programs that never cost the university additional money. Vice President Martin commented this is done by an internal management tool. He said it boils down to the fact that you can't add new courses without additional cost of instruction unless you teach other courses less frequently.

MOTION:

Mr. Baldrige moved the board refer the curriculum recommendations for the University of Northern Iowa to the Interinstitutional Committee on Educational Coordination for its review and recommendation. Mr. Bailey seconded the motion and it passed unanimously.

REPORT ON 1972-73 PROFESSIONAL DEVELOPMENT LEAVES. The board was presented a summary on professional development leaves for 1972-73. It was reported that the total replacement cost to the University of Northern Iowa for these leaves was \$18,733.

President Kamerick commented the university's intent is to grant fewer leaves to persons utilizing such leaves to work on terminal degrees. He also mentioned that the percentage of persons who hold terminal degrees has gone up sharply.

Regent Collison commented that as the faculty members develop by these

leaves the university gains by their development.

In the absence of objections, President Petersen accepted the report of summaries of faculty professional development leaves for 1972-73.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. Executive Secretary Richey reported the Register of Capital Improvement Business Transactions for the period April 10 through April 30, 1974 had been filed with him, was in order, and recommended approval.

Mr. McMurray reported there were four late bid openings. Approval for two construction contracts was recommended at this time:

<u>PROJECT</u>	<u>AWARDEE</u>	<u>TYPE OF CONTRACT</u>	<u>AMOUNT</u>
Storm Sewer Outfall - South Campus	Hurst Excavating Co., Waterloo, Iowa	Sewer	\$66,308
Steam Service to Industrial Arts and Technology Building	Young Plumbing & Heating Company, Waterloo, Iowa	Mechanical	\$91,000

The board was requested to approve a revised project budget on the Steam Service to Industrial Arts and Technology Building:

Revised Project Budget

This revision increases the project budget to recognize inflated prices, primarily for steel conduit, which resulted from insistence on a firm price for this material. The new contract amount of \$91,000 has been reached through negotiation with the low bidder, after the low base bid came in at \$102,000.

Estimated Expenditures:

CONTRACT	\$ 91,000
ENGINEERING FEES	5,000
PHYSICAL PLANT WORK	2,000
CONTINGENCIES	5,000
TOTAL	<u>\$103,000</u>

Source of Funds: 65th G.A. - Utilities Expansion

It was noted that this revised budget is \$8,000 higher than the previous budget.

The following purchase orders for equipment funded by 1972 sale of academic revenue bonds were presented for board approval:

New Library Addition--Individual study  
chairs - \$22,510. Award recommended to  
Piggott, Des Moines, Iowa

It was reported that since the university wished to place the order as quickly as possible and because there were no unusual circumstances surrounding the award, the executive secretary awarded the contract, subject to board ratification.

MOTION:

Mr. Baldrige moved that the construction contracts be awarded; the revised project budget be approved; the purchase order for equipment be ratified; the executive secretary be authorized to sign all necessary documents. Mrs. Collison seconded the motion and it passed unanimously.

MOTOR VEHICLE AND BICYCLE REGULATIONS 1974-75. The university requested the board approve the 1974-75 motor vehicle and bicycle regulations for the University of Northern Iowa. The Board Office recommended the board have legal counsel review whether the 1974-75 motor vehicle regulations cause a need for a revision in the departmental rules on traffic and parking regulations on file for the university.

The university reported the proposed motor vehicle and bicycle regulations for 1974-75 are basically the same as the 1973-74 regulations with the exception of Section C - Car Pools which provides for special arrangements to encourage the formation of car pools. The Board Office had question as

to whether or not the departmental rules need to be revised to incorporate this rather new idea on car pools.

Mr. McMurray reported the Board Office received a letter from Mr. Leo Baker, legal counsel, UNI, saying the regulations are internal in nature and that the departmental rules do not need to be revised.

MOTION: Mrs. Collison moved the board approve the 1974-75 motor vehicle and bicycle regulations for the University of Northern Iowa. Mr. Barber seconded the motion and it passed unanimously.

INSTITUTIONAL COST ANALYSIS FOR 1972-73. The board was presented a report on unit cost of instruction. Unit costs for the University of Northern Iowa for every other year since 1962-63 and for 1972-73 was as follows:

<u>Student Level</u>	<u>No. of FTE Students</u>	<u>% Change over 1970-71</u>	<u>Cost per FTE Student (1972-73)</u>			
			<u>General Operating Fund</u>	<u>% Change over 1970-71</u>	<u>Total Funds</u>	<u>% Change over 1970-71</u>
1. Lower Division	3,988	(17.0)	1,286	22.4	1,288	18.8
2. Upper Division	4,142	2.4	1,850	10.1	1,655	5.9
3. Masters	893	(14.4)	1,807	5.2	2,789	17.6
4. Advanced Graduate	229	(4.2)	2,564	35.4	4,595	69.6
Composite	9,253	(8.7)	1,531	16.2	1,679	16.0

Regent Shaw commented that the report doesn't really show what goes on in the individual departments. You could have a situation where you were staffed very thin with relation to the number of pupils in a particular discipline and show low cost because poor service was provided. The other situation could also be possible whereas the two would tend to balance out and the board would never know. He said the board can't really tell whether there is poor allocation within certain divisions of the university that

are disguised by rolling out a large number of averages. Mr. Richey commented that one of the purposes of NCHEMS is to more closely identify that.

Regent Collison asked if it is this year that the question of RR&A is entering the picture and also asked about where capital enters. Mr. Richey commented that capital and RR&A are not included. They are reported separately in the material. Regent Collison said she was referring to capital itself and asked if it should be entered somewhere in the overall plan. Mr. Richey said Regent Zumbach has requested a study on this question.

President Petersen commented the minute you add these factors in you do distort the institutional costs. Regent Slife said it is pretty hard to get anything out of this material now without putting capital in it.

Mr. Richey said different reporting methodologies are being tried for reporting this to board members in the future.

ENGINEERING STUDY - WEST CAMPUS DEVELOPMENT. It was recommended that the board approve a contract with Brice Petrides and Associates, Waterloo, Iowa, for an engineering study of the west campus development.

The Board Office reported this development includes the Speech/Art Building, the UNI-Dome, and the reconstruction of Highway 57. In May 1973 the board entered into a contract for general engineering services with this firm. The hourly rates set forth in the study on the west campus development are identical to the hourly rates found in the 1973 contract. That contract runs from June 30, 1973 to June 30, 1975. Based upon the hourly rates, maximum compensation for the engineering study is set at \$15,000 with the project costs split on a 50-50 basis with the UNI Foundation. The university's share of \$7,500 would be charged to the 1973-74 RR&A budget.

Mr. Richey said he assumed that some day the university will have the permanent staff to conduct its own engineering studies on such projects. Vice President Stansbury said it would be much appreciated if this would be possible. Mr. Richey then suggested the possibility of budgeting this as a regular staff unit, maybe one or two professionals, and supporting their cost on an individual project.

President Kamerick said the university isn't really sure how much of this sort of service it needs. At the moment the university doesn't feel much of this service is needed, but added he may be wrong.

MOTION:

Mr. Baldrige moved the board approve a contract with Brice Petrides and Associates, Waterloo, Iowa, for an engineering study of the west campus development. Mr. Bailey seconded the motion and it passed unanimously.

The following business pertaining to the University of Northern Iowa was transacted on Friday, May 10, 1974.

UNI-DOME (FIELDHOUSE) PROJECT. President Kamerick introduced the following persons who were present either to make a presentation to the board or as resource people during the presentation: Dr. Leland Thomson, Director of Planning; T. Wayne Davis, Vice President of UNI Foundation Board and Centennial Fund Drive Chairman; David Geiger of Geiger Berger Associates P.C.; Robert E. Goldstein, Staff Engineer, Geiger Berger Associates P.C.; Lee Miller, Director of Alumni Affairs; Stanley Sheriff, Associate Professor, Physical Education for Men and Director of Athletics, UNI; William R. Thrall, Professor and Head, Physical Education for Men, UNI; and Wayne Snyder of Thorson-Brom-Brosnar-Snyder, Architects. President Kamerick then called on Dr. Thomson.

Dr. Thomson stated that the UNI-Dome project is a unique answer for UNI's facility needs. The present auditorium facilities are outdated. For example, we are still using an auditorium which seats 1,200 people for most of our non-athletic type events. Also, we are trying to use a 1924 gym which seats only 3,500 people. Recognition of this problem started in 1967 when the late Dr. Marshall Beard convened a special committee to study and define needs for large auditorium space. That committee came up with a recommendation that some type of a building would be necessary. In 1971 a second committee was convened and charged to consider a multi-type purpose building. That committee recommended that a new stadium be erected. From that time to the present the foundation has labored long and hard with the university to bring this project about. Dr. Geiger was employed as a consulting engineer by the University of Northern Iowa Foundation. In turn, Geiger Berger Associates employed Thorson-Brom-Brosnar-Snyder of Waterloo as project architects. Dr. Thomson then called on Mr. Geiger, who distributed a brochure on the project and gave a slide presentation. Mr. Geiger reviewed the development of the unique domed structure which was first used in the United States Pavilion at the Osaka World's Fair. Further uses have included development of a stadium in Pontiac, Michigan and a stadium for Millikin University in Decatur, Illinois. He spoke to the safety aspects built into the roof. He mentioned that if air loss occurred the roof would deflate. The roof is designed to hang free of occupied space without endangering life or property. He concluded by stating that initial construction will involve completion of one side of the interior with seating for slightly less than 9,000 persons. The other side will be prepared and ready for completion as funds become available. He noted that the base facility provides for 50 foot candles light which is not enough for color



TV. He then introduced Wayne Snyder of Thorson-Brom-Brosnar-Snyder who spoke on the architectural features of the facility.

The description of the environmental systems was then given by Mr. Geiger.

The internal environment within the UNI-Dome can be varied to fit the multi-uses of the facility, with controlled temperature, humidity and light levels. The translucent dome and the vastness of the stadium space will give the feeling of outdoor space, and yet, through the environmental control systems and the enclosing roof membranes, it will be unaffected by the external elements.

The need and extent of environmental control through mechanical means depends largely upon outdoor conditions and the size of the crowd. In winter, heat will be provided to maintain a temperature of 65°F on the playing field, and 75°F in the office areas. In summer months the indoor temperature will not exceed 80°F, with 50% relative humidity.

Two factors which contribute to the thermal performance of the structure are its air tightness and partial utilization of solar energy for heating. The tightness is a basic requirement of air-supported structures. Moreover, the positive pressure inside the structure minimizes the exchange of outdoor with indoor air.

The roof membrane is made up of two layers of fabric with an air space in-between. This construction is analogous to that of storm windows and should result in substantial savings in energy use.

The ventilation system is designed to maintain the pressure necessary to carry the roof. The level of pressure required is not substantial, and is of the same order of magnitude as the pressure difference between the first and ninth floors of a typical high rise building. The system continuously monitors the pressure and makes the necessary adjustments to maintain it. Emergency generators are provided to keep the system operational in the event of a

power failure. Due to the many redundancies in the system, deflation is highly improbable. Should the improbable happen, however, the Dome would slowly deflate. Its rate of descent is measured in hours and would, in any case, hang free of the occupied space when deflation is complete.

Because of the translucency of the roof membrane, ample natural light would be available during daytime hours. The level of natural light would vary between 100 and 1,000 foot candle, depending upon the degree of sunshine. The light level of 100 foot candle on overcast days would still be ample for any indoor activity. For nighttime use, overhead flood lights will be available to provide a light level of either 50 foot candle for normal conditions, or 125 foot candle if color television broadcasts are expected.

Operating costs for providing heating, cooling and lighting will be relatively low for this structure as compared to conventional construction. It can be shown that heat loss in this case will be 40% lower than an average conventional structure of equivalent size.

Because of the translucency of the roof, savings in the cost of lighting this structure is considerable. If it is assumed that the stadium is used an average of 10 daylight hours 6 days a week, the savings will amount to about \$10,000 per year.

In summary, the estimated annual operating costs are as follows:

Steam	\$18,000
Ventilation and Cooling	17,900
Lighting	8,316
	<hr/>
	\$44,216

The following project description was also distributed.

The UNI-Dome will be an 18,000 seat capacity coliseum providing multi-purpose facilities for athletic and recreational activities. The building systems will permit rapid conversion from a facility used exclusively for athletic purposes such as football, basketball, wrestling and track, to a facility that may be used for recreational and cultural activities such as rock or pops concerts, drama and lectures.

The UNI-Dome will be located adjacent to the existing Physical Education Center on a site accessible from Hudson Road. The choice of the site will permit immediate use of existing facilities such as locker rooms and offices, and, in the future, expansion of the P.E. Center may interconnect with the Dome. For the present a permanent enclosed link will be built between the UNI-Dome and the existing Physical Education Center, with provision for development of the link with future office or classroom space at both the field level and the office level.

The air supported fabric roof will allow a column free space of approximately 180,000 square feet. All spectators will have an unobstructed view for all events. The basic structure of the building will be the air supported fabric and steel cable roof supported by steel columns at the perimeter of the building.

The structure will be built upon an earth berm constructed from material excavated from the site. Seating from field level to the concourse level (the main entrance and exiting level) will be constructed on the berm, while seating above the concourse level will resemble conventional stadium construction. Concession, storage and toilet facilities, as well as business offices, will be provided at the Concourse level.

The plans indicated in this brochure show the development of the completed facility. The initial

phase of construction will provide for total seating on the press box side (8,342 fixed seats) and development of the concourse and ancillary spaces beneath. The north end development, except for the vehicular entrance to the west and the entrance to the connecting link on the east, will also be omitted in the initial phase. Under a second phase, both the opposite side seating and the total north end development at the field level, office level and concourse level can be added. Provisions under the initial contract will be to provide footings and rough-in for mechanical and electrical services to these future areas.

One of the major features of the facility will be the removable synthetic turf floor. A synthetic resilient floor marked for basketball, track, tennis, etc., will be the permanent installation. During football season the turf will be unrolled from its stored position along the perimeter of the playing field and installed over the resilient floor.

Proper acoustic and lighting treatment for all events will be provided. Acoustical treatment will be furnished to provide optimum sound and noise control. Thus, spectators will be able to hear announcements on the loud speaker system during a football game, as well as a single performer giving a concert. For daytime activities the translucent roof will permit a more than satisfactory level of light into the space. For evening events the lighting system will be sufficient to permit television broadcasting or filming for small court activities, and in the future this light level may be extended for televising full field activities.

Other features of the building are retractable and movable seating, in addition to the permanent seating.

In extensive discussion, questions led off by Regent Shaw who asked whether synthetic turf will be as safe a field as a conventional turf field would be. Mr. Geiger responded that safety factors will be essentially the same as the shock pattern has been relieved. There is, in fact, a little more resiliency with this sort of flooring. President Petersen asked what was included in Phase I and Phase II of this project and what the costs were of Phase II. In response, it was noted that Phase II would complete the seating to a total capacity of 18,000 seats, would also include the addition of lighting from 50 foot candles to 125 to have color TV provision, also a more complex chilling unit would be included, as would possibly the link between the existing physical education structure and the new building. It was noted that Phase II is estimated to cost approximately \$1 million. In further discussion it was noted that new parking facilities were not part of the project budget and that until new parking facilities were constructed existing parking which is about 300 feet from the structure would have to be utilized. A question was asked by Mr. Richey as to accessibility for the handicapped. In response it was noted that accessibility for the handicapped was being assured through either use of an elevator or through access from the floor level through the connecting link to the existing physical education structure.

President Petersen noted that the building itself is primarily a public building but that its usage would include institutional programs, convocations, athletic events, and some physical education classwork. It was noted by Mr. Thomson that this is intended to be a multi-purpose building which can be used for instructional use but primary use is as a public facility and not a classroom facility. Mr. Miller noted that the experience in an Idaho building of similar usage is that building usage could extend to about

18 hours a day because of its versatility and closeness to campus. Mr. Miller's further response stated that the management of the building will be through a board set up under the guidance of Vice President Hansmeier which will have students, staff, and probably some public members on it. He noted that Iowa State University has had similar usage matters to resolve with the operation of Hilton Coliseum and had volunteered to go over the university's scheduling as the building usage became clearer.

The following project budget was then presented for board action:

Source of Funds:		
Bond sales	\$2,500,000	-----
Institutional funds	300,000	-----
UNI Foundation	<u>2,000,000</u>	<u>\$320,000</u>
	<u>\$4,800,000</u>	<u>\$320,000</u>
Estimated Expenditures:		
General construction	\$3,898,000	
Project Inspector	12,000	
Utilities	100,000	
Site development	30,000	
Equipment	25,000	
Physical Plant work	8,000	
Turf and floor system	495,000	
Contingency	<u>232,000</u>	
Subtotal	\$4,800,000	
Architect's fees	<u>320,000</u>	
Total	<u>\$5,120,000</u>	

MOTION: Mr. Slife moved board approval of the UNI-Dome (Fieldhouse) Project, the above project budget, and the preliminary plans. The motion was seconded by Mrs. Collison and passed unanimously.

MOTION: Mr. Slife moved that a student fieldhouse fee be established consisting of \$12.50 per student per semester and \$3.00 per student per each summer session said fee coming from a redistribution of (1) the \$10 student fee per student per semester now collected for support of intercollegiate athletics, and (2) the remaining \$2.50 per student per semester and \$3.00 per student per each summer session from the \$5.00 building fee

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for student activities collected from each student each semester and the \$3.00 building fee for student activities collected from each student each summer session leaving \$2.50 per student per semester still being collected as a building fee for student activities, said fee to be used for future student activities building projects. The motion was seconded by Mrs. Collison. On roll call the following voted:

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

NAY: None

ABSENT: Zumbach

The motion carrier.

MOTION:

Member Baldrige introduced and caused to be read the resolution hereinafter set out entitled "Resolution providing for a notice of hearing on proposed plans, specifications and form of contract for site work for a new Field House at the University of Northern Iowa, and providing for taking bids in connection therewith." Member Baldrige moved that said resolution be adopted, seconded by Member Barber, and after due consideration thereof by the Board, the President put the question and, upon the roll being called, the following voted:

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

NAY: None

ABSENT: Zumbach

Whereupon the President declared the resolution duly adopted.

MOTION:

Member Barber introduced and caused to be read the resolution hereinafter set out entitled "Resolution providing for a notice of hearing on proposed plans, specifications and form of contract for constructing a new Field House at the University of Northern Iowa, and providing for taking bids in connection therewith." Member Barber moved that said resolution be adopted, seconded by Member Baldrige, and after due consideration thereof by the Board, the President put the question and, upon the roll being called, the following voted:

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

NAY: None

ABSENT: Zumbach

Whereupon the President declared the resolution duly adopted.

Regent Shaw noted that the tentative schedule for sale of the \$2,500,000 Fieldhouse Bond had award of the general contract occurring on July 23 with the bond sale scheduled for July 24. He asked why this couldn't be on the same day. Mr. McMurray responded that the schedule would be changed so that both the general contract and the bond sale would occur on July 24.

MOTION:

Member Collison introduced and caused to be read the resolution hereinafter set out "Resolution to fix a date for the initiation of proceedings for the issuance of \$2,500,000 Field House Revenue Bonds", and moved its adoption. Member Bailey seconded the motion and, after due consideration thereof by the Board, the President put the question on the motion and, upon the roll being called, the following voted:

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

NAY: None

ABSENT: Zumbach

Whereupon the President declared the motion duly carried and said resolution duly adopted.

Copies of the above three resolutions are on file with the official copy of these minutes.

It was noted that at the next meeting of the board scheduled for June 27, the board will hold separate public hearings on the site work plans and specifications, the general contract plans and specifications and on the issuance of the bonds. Also, the board would be asked to adopt a bond resolution and a resolution fixing a date for the bond sale.



REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS (continued). Mr. Richey reported the following construction contract was filed with the Board Office, was in order, and recommended approval.

<u>PROJECT</u>	<u>AWARDEE</u>	<u>TYPE OF CONTRACT</u>	<u>AMOUNT</u>
Hillside Court Parking Lot Construction	Cedar Valley Corp., Waterloo, Iowa	General	\$73,020.73

Vice President Stansbury commented that originally this project budget was designed for 120 cars. When specific plans were drawn it was determined the lot could best be designed for over 100 cars. He commented a drive will be taken out which would add a few more spaces. He recommended that the bid for Portland Concrete be exercised for this work, noting that an alternate for asphalt had come in slightly higher.

MOTION:

Mr. Brownlee moved the board approve the construction contract on the Hillside Parking Lot Construction project as shown above and rest of the Register for the period and Executive Secretary be authorized to sign the necessary documents. Mr. Barber seconded the motion and it passed unanimously.

Discussion then arose on the Industrial Arts-Technology Building project. Vice President Stansbury commented this is a \$1,340,000 65th G.A. project. The building is to be located on the south campus, next to the new Biological Research and Small Animal Building. A total of \$1,155,000 had been budgeted for construction. He expressed that the university has run into difficulty in that construction costs have increased rather dramatically in the past few months. Apparent low base bids received totaled \$1,740,450. He reported that the university has made attempts to go back to the contractors to attempt to negotiate down some of the figures or exercise alternates and it has also looked around for other possible source of funds.

Vice President Stansbury, speaking for the university, requested the board reject all bids on this project so the university can reduce the plans and rebid at an early date. The consequence, he indicated, would be that the building would have to be truncated somewhat and possibly the entire industrial arts program wouldn't be able to be in the building.

MOTION: Mr. Baldrige moved the board reject all bids on the Industrial Arts-Technology Building. Mr. Shaw seconded the motion.

Vice President Stansbury said he hoped the entire industrial arts program could be continued in this building. He said he envisions space being taken off the building to meet the cost figure. He reported the university will come back for a request for an addition of funds to complete the facilities.

Mr. Richey suggested the university cut back on the scope of the building and come back in a subsequent fiscal period with cost inflation figures since the board hasn't had a chance to discuss this in any depth. He asked whether the university is satisfied with the scope of the building as designed and also whether there is any way to get the money to go ahead with the project to save time in earlier use of the building. Vice President Stansbury said these questions have been considered.

Regent Baldrige asked if there is a possibility that the contractors would agree to an extension of the bid time. Vice President Stansbury replied the subcontractors are only fixing prices for 10 to 17 days. Prime contractors will not extend.

Regent Baldrige asked if the board has the authority to transfer funds from the Speech/Art Building. Mr. Richey replied the board has some

authority in that respect and the Governor has additional authority that the board could request but the real question is what the university means by "truncating" the building. He asked whether it means cutting off part of the building or cutting down on the quality or features of the building.

Vice President Stansbury reported the university in recent months has made some "quality" cuts. He said the university may also have to look at the matter of redesigning the building.

Regent Barber asked if the only objectionable feature of the Industrial Arts-Technology Building project is the high price. Vice President Stansbury reported that was the only objectionable feature. He noted the building as far as cost per square foot isn't too bad but the problem is: (1) trying to get all of the industrial arts program into the building and (2) inflated cost factors.

Mr. Richey commented that "borrowing" from one project to another has been done in the past and inquired whether money could be borrowed from the Speech/Art Building to use on the Industrial Arts-Technology Building. He said that replacement of such in the next biennium would have a high priority. Regent Baldrige added there would be an element of risk involved in doing that, however.

Regent Baldrige withdrew his motion.

Regent Baldrige asked whether the university officials could work out any solution with the contractors to revise the figure. Vice President Stansbury said that the university has tried working with the contractor to reduce these costs but they are still \$440,000 short even with possible negotiated reductions.

Mr. Richey commented he hesitated to recommend any action other than rejection at this time in view of the institutional view on this.

MOTION: Mr. Barber moved the board reject all bids received on the Industrial Arts-Technology Building. Mr. Slife seconded the motion.

Regent Collison requested some sort of a resolution on reopening of bids by the next board meeting from the institution with a revised project estimate.

Vice President Stansbury said this decision has been extremely difficult and people have worked hard on it.

President Petersen said the board will look forward to hearing from the university when it comes up with a recommendation.

VOTE ON MOTION: The motion passed unanimously.

DISPOSAL OF TWO STRUCTURES. The board was requested to authorize the selling or razing of houses located at 2425 and 2505 Hudson Road.

The Board Office reported that the two houses sit in the site plan for the UNI-Dome project and must be moved. Vice President Stansbury said the university will attempt to sell both houses but if unable to sell, they will be razed.

MOTION: Mr. Baldrige moved the board authorize disposal of the structures located at 2425 and 2505 Hudson Road. The motion was seconded by Mr. Shaw and passed unanimously.

President Petersen asked if board members or institutional representatives had any additional items for discussion under the University of Northern Iowa portion of the docket. There was no further discussion.

IOWA SCHOOL FOR THE DEAF

The following business pertaining to the Iowa School for the Deaf was transacted on Thursday, May 9, 1974.

REGISTER OF PERSONNEL CHANGES. The following entry was called to the attention of the board:

Marianne Giangreco - Acting L.E. Principal -  
16 days at \$40 per day - \$640

Superintendent Giangreco had reported at the April meeting that the elementary principal, because of illness, was unable to fulfill her duties and that a temporary replacement had to be found.

**MOTION:**

Mr. Baldrige moved the board approve the temporary employment of Mrs. Giangreco together with its thanks for her being willing to fill in on a very unfortunate situation as acting principal. Mrs. Collison seconded the motion and it passed unanimously.

The rest of the Register of Personnel Changes for April 1974 were ratified.

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. There were no items on the register for the month of April 1974.

TITLE I SUPPLEMENT 1973-74. The board was requested to approve the Iowa School for the Deaf Title I budget as follows:

TITLE I Increase for 1973-1974

Expenditure Acct.	ORIGINAL PROJECT 1973-1974			AMENDED PROJECT 1973-1974		
	Salaries	Contract Services	Total Amt.	Salaries	Contract Services	Total Amt.
Administration (Indirect Costs)		13,088.00	13,088.00		14,551.00	14,551.00
Instruction	116,905.00	2,652.00	119,557.00	133,149.00	11,634.00	144,783.00
Attendance Svcs				1,140.00		1,140.00
Health Svcs				900.00		900.00
Pupil Transportation				165.00	1,675.00	1,840.00
Fixed Charges		12,970.00	12,970.00		14,045.00	12,970.00
Food Services					3,250.00	3,250.00
Sub Total	116,905.00	28,710.00	145,615.00	135,354.00	31,110.00	180,509.00
Equipment						1,384.00
Total			145,615.00			181,893.00
Increase						\$36,278.00

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In absence of objections, President Petersen approved the Title I supplement for 1973-74.

FACULTY SALARY 1974-75. The board was requested to authorize the release of salary letters to the faculty for the year 1974-75 on the basis of a 7 1/2% increase in salaries.

FACULTY SALARY - 1974-1975

1973 - 1974

7-1/2% increase	\$ 52,012.00	
Fringe Benefits	<u>7,586.00</u>	
Total Increase		\$ 59,598.56

Average Increase for all Faculty	674.88
Highest Increase	1,283.00
Lowest Increase	484.00

The salary schedule for 1974-75 presented to the board at the April meeting follows. Only two columns in the schedule, BA with conference and state certification and MA with conference and state certification, are proposed to be used for all the faculty salaries for 1974-75 because of limited funds.

	<u>BA</u>	<u>BA With Conference and State Certification</u>	<u>BA + 15 Conference and State Certification</u>	<u>MA State Certification</u>	<u>MA Conference and State Certification</u>	<u>MA + 15 Conference and State Certification</u>
BEGINNING	\$ 7,800	\$ 7,944	\$ 8,112	\$ 8,736	\$ 9,000	\$ 9,048
Step 1	8,112	8,256	8,424	9,048	9,312	9,360
Step 2	8,424	8,568	8,736	9,360	9,624	9,672
Step 3	8,736	8,880	9,048	9,672	9,936	9,984
Step 4	9,048	9,192	9,360	9,984	10,248	10,296
Step 5	9,360	9,504	9,672	10,296	10,560	10,608
Step 6	9,672	9,816	9,984	10,608	10,872	10,920
Step 7	9,984	10,128	10,296	10,920	11,184	11,232
Step 8	10,296	10,440	10,608	11,232	11,496	11,628
Step 9	10,608	10,752	10,920	11,628	11,892	12,012
Step 10	10,920	11,064	11,232	12,012	12,276	12,408
Step 11	11,160	11,304	11,472	12,408	12,672	12,792
Step 12	11,400	11,544	11,700	12,792	13,056	13,188
Step 13		ABOVE STEP 12,		13,188	13,452	13,572
Step 14		MERIT RAISES		13,572	13,836	13,968
Step 15		WILL BE		13,812	14,076	14,196
Step 16		GRANTED.		14,040	14,304	14,436

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The Board Office reported that the proposed salaries are in line with the Council Bluffs/Omaha area and are in about the middle of the range of the survey of the eleven-state area. It was noted that the highest salary in the ISD salary schedule of \$14,436 is \$1,020 below the highest salary in the IBSSS salary schedule of \$15,456 when it is generally recognized in educational circles that teachers require more education and skill for teaching the deaf than for teaching the blind. It was felt that this matter should be given further consideration during preparation of the budget requests for 1975-77.

**MOTION:**

Mr. Brownlee moved the board authorize the release of salary letters to the faculty of Iowa School for the Deaf for the year 1974-75 on the basis of a 7 1/2% increase in salaries. Mr. Baldrige seconded the motion and it passed unanimously.

President Petersen asked if board members or institutional representatives had further items for discussion. There were no additional items brought up for discussion.

IOWA BRAILLE AND SIGHT SAVING SCHOOL

The following business pertaining to the Iowa Braille and Sight Saving School was transacted on Thursday, May 9, 1974.

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

REGISTER OF CAPITAL IMPROVEMENT BUSINESS TRANSACTIONS. Executive Secretary Richey reported the Register of Capital Improvement Business Transactions for April 1974 was filed with him, was in order, and recommended approval.

MOTION:

Mr. Baldrige moved the board approve the Register of Capital Improvement Business Transactions for April 1974 and that the executive secretary be authorized to sign all necessary documents. The motion was seconded by Mr. Brownlee and passed unanimously.

PROPOSED TEACHER'S SALARY SCHEDULE FOR 1974-75. It was recommended that the board approve the following teacher's salary schedule for 1974-75:

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IOWA BRAILLE AND SIGHT SAVING SCHOOL  
 SECTION A  
 BASIC SALARY SCHEDULE 1974-75

	CLASS I		CLASS II		CLASS III		CLASS IV		CLASS V	
	BA	+a	BA+15	+aa	MA	+aaa	MA+15	+aaa	MA+30	+aaa
GINNING	7,896	8,004	8,220	8,472	8,844	9,300	9,168	9,624	9,480	9,936
EP 1	8,220	8,316	8,532	8,772	9,168	9,624	9,480	9,936	9,792	10,248
EP 2	8,532	8,628	8,844	9,096	9,480	9,936	9,792	10,248	10,116	10,560
EP 3	8,844	8,952	9,168	9,420	9,792	10,248	10,116	10,560	10,428	10,884
EP 4	9,168	9,264	9,480	9,732	10,116	10,560	10,428	10,884	10,740	11,196
EP 5	9,480	9,576	9,792	10,044	10,428	10,884	10,740	11,196	11,064	11,508
EP 6	9,792	9,900	10,116	10,368	10,740	11,196	11,064	11,508	11,376	11,832
	10,116	10,212	10,428	10,680	11,064	11,508	11,376	11,832	11,772	12,216
EP 8	10,428	10,524	10,740	10,992	11,376	11,832	11,772	12,216	12,168	12,612
EP 9	10,740	10,848	11,064	11,316	11,772	12,216	12,168	12,612	12,564	13,008
EP 10	11,064	11,160	11,460	11,700	12,168	12,612	12,564	13,008	12,960	13,404
EP 11	11,292	11,400	11,688	11,940	12,564	13,008	12,960	13,404	13,356	13,800
EP 12	11,532	11,640	11,928	12,180	12,960	13,404	13,356	13,800	13,752	14,196
EP 13					13,356	13,800	13,752	14,196	14,136	14,592
EP 14					13,752	14,196	14,136	14,592	14,532	14,988
EP 15					13,980	14,232	14,376	14,832	14,772	15,204
EP 16					14,220	14,676	14,616	15,060	15,012	15,456

The Board Office reported that the beginning rates as proposed for IBSSS are identical with the Vinton rates except for adjustment to be evenly divisible by 12. The steps proposed for years of service are identical with Vinton except for slight adjustment. The rates proposed for IBSSS include intermediate classes for teachers with Class A, Class AA, and Class AAA certification by the American Educators of the Visually Handicapped. The intermediate classes provide incentive for teachers to understand the problems and to develop skills for education of the visually handicapped.

Steps in the proposed 1974-75 salary schedule have been increased over the 1973-74 salary schedule by 3.5% for the lowest beginning rate to 7.1% for the highest step. This variation in percentage of increase is caused by adjusting the salary schedule to the competitive salaries in the area and by the graduated increases provided last year in implementing S.F. 618. A teacher at the lowest beginning step this year at a salary of \$7,632 would be paid \$8,220 in 1974-75 for an increase in salary of 7.7%. A teacher at the highest rate this year of \$14,472 would receive \$15,456 in 1974-75 for an increase of 6.8%. A teacher at the next highest step this year at a rate of \$14,244 would receive \$15,456 in 1974-75 for an increase of 8.5%.

Application of the proposed salary schedule would require a budget increase of \$27,492 or 7.47% according to the institution. This budget increase is within the 7.5% increase provided by the appropriations bill, S.F. 1386, as passed by the Senate and House.

MOTION:

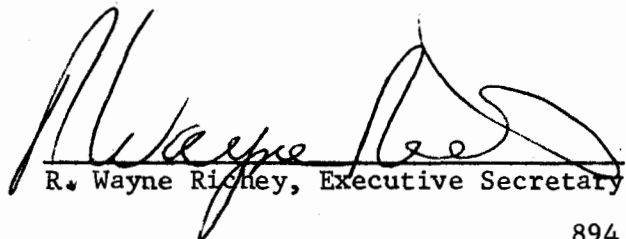
Mr. Baldrige moved the board approve the proposed teacher's salary schedule for 1974-75 as shown above. Mrs. Collison seconded the motion and it passed unanimously.

TITLE I AMENDED BUDGET, 1973-74. Superintendent Woodcock requested this item be withdrawn from board discussion at this time.

The following business pertaining to the Iowa Braille and Sight Saving School was transacted on Friday, May 10, 1974.

SENSORY STIMULATION CENTER. Superintendent Woodcock introduced James Kersbergen, William D. Chilton, and Ray Wolsel of Iowa State University who presented four alternative ways in which a relatively little used 34' by 58' space could be used for a sensory stimulation project at Iowa Braille and Sight Saving School. He explained that the students interviewed primary teachers at IBSSS and came back to the school with ideas on sensory stimulation by way of these projects. Any one of the four has a system ranging from simple experiences to those complex areas laid out in more abstract form. Superintendent Woodcock pointed out that a sensory stimulation center project (not necessarily one of the projects shown by the students, but on that general basis) will be requested in the capital askings for the next budget request. He said the center will probably be around a \$30,000 expenditure. Basic concept teaching would be done with the very youngest children, ages four through eight. Older children could use the center as a play room. Mr. Woodcock expressed his deep appreciation and pleasure with the fine presentations the ISU students made for the school.

President Petersen asked board members and institutional representatives if they had any items for further discussion under the Iowa Braille and Sight Saving School. There were no additional items brought up for discussion.

  
R. Wayne Richey, Executive Secretary