

University of Iowa
January 27, 2009

Questions – Set A

1. How many new FTE positions have you added since 2007? Will you provide a listing of all the FTE positions complete with job titles, salary and benefits for the position and whether the position is filled? If it is not filled, how long has the FTE position been open?

The number of FTE in the General Education Fund (GEF) increased by 177 from FY 2007 to FY 2008. This increase is due almost exclusively to an increase in the number of graduate assistants (GA) needed to teach increased sections needed to accommodate the record number of students at the University of Iowa. State salary appropriations were utilized to provide salary and fringe benefit increases for existing faculty and staff while increases in tuition revenue (due to rate increases and an increase in the number of students) were utilized to fund the increased number of GA positions. FTE numbers in the GEF has declined from FY 2001 to FY 2008 (6,466 vs. 6,394).

This response is taken from a previous response provided by the Board Office on the topic of vacant positions:

Unlike most state agencies, the Regent institutions have traditionally used a “block budgeting”, or aggregated budgeting, to distribute budget allocations to colleges and operating units. This budgeting approach allows greater flexibility so that the colleges and units can meet student, teaching, research, and service demands and also take advantage of alternative funding sources such as grants and contracts. Each unit receives a total dollar allocation to meet the unit's objectives in accordance with strategic plans of the institution and the Board. With this method of budgeting, the universities do not create or maintain budgeted positions that are not intended to be filled.

Appropriations requests for salaries are based on *net* salaries (gross salaries less expected temporary vacancies. In other words, the institutions routinely reduce their base salary budgets for vacancies that are expected to occur throughout the fiscal year.

Due to the unique character of university campuses, budgets are good predictors of salary expenditures; in FY 2008, over 100% of total General Fund budgeted salaries of \$1,401,744,254 were spent.

2. How will you implement the across the board cut?

What follows is an outline of how the University of Iowa proposes to adjust its current year budgets (FY2009) to reflect \$7.5 million in appropriation reversions. Further interactions will take place with faculty, staff, and student governance groups and with the deans and other academic leadership on how this will articulate with current year operations and what further strategic planning needs to be done looking ahead to appropriation implications for the FY 2010 budget. Of the total \$7.5 million assigned to the University of Iowa, \$509,000 will be allocated to non General Education Fund units, each of which are developing plans. These units report a number of anticipated changes ranging from hiring deferrals to redirection in expense for non-personnel items. The remainder of \$6,991,000 is approximately 1.2% of the General Education Fund and will be managed as shown on the following page.

General Education Fund cuts recommended to reach the \$6,991,000 reversion:

1. \$2,843,000 – from tuition revenue-supported building repairs that would have been contributed toward FEMA flood recovery match during FY 2009. Note later that this is linked to action by the General Assembly and Governor to approve reallocation of Academic Building Revenue Bond proceeds to be used for FEMA flood recovery match. These bond proceeds will be used for FEMA match and will require the indefinite postponement of the Pentacrest renewal capital project.
2. \$2,148,000 – from various non-flood recovery capital project deferrals, cost shifts and capital project savings. This would alter completion and occupancy of the former theater space within the University Capitol Center, shift General Education Fund support earmarked for the College of Public Health project budget (will not change project scope or timing), and would result in deferral of at least one year of the Library archives facility project to be built on the Oakdale Campus.
3. \$2,000,000 – from allocating budget reductions to General Education Fund operating units, with exclusions. Exclusions would be student financial aid, library acquisitions, utility non-labor budget (fuel and debt service), and departments still substantially recovering or engaged in flood recovery. A list of reductions by major unit is attached. Individual units are obligated to meet this requirement. The provost office will approve all collegiate plans after reviewing them against overlying University budget objectives. It is clear thus far that personnel hiring delays will occur coupled with substantial deferrals of classroom and teaching lab equipment replacements and elongation of refresh cycles on computing technology. The provost office and each of the VP units at their discretion are encouraged to further reallocate to help cushion impacts on the most critical individual sub-units (departments).

* * *

These spending adjustments would eliminate the need now for an enormously complicated furlough process; protect the equipment and building repair block allocations used for deferred maintenance, fire safety and faculty start-up; and would not impede the most urgent facility improvements such as the data center, the new clinical psychology space in Old Music, Chemistry completion, and the College of Public Health facility.

The University needs General Assembly and Governor action on the board-approved changes in the allowed use of existing Academic Building Revenue Bond authority and the creation of a financial liquidity capability for flood recovery approved by the board on January 9th. These actions enable the reversion of General Education funds previously earmarked for FEMA flood recovery match.

A flood recovery exclusion is incorporated into the allocation of \$2 million in General Education Fund reductions cited in #3 above. The exclusion is \$29.6 million (of the total \$590 million General Education Fund) and included music, art and art history, theater, the performing arts division, the museum of art, Hancher, amounts from General Education Fund attributable to Iowa Advanced Technology Lab, and a portion of the facilities management operation directly engaged in flood relief.

* * *

The overarching principles employed in management of the \$7.5 million reversion include protecting a high quality student academic experience offered by the University and the continuance of flood recovery and protections against further flood damage. The protection of tenure/tenure track faculty positions supported through the General Education Fund is particularly critical, and the Provost Office will be working with deans to protect these positions, especially within the undergraduate colleges. Parallel with this, the University must continue sustainability initiatives discussed with the Board in December. The most visible implication of this will be the hiring over the next year of a cluster of five new tenure/tenure track faculty with a focus on sustainability.

There will not be a central "hiring freeze," although units dependent upon state appropriations will be asked to look diligently at filling all positions based upon the immediate need for the position and the relative financial circumstances of the unit. Likewise, all other spending should be given additional attention by senior managers and University executives given the changes this year as well as the implied state budget difficulties over the next two fiscal years.

This proposal does not deal with the undefined financial issues that the state and the University face in FY 2010 and FY 2011. The University will be looking more fundamentally and strategically at both operating and capital costs to be budgeted over the next couple of years.

3. Provide us the list of suggested cuts you provided the Governor in November or December of 2008.

(see Item # 2 above)

4. If you were forced to cut your budget by ten percent, what suggestions would you have to reduce the budget and/or reduce the responsibilities of your department?

This issue is under consideration now at the University and will be addressed with the Board at its February and subsequent March meetings in as much detail as possible. Below are numbers to give some perspective of the magnitude:

10% Reduction for GEF \$27.7M

Equivalent to:

College of Business	\$24.4M
College of Dentistry	\$22.6M
Student Aid – half	\$26.8M
Tuition & Fees increase of 10%	\$26.8M

5. What assets does your department have that can be leased or sold? What services do you provide that could be privatized or outsourced?

We are preparing a list of all real estate now in response to another inquiry.

Questions – Set B

1. What is the core mission of your department?

Upon founding The University of Iowa in 1847, Iowa's first legislature entrusted it with a threefold mission of teaching, research, and public service. In pursuing that mission today, the University seeks to advance scholarly and creative endeavor through leading-edge research and artistic production; to use this research and creativity to enhance undergraduate, graduate, and professional education, health care, and other services provided to the people of Iowa, the nation, and the world; and to educate students for success and personal fulfillment in an increasingly diverse and global environment.

2. Could you prioritize your departments' responsibilities as it relates to the budget?

The University of Iowa is Iowa's first public university and since its creation, we have provided affordable and accessible higher education to Iowans. Without this opportunity, Iowans would have to leave the state for these opportunities.

3. What services or programs does your department provide that are similar or overlapping with services or programs provided by other departments?

The student demand for programs generates the need for similar programs offered at each of the universities. The University of Iowa and the Regents frequently review overlap and duplication for efficiency and improvements.

4. Name programs or services in your department that the expense of providing the program or service exceeds the benefit provided.

Every UI program needs to fit within an aggregation that is needed to meet the teaching and research missions- comprehensiveness is essential to meet the broad needs of 31,000 students.

5. How many new FTE positions have you added since FY 2001?

See attached table.

University of Iowa
Employment Profile - October 2001

Category	Total FTE	General Fund	UIHC Health Care	Grants Federal	Grants Non-Federal	Gifts	Agency Funds	Auxiliary Enterprise Funds	General Organized Activities	Other Appr Funds	Plant Funds	COM Practice Plan	Stores Services Revolving
Institutional Officer	-												
Faculty	-												
Tenure Track	1,722	1,239	12	173	53		11	1	29	1		182	21
Clinical Track	289	89	30	10	6		7	11	20	1		107	8
Other	137	95		10	3		1	2	22			4	
Post Doctoral	188	6		136	31				9			1	5
Professional & Scientific	3,974	1,109	690	866	251		20	251	278	69		158	282
SEIU/Healthcare Profession	1,761	3	1,533	46	11		9	21	12			100	26
Merit (Non-Organized)	749	342	216	15	5		6	46	17	6		68	28
Merit (AFSCME)	4,405	1,207	1,924	89	22		47	466	126	38		317	169
Sub-Total - Salaried Faculty &	13,225	4,090	4,405	1,345	382.00		101	798	513	115		937	539
Residents	622	4	457	25	10			4	29			93	
Graduate Assistants*	2,624	1,728	2	462	241		8	8	136	16		9	14
Temporary	-												
Professional	621	64	66	132	63		8	190	63			19	16
Merit	191	14	42	4	2		2	109	9	1		3	5
Students	2,723	566	288	239	78		54	1,199	160	2		45	92
Total FTE	20,006	6,466	5,260	2,207	776.00		173	2,308	910	134		1,106	666

*For graduate assistants, FTE = 20 hours per week

General Funds - Includes Fund 050 and Labor
 UIHC Health Care - Includes funds 170/175/180/185/187/189
 Other Appropriated Funds - Include Special Purpose/Oakdale/University Hygienic Lab
 COM Practice Plan - Includes only Fund 990 College of Medicine (Org 17 and Org 92) Practice Plan

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University of Iowa
Employment Profile - October 2007

Category	Total FTE	General Fund	University Hospitals & Clinics	Grants		Gifts	Agency Funds	Auxiliary Enterprise Funds	General Organized Activities	Other Appr Funds	Plant Funds	COM	
				Federal	Non-Federal							Practice Plan	Stores Revolving
Institutional Officer	18	17.00		0.42		0.33		0.25					
Faculty	-												
Tenure Track	1,614	1,121	20	175	18	26	8		66	1		171	8
Clinical Track	412	133	44	9	3	1	12	4	42	1	1	154	8
Other	310	190	7	9	4	6	2		70			22	
Post Doctoral	206	6		140	26	9			22			2	1
Professional & Scientific	4,607	1,237	776	855	159	82	51	324	502	67	87	159	308
SEIU/Healthcare Profession	2,342	1	2,114	49	5	1	11	24	29			86	22
Merit (Non-Organized)	733	296	233	8		1	9	45	44	7	2	69	19
Merit (AFSCME)	4,319	1,030	2,209	61	8	1	52	376	134	32		282	134
Sub-Total - Salaried Faculty & Residents	14,561	4,031	5,403	1,306	223	127	145	773	909	108	90	945	500
Graduate Assistants*	693		509	22	7	10		1	25			103	16
Temporary	2,784	1,620		597	89	144	3	20	273	12		8	18
Professional	468	34	106	106	29	12	5	74	74	1	1	10	16
Merit	204	18	110	12			3	42	10			7	2
Students	2,705	514	290	235	47	64	82	1,088	209	4		54	118
Total FTE	21,415	6,217	6,418	2,278	395	357	238	1,998	1,500	125	91	1,127	670

*For graduate assistants, FTE = 20 hours per week

General Funds - Includes Fund 050 and Labor
 UIHC Health Care - Includes funds 170/175/180/185/187/189
 Other Appropriated Funds - Include Special Purpose/Oakdale/University Hygienic Lab
 COM Practice Plan - Includes only Fund 990 College of Medicine (Org 17 and Org 92) Practice Plan

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**University of Iowa
Employment Profile - October 2008**

Category	Total FTE	General Fund	University Hospitals & Clinics	Grants		Gifts	Agency Funds	Auxiliary Enterprise Funds	General Organized Activities	Other Appr Funds	Plant Funds	COM	
				Federal	Non-Federal							Practice Plan	Stores Revolving
Institutional Officer	18	16.80	1				0.1	0.30					
Faculty	-												
Tenure Track	1,626	1,110	21	185	18	28	6		76	1		174	7
Clinical Track	437	134	50	10	4	2	10	3	46	1	1	168	8
Other	338	208	6	11	3	6	5		79			20	
Post Doctoral	211	10		133	24	12			29			1	2
Professional & Scientific	4,817	1,308	882	844	185	77	47	329	507	74	79	164	321
SEIU/Healthcare Professional	2,523	1	2,292	47	6	2	10	22	36			90	17
Merit (Non-Organized)	714	282	234	6	-	1	8	44	51	7	2	60	19
Merit (AFSCME)	4,385	987	2,312	59	9	3	50	381	137	28		280	139
Sub-Total - Salaried Faculty & Residents	15,059	4,057	5,798	1,295	249	131	136	779	961	111	82	957	513
Graduate Assistants*	717		536	21	5	18			21			100	16
Temporary	2,840	1,793	2	508	100	140	7	24	232	9		3	22
Professional	509	35	129	108	26	11	4	80	88	2		9	17
Merit	242	19	143	13	1	2	2	41	12			7	4
Students	2,675	490	304	235	58	44	81	1,060	234	1	3	55	110
Total FTE	22,052	6,394	6,912	2,180	439	344	230	1,984	1,548	123	85	1,131	682

*For graduate assistants, FTE = 20 hours per week

General Funds - Includes Fund 050 and Labor
 UIHC Health Care - Includes funds 170/175/180/185/187/189
 Other Appropriated Funds - Include Special Purpose/Oakdale/University Hygienic Lab
 COM Practice Plan - Includes only Fund 990 College of Medicine (Org 17 and Org 92) Practice Plan

Responses from Iowa State University

Questions – Set A

1. How many new FTE positions have you added since 2007? Will you provide a listing of all the FTE positions complete with job titles, salary and benefits for the position and whether the position is filled? If it is not filled, how long has the FTE position been open?

While employee FTE is tracked, Iowa State University does not have a position controlled budget. To respond to demands from students for classes/academic programs/etc., from external sources for competitive research dollars, and from the state of Iowa and the nation for public service, the university must have a great deal of flexibility in positions.

Annually, ISU publishes its Fact Book, which includes employee FTE counts.

Number of FTE positions in Fall 2006 (FY 2007)	
State Supported	4,596
Other Fund Sources	3,909
Number of FTE positions in Fall 2008 (FY 2009)	
State Supported	4,519
Other Fund Sources	4,072

2. How will you implement the across the board cut?

Since the budget reductions happened midway through the academic year, options are limited for the university. Students have enrolled, course offerings have been planned, and academic support activities are underway. Other commitments have been made for research projects, outreach programs, and economic development activities. To accommodate the total \$7.17 million mid-year reduction, unit leaders are delaying plans for classroom and laboratory renovations, the purchase of laboratory and other classroom equipment, and necessary repairs to important university facilities. Some colleges are eliminating funding for research and other projects, for faculty start-ups, and for matches for external grants and contracts. Nearly every unit is reducing its planned expenditures for travel and general supplies, and the university library is reducing its plans to provide enhanced electronic access to journals.

A set of 28 university leaders will take five days of furlough between now and June 30, and will be joined by the Athletic Director and several head coaches. Other university employees may volunteer for furloughs to assist with the reversion obligations of their units. It appears that a number of university employees are likely to do so.

3. Provide us the list of suggested cuts you provided the Governor in November or December of 2008.

See above.

4. If you were forced to cut your budget by ten percent, what suggestions would you have to reduce the budget and/or reduce the responsibilities of your department?

The university has begun to develop the FY 2010 budget that incorporates the potential for a reduction in state appropriations, while protecting the academic mission of the university and the ability of students to continue their studies with little disruption. University leadership is considering many suggestions and exploring ways to reduce costs, increase efficiencies, and enhance revenues.

Several leadership teams are evaluating a number of specific strategic areas, including enhancing efficiencies and coordination throughout the university, identifying better alignment of information technology infrastructure, enhancing energy conservation, exploring human resource options such as retirement incentive plans, improving ways to interface with business and industrial partners, analyzing tuition policies, and reviewing ancillary and support units.

The university is working to identify strategic actions that will provide budget flexibility to meet anticipated reductions in state appropriations.

5. What assets does your department have that can be leased or sold? What services do you provide that could be privatized or outsourced?

The university continually explores ways to best utilize its scarce resources, including privatizing and outsourcing (examples include dining services and Iowa State Center.). However, there are collective bargaining agreements in place negotiated by the state that sometimes complicate the university's ability to capitalize on such opportunities.

Questions – Set B

1. What is the core mission of your department?

Iowa State University Mission

Create, share, and apply knowledge to make Iowa and the world a better place.

In carrying out its mission, Iowa State will increase and support diversity in the university community. Diversity enlivens the exchange of ideas, broadens scholarship, and prepares students for lifelong, productive participation in society.

Create knowledge through world-class scholarship in teaching, research, and creative endeavors.

Share knowledge through outstanding undergraduate, graduate, professional, and outreach programs.

Apply knowledge to improve the quality of life for current and future generations.

2. Could you prioritize your department's responsibilities as it relates to the budget?

In strategically managing its budget, the university is fully engaged in protecting its core academic mission and will work with its key campus constituencies. The university has a strong culture of shared governance, consultation, and deliberate strategic decision making that will aid in strategic and thoughtful planning regarding budget cuts.

3. What services or programs does your department provide that are similar or over-lapping with services or programs provided by other departments?

The university is working to identify and integrate basic functions that may be similar across campus.

4. Name programs or services in your department that the expense of providing the program or service exceeds the benefit provided.

ISU regularly evaluates its many programs and services and seeks the most efficient and cost effective approaches to providing them. Each year, budgets are developed using the university's strategic plan as a guide.

The university is already very lean in staffing for support units as a result of cuts from fiscal years 2002, 2003 and 2004. State appropriation levels for FY 2009, finally reached the appropriation levels of FY 2001.

5. How many new FTE positions have you added since FY 2001?

Number of FTE positions in Fall 2000 (FY 2001)	
State Supported	4,910
Other Fund Sources	3,775
Number of FTE positions in Fall 2008 (FY 2009)	
State Supported	4,519
Other Fund Sources	4,072

University of Northern Iowa

Request - January 23, 2009

Questions – Set A

1. How many new FTE positions have you added since 2007?

Refer to attached excel chart

Will you provide a listing of all the FTE positions complete with job titles, salary and benefits for the position and whether the position is filled?

If it is not filled, how long has the FTE position been open?

2. How will you implement the across the board cut?

Due to the 1.5% budget cut that occurred on 12/19/08, we have already implemented an across the board cut.

To implement the budget cuts, some action taken has been immediate (hold on filling some positions), some initiatives will be delayed or phased-in (student computer information system), and progress towards building repair projects will be delayed.

3. Provide us the list of suggested cuts you provided the Governor in November or December of 2008.

11/20/08 budget cut:

- Reduced efforts to purchase additional Information technology and security systems
- Delayed Library purchases
- Delayed work on maintenance projects

12/19/08 budget cut:

- Closed the search for the Center for the Enhancement of Teaching and Learning Director. Suspended plans to reinstitute the Center.
- Delayed hiring a new Assistant Provost for Information Technology.
- Delayed replacement of computer hardware and software, vehicles, building services equipment, and other needed university equipment.
- Delayed progress on building repair and deferred maintenance projects.

- Lengthened the implementation of a new Student Information Computer System.

4. If you were forced to cut your budget by ten percent, what suggestions would you have to reduce the budget and/or reduce the responsibilities of your department?

Discussions and evaluations are on-going about prudent action to take that would align with our university priorities, and not impede student progress to graduation, student financial aid, or negatively impact campus safety and security.

5. What assets does your department have that can be leased or sold? What services do you provide that could be privatized or outsourced?

One asset may be vehicles, but a cost-benefit analysis would need to be completed regarding alternative options, such as leasing.

There may be some programs and services that could be privatized; however, they could not be eliminated without also having the ability to eliminate positions on-campus.

Questions – Set B

1. What is the core mission of your department?

The University of Northern Iowa is a comprehensive university whose mission is to provide high-quality undergraduate programs founded on a strong liberal arts curriculum and selected graduate programs that meet the educational career needs of the students it serves.

In fulfilling our mission of teaching, research/creative activity, and service, the University provides an educational environment with personalized learning experiences for students and a broad range of services designed to enhance the lives and livelihoods of Iowans.

2. Could you prioritize your department's responsibilities as it relates to the budget?

In regards to administering the FY09 cuts, we have made a commitment to protect our academic quality, student progress to graduation, and campus safety.

For budgeting in FY10, we are continually reviewing options for administering any future budget cuts.

3. What services or programs does your department provide that are similar or over-lapping with services or programs provided by other departments?

We continually review programs and services provided to students and all Iowans to ensure efficiency and effectiveness.

The educational programs provided by the University of Northern Iowa are unique to the state of Iowa.

4. Name programs or services in your department that the expense of providing the program or service exceeds the benefit provided.

We continually evaluate the cost-benefit of all programs provided.

5. How many new FTE positions have you added since FY 2001?

General Fund positions change from FY2001 (1406-1264)	142 decrease
Restricted Fund position change from FY2001 (484-507)	23 increase

UNIVERSITY OF NORTHERN IOWA
New positions since FY2007

	Salary	Benefits	Total	Status
Faculty:				
Real Estate	89,350	30,650	120,000	Not Filled Jul-08
Accounting	125,000	44,000	169,000	
Management - Supply Chain, Quality & Process Improvement	100,000	35,200	135,200	
Ed Leadership	90,000	31,680	121,680	
Special Ed	51,000	17,493	68,493	
C & I - Elementary Ed - emphasis in science & math	50,000	17,600	67,600	
HPELS - Athletic Training	50,000	17,600	67,600	
Comm Studies - teach & administer forensics program	46,000	16,192	62,192	
Comm Sciences & Disorders	46,000	16,192	62,192	
English - British Lit	46,000	16,192	62,192	
Music - Asst. Prof of Clarinet	46,000	16,192	62,192	
Art - Painting	46,000	16,192	62,192	
Industrial Tech - Manufacturing technology program	50,000	17,600	67,600	
Biology - LAC - Scientific literacy and Modern pedagogy	55,000	19,360	74,360	
Physics - PSM Applied Physics	50,000	17,600	67,600	
SAC - Criminology program	48,000	16,896	64,896	
DTGFS - Gerontology	46,000	16,192	62,192	
Geography - Geospatial Technology & GIS	54,000	19,008	73,008	
P & S in Academic Affairs:				
Academic Advising - Education	40,000	15,920	55,920	
Academic Advising - Transfer Relations	40,000	15,920	55,920	
Academic Learning Center - Math Specialist	40,000	15,920	55,920	
OSP - Post Award Specialist	50,000	19,900	69,900	
ITS - Asst Application Administrator/LMS	45,000	17,910	62,910	
ITS - Academic Affairs Web Developer	45,000	17,910	62,910	
ITS - Computer Consulting Center Consultant	45,000	17,910	62,910	
CNS - Graphic Communication Lab Assistant (Partial line)	15,247	6,068	21,315	
P & S Other Divisions:				
Internal Auditor	55,300	21,330	76,630	
Admissions Counselor	33,000	12,695	45,695	
Assistant Director Admissions/Communications	37,000	14,234	51,234	
Public Safety Training Officer	44,200	20,783	64,983	
Website Developer (Advancement)- 1 FTE	36,796	14,019	50,815	
University Counsel - .5 FTE	54,300	20,700	75,000	Not Filled Jul-08
IT Security Policy & Risk Assessment	50,000	19,235	69,235	
Graphic Designer	33,000	13,035	46,035	
Benefits Specialist	40,000	15,958	55,958	
P & S Employment Coordinator	48,870	19,304	68,174	
Imaging Systems/Applications Administrator	50,000	19,050	69,050	

Merit:				
Custodian	31,925	15,196	47,121	
Custodian	22,989	10,943	33,932	
Facilities Coordinator	29,963	14,262	44,225	
	1,975,940	740,041	2,715,981	

New Positions currently filled	38.0		
New Positions currently open	1.5		
General Fund positions change fr FY2001 (1406-1264)	142 decrease		
Restricted Fund position change fr FY2001 (484-507)	23 increase		

Note: New Appropriations of \$2 M for new faculty and support was provided in FY2007.

**Iowa School for the Deaf
Responses for Iowa Legislature Education Appropriations Subcommittee
January 27, 2009**

Break down the FTEs into general funds and restricted funds

The Iowa School for the Deaf (ISD) currently has 111.27 positions from General Funds and 7.81 positions from Restricted Funds (for example, from Department of Education contracting, from the Individuals with Disabilities Education Act (IDEA) federal funding through the DE). ISD positions used during the school year are considered "full-time," for example, teaching positions, however, the teachers do not work 12 months and therefore a "full-time" position at ISD may be .89 of a 12-month FTE. Total current full-time positions, both year-round and school-year positions, is 119.08 from all sources of funding.

Questions - Set A

1. How many new FTE positions have you added since 2007? Will you provide a listing of all the FTE positions complete with job titles, salary and benefits for the position and whether the position is filled? If it is not filled, how long has the FTE position been open?

ISD has not added any positions since 2007. ISD has had a net loss of -1.82 positions since 2007

2. How will you implement the across the board cut?

The current cut has been implemented through budget review and reduction, ensuring that direct student services that are currently in place remain in place to the maximum extent possible. Areas that were cut to meet the 1.5% reversion include: across the board reductions to departments for supplies, staff inservice, transportation and travel; utilities, and two currently vacant staff positions that resulted from retirements, where duties could be re-assigned.

3. Provide us the list of suggested cuts you provided the Governor in November or December of 2008.

Elimination of two staff positions -	\$64,681.00
Departmental reductions	\$17,215.00
Across the board in supplies, travel, staff inservice And general services expenses	
Utilities - savings due to increased conservation and reduced costs	\$60,000.00
Fuel - savings due to conservation and reduced costs	\$10,000.00
Total	\$151,896.00

4. If you were forced to cut your budget by ten percent, what suggestions would you have to reduce the budget and/or reduce the responsibilities of your department?

If ISD were compelled to cut the budget by ten percent (10%), entire program areas would have to be reduced or cut and the responsibilities shifted into other areas as much as possible, with a potential risk of non-compliance with federal and state special education mandates. ISD has experienced net overall program reductions during the past decade because the "allowable growth" appropriated for ISD that is comparable with Iowa's regular education schools has been between 0% and 4% annually, while costs have increased 6%-8% annually during the same period. The increased fixed costs include negotiated/mandated raises for personnel, increased health insurance premiums and benefits such as employer's contribution to retirement raised by state mandate, and higher costs of fuel, food and supplies. ISD has only one major source of funding: state general funds. ISD does not have the ability to levy taxes as it is not a local district, nor can ISD charge tuition to Iowa residents, which is a federal and state mandate in the special education laws. ISD has worked within its budget for this period of time to restructure and achieve significant efficiencies, so a 10% budget cut would result in leaving teaching positions vacant when teachers retire, restructuring the dormitory and afterschool programs that support the language development and overall development of the deaf students ISD serves, and potentially risking compliance with mandated student programming. Essentially, no responsibilities could be reduced and still meet the core mission mandate of the school for Iowa's students who are deaf or hard-of-hearing.

Cuts could include: not filling a vacant nurse position and having fewer nurses on day shifts when students are awake; not filling a Residential Counselor position and increasing supervision loads in the dormitory, which can result in supervision gaps; three existing teaching positions could be eliminated and class sizes increased with individualization decreasing; repairs and maintenance would be further deferred; staff inservice and tuition reimbursement would be eliminated, although the requirements of the Board of Educational Examiners would still have to be met by teaching personnel from their own resources; the public use of the Lied Multipurpose Complex would have to be eliminated, including closing the ISD swimming pool; the transition program for high school students would be restructured, eliminating the innovative program that was recently started to help students transition to postsecondary living and working.

5. What assets does your department have that can be leased or sold? What services do you provide that could be privatized or outsourced?

ISD currently leases parts of two buildings to generate revenue. Both areas are leased to outside agencies, including Iowa State University Extension offices.

ISD owns and leases approximately 60 acres of farmland for an annual income to ISD. This land has drainage issues and would not be good for housing or business developments, but is perfect for farming.

Questions – Set B

1. What is the core mission of your department?

Special education in a highly structured, intensive service delivery model as mandated in Iowa Code and federal special education laws for Iowa's eligible deaf or hard-of-hearing students ages 3-21. Local toddlers are also served through an innovative program several mornings a week. The special education is available for all Iowa students, and a dormitory is provided for those who live too far to commute daily.

2. Could you prioritize your department's responsibilities as it relates to the budget?

- Special education programs for Iowa's deaf or hard-of-hearing students ages 2-21
 - Classroom instruction
 - Individualized speech and language development/training
 - Transition services from high school to postsecondary education, work and living
 - Educational interpreting for students attending mainstream part-time
 - (note: all are mandated by state and federal special education laws)
- Student life services
 - Dormitory services for students who cannot commute daily
 - Food service
 - Health center
 - Transportation
- Program operational services
 - Outreach/state consultant
 - Grounds and facilities
 - Business office and technology support
 - Foundation

3. What services or programs does your department provide that are similar or overlapping with services or programs provided by other departments?

None. ISD's program is the only one of its kind in Iowa.

4. Name programs or services in your department that the expense of providing the program or service exceeds the benefit provided.

The Foundation, which does not bring in the cost of the Director's salary and benefits every year, but does some years, might be considered in this category. However, in the years when the position brings in substantial amounts, it is definitely a benefit.

5. How many new FTE positions have you added since FY 2001?

None. ISD has had a net loss of 15.33 positions since FY 2001 (see earlier documentation on positions for clarification). ISD has restructured annually and reallocated resources to accommodate the increased fixed costs that outrun the increases in appropriations, and it has been necessary to reduce positions both through elimination of positions with layoffs, and elimination of positions with retirements or resignations. Some program areas are currently operating with "skeleton" staff, for example, there are only two full-time groundskeepers for a 35-acre campus, and individuals who work in the powerhouse also assist with some groundskeeping duties, especially in afterschool hours through the evening.

As of October 2000, General Fund had 126.60 FTE and Restricted Fund had 7.64 FTE.

**Iowa Braille and Sight Saving School
January 27, 2009**

Break down the FTEs into general funds and restricted funds.

The break down is as follows:

82.56 FTEs – General Fund
1.16 FTEs – Restricted Fund(s)
83.72 FTEs Total

Questions – Set A

1. How many new FTE positions have you added since 2007? Will you provide a listing of all the FTE positions complete with job titles, salary and benefits for the position and whether the position is filled? If it is not filled, how long has the FTE position been open?

<u>FTE Equivalent</u>	<u>Job Description/Title</u>	<u>Salary & Benefits</u>	<u>Position Status</u>
0.83	Math Specialist	\$ 94,029	Filled
0.85	Transition Specialist	\$ 75,369	Filled
0.82	Orientation/Mobility Specialist	\$ 67,511	Filled
0.82	Orientation/Mobility Specialist	\$ 58,504	Filled
0.82	Literacy Consultant	\$ 94,195	Filled
0.83	Special Ed Consultant	\$ 99,215	Filled
<u>4.97</u>		<u>\$ 488,823</u>	

Note: The table above covers a period of July 1, 2006 (beginning of Fiscal Year 2007) through January 27, 2009.

Since the beginning of FY2007 (i.e. July 1, 2006) 15.44 FTE positions have been eliminated through lay offs, attrition and early retirement. The net FTE position is a 10.47 (i.e.15.44 FTE reductions – 4.97 FTE additions) reduction.

2. How will you implement the across the board cut?

The Iowa Braille and Sight Saving School (IBSSS) and Statewide System for Vision Services will meet the revenue reduction requirement through not filling a vacant administrative position for the FY 2008-2009 fiscal year and by reducing out-of-state travel expenditures for professional development. Operating budget expenditures will be curtailed. These actions will meet the \$86,000 budget reduction requirement.

3. Provide us the list of suggested cuts you provided the Governor in November or December of 2008.

Refer to the response to Question 2.

4. If you were forced to cut your budget by ten percent, what suggestions would you have to reduce the budget and/or reduce the responsibilities of your department?

Responsibilities of the Statewide System for Vision Services including services of the Iowa Braille School are mandated through the Individuals with Disabilities Act (IDEA). Reducing the responsibilities of this department would be challenging without impacting adherence to IDEA.

If forced to cut the budget by ten percent all of the following strategies would need to be considered and implemented:

- Freeze on salary increases
- Offer early retirement benefits
- Implement furloughs to all employee groups
- Reduce travel and operating expenses
- Staff reduction through unfilled position and attrition
- Staff reduction followed by contracts for some services
- Campus restructuring

5. What assets does your department have that can be leased or sold? What services do you provide that could be privatized or outsourced?

The Board of Regents entered into a lease agreement in 2008 with AmeriCorps, NCCC for the lease of two dormitory buildings and office space in the main building on the campus of Iowa Braille School. An additional dormitory building and former health service building would be available for lease but would require substantial costly renovations. A recreation building on campus at IBS would be available for additional shared use through a lease agreement.

Services provided through the Statewide System for Vision Services including services of the Iowa Braille School are mandated as a continuum of services for students with disabilities through the Individuals with Disabilities Act (IDEA). Some of the operational services on the campus of IBS could be privatized, such as custodial and food services, with a substantial impact to American Federation of State, County and Municipal Employees (AFSCME) merit employees. A cost analysis is yet to be completed on privatizing or outsourcing of services.

Questions – Set B

1. What is the core mission of your department?

Our mission is to enable Iowa's students who are blind or visually impaired to function as independently as possible in all aspects of life by providing appropriate educational opportunities, resources, and support services.

2. Could you prioritize your department's responsibilities as it relates to the budget?

The Statewide System for Vision Services supports the full continuum of services across the State for students who are blind or visually impaired. 55% of the State appropriation supports the statewide services whereas 45% supports the educational and residential services on the campus of the Iowa Braille School.

3. What services or programs does your department provide that are similar or over-lapping with services or programs provided by other departments?

In February of 2008 the Board of Regents entered into an agreement with the Department of Education, the Department for the Blind and the Area Education Agencies creating the Statewide System for Vision Services. One of the expressed purposes and goals of this cooperative agreement is to eliminate the duplication that had existed in the provision of services for children and youth that are blind or visually impaired. Duplication has been eliminated through the study of services and entering into the agreement.

4. Name programs or services in your department that the expense of providing the program or service exceeds the benefit provided.

Although the cost of providing high quality services to Iowa's children and youth with disabilities is admittedly high the cost of not providing these services far exceeds the cost of providing services. History has shown us that the cost of not providing services leads to greater dependency on families and on the State support system for individuals with disabilities through lost wages and dependent living needs. Lack of support will lead to more individuals with disabilities dependent upon system level support for longer periods of time throughout their life.

5. How many new FTE positions have you added since FY 2001?

Since FY2001 13.19 FTE positions have been added while 18.68 FTE positions have been eliminated through lay offs, attrition and early retirement. The net FTE position is a 5.49 reduction.

**Board of Regents Office
January 28, 2009**

Break down the FTEs into general funds and restricted funds.

Questions – Set A

- 1. How many new FTE positions have you added since 2007? Will you provide a listing of all the FTE positions complete with job titles, salary and benefits for the position and whether the position is filled? If it is not filled, how long has the FTE position been open?**

All the FTE positions in the Board Office are from general funds.
No new FTEs have been added since FY 2007.

- 2. How will you implement the across the board cut?**

Reductions will be met by not filling a vacant position.

- 3. Provide us the list of suggested cuts you provided the Governor in November or December of 2008.**

The Board of Regents Office will revert \$15,000 to meet the Governor's initial request for \$7 million from the Regents operations and an additional \$20,414 from the 1.5% across the board reduction. This total of \$35,414 will come from wages and fringe benefits for a vacant position.

The requested budget reductions represent a 2.6% cut in FY 2009 state appropriations to the Board Office of \$1,359,937.

- 4. If you were forced to cut your budget by ten percent, what suggestions would you have to reduce the budget and/or reduce the responsibilities of your department?**

73% of the Board of Regents Office budget is salaries and fringe benefits. All budget lines would be reviewed for reductions.

- 5. What assets does your department have that can be leased or sold? What services do you provide that could be privatized or outsourced?**

The Board Office has no assets that could be leased or sold. The Board Office has a very small staff. There are no services that could be privatized or outsourced.

Questions – Set B

- 1. What is the core mission of your department?**

The mission and vision of the Board of Regents reflect a deep commitment to creating the best public education enterprise in the United States to serve the needs of Iowa, its citizens, and the world. According to its 2004-2009 Strategic Plan, the Board's four priorities are:

1. Ensuring high-quality educational opportunities for all our students

2. Discovering new knowledge through research, scholarship, and creative activities
3. Providing needed service and promoting economic growth
4. Demonstrating public accountability and effective stewardship of resources.

2. Could you prioritize your departments responsibilities as it relates to the budget?

The Board of Regents Office maintains a modest budget to maximize the funds appropriated to the Regents institutions and still carry out the functions of Regents governance. The Office budget grew 1% from the prior year.

3. What services or programs does your department provide that are similar or overlapping with services or programs provided by other departments?

No duplication of services or programs with other departments

4. Name programs or services in your department that the expense of providing the program or service exceeds the benefit provided.

None.

5. How many new FTE positions have you added since FY 2001?

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