

**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA
SEPTEMBER 14, 2017**

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**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
SEPTEMBER 14, 2017**

A regular meeting of the Board of Regents governing The University of Oklahoma, Cameron University, and Rogers State University was called to order at the OU-Tulsa Schusterman Center in Tulsa, Oklahoma, at 9:06 a.m. on September 14, 2017.

The following Regents were present: Clayton I. Bennett, Chairman of the Board, presiding; Regents, Kirk Humphreys, Leslie J. Rainbolt-Forbes, M.D., Bill W. Burgess, Renzi Stone, Phil B. Albert and Frank Keating.

Others attending all or a part of the meeting included Mr. David L. Boren, President of The University of Oklahoma; Dr. J. Kyle Harper, Senior Vice President and Provost – Norman Campus; Jason Sanders, M.D., Senior Vice President and Provost – Health Sciences Center Campus; OU-Tulsa President John Schumann, M.D.; Vice Presidents Joe Castiglione, Tripp Hall, Nicholas Hathaway, Daniel Pullin and Ken Rowe; Clive Mander, Director of Internal Auditing; Chief Legal Counsel Anil Gollahalli; and Executive Secretary of the Board of Regents, Dr. Chris A. Purcell.

Attending the meeting from Cameron University was Dr. John McArthur, President of the University.

Attending the meeting from Rogers State University was Dr. Larry Rice, President of the University.

Notice of the time, date and place of this meeting was submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 8:00 a.m. on September 13, 2017, both as required by 25 O.S. 1981, Section 301-314.

CAMERON UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

Dr. McArthur first thanked President Rice for hosting the committee meetings on the RSU campus the day before and for sharing the dedication event for Dr. Carolyn Taylor. He also thanked Dr. Schumann for hosting the day's meeting at OU-Tulsa. The President pointed out to the Regents that they had each received a copy of *Cameron at a Glance*, a mailer used to inform principals, superintendents and other constituents about small amounts of information that are important about Cameron University. The administration continues to focus their efforts on access, affordability, accountability, attainment and engagement. Dr. McArthur stated that enrollment this year is down 6% overall in credit hour production compared to 2016. Within that lower percentage, there were certainly some bright spots. Growth continues in online and interactive television demand. There was a very large increase in concurrent enrollment, with the largest number of high school students on campus getting a head start on college. One in three freshmen walking on campus is still in high school, taking advantage of that state program to attend college tuition free and get a head start. Overall, the freshman class this year is the same size as last year, and that is good for the future, causing efforts to be centered on persistence and completion. The library opened a digital media lab this fall and it is rapidly becoming a student body favorite place. Students can check out cameras, audio equipment, editing equipment and a green room is available for their projects. The President concluded his report

by bragging on women's athletics at the University: they were recognized by the Lone Star Conference for the best overall academic performance in the conference. That is a first for the University, to have that high academic performance for not just one sport but the whole branch of women's athletics. He applauded the coaches and student athletes for remembering that they're at Cameron not just to compete on the field, but also to compete in the classrooms and finish their degrees.

CONTRACTS AND GRANTS – CU

In accordance with Board policy, a list of awards and/or modifications in excess of \$250,000 or that establish or make policy for the University, or that otherwise involve a substantial or significant service to be performed by the University are shown below.

Student Support Services:

| | | |
|---------------------|------------------------------|--------------|
| Grantor: | U.S. Department of Education | |
| Award Period: | 9/1/17 - 8/31/18 | \$ 398,605 |
| Performance Period: | 9/1/15 - 8/31/20 | \$ 1,934,975 |
| Remainder: | 9/1/18 - 8/31/20 | \$ 750,770 |

Program Purpose: The Student Support Services (SSS) program provides opportunities for academic development, assists students with basic university requirements, and serves to motivate students toward the successful completion of their post-secondary educations. The SSS program may also provide grant aid to current SSS participants who are receiving Federal Pell Grants. The goal of SSS is to increase retention and graduation rates of its participants and facilitate the process of transition from one level of higher education to the next.

Services provided by the program include:

- Instruction in basic study skills
- Tutorial services
- Academic, financial, or personal counseling
- Assistance in securing admission and financial aid for enrollment in four-year institutions, graduate and professional programs
- Information about career options
- Mentoring
- Special services for students with limited English proficiency
- Direct financial assistance (grant aid) to current SSS participants who are receiving Federal Pell Grants

Upward Bound:

| | | |
|---------------------|------------------------------|-------------|
| Grantor: | U.S. Department of Education | |
| Award Period: | 9/1/17 - 8/31/18 | \$ 305,224 |
| Performance Period: | 9/1/17 - 8/31/22 | \$1,526,120 |
| Remainder: | 9/1/18 – 8/31/22 | \$1,220,896 |

Program Purpose: Upward Bound provides fundamental support to participants in their

preparations for university entrance. The program provides opportunities for participants to succeed in pre-universities performance and ultimately in higher education pursuits. Upward Bound serves high school students preparing to enter postsecondary education who come from low-income families or from families in which neither parent holds a bachelors degree. The goal of Upward Bound is to increase the rates at which participants enroll in and graduate from institutions of postsecondary education. All Upward Bound projects must provide instruction in math, laboratory science, composition, literature, and foreign language.

Program services include:

- Instruction in reading, writing, study skills, and other subjects necessary for success in education beyond high school
- Academic, financial, or personal counseling
- Exposure to academic programs and cultural events
- Tutorial services
- Mentoring programs
- Information on postsecondary education opportunities
- Assistance in completing university entrance and financial aid applications
- Assistance in preparing for university entrance exams
- Work study positions to expose participants to careers requiring a postsecondary degree

Talent Search/Open Doors:

| | | |
|---------------------|------------------------------|--------------|
| Grantor: | U.S. Department of Education | |
| Award Period: | 9/1/17 - 8/31/18 | \$ 361,440 |
| Performance period: | 9/1/16 - 8/31/21 | \$ 1,807,200 |
| Remainder: | 9/1/18 - 8/31/21 | \$ 1,084,320 |

Program Purpose: The Talent Search/Open Doors program identifies and assists individuals from disadvantaged backgrounds who have the potential to succeed in higher education. The program provides academic, career, and financial counseling to its participants and encourages them to graduate from high school and continue on to the postsecondary schools of their choosing. Talent Search also serves high school dropouts by encouraging them to re-enter the educational system and complete their educations. The goal of Talent Search is to increase the number of youth from disadvantaged backgrounds who complete high school and enroll in the postsecondary education institutions of their choosing.

Services provided by the program:

- Academic, financial, career or personal counseling including advice on entry or re-entry to secondary or post-secondary programs
- Career exploration and aptitude assessment
- Tutorial services
- Information on postsecondary education
- Exposure to university campuses
- Information on student financial assistance
- Assistance in completing university admissions and financial aid applications
- Assistance in preparing for university entrance exams
- Mentoring programs
- Special activities for sixth, seventh and eighth graders
- Workshops for the families of participants

President McArthur recommended the Board of Regents ratify the awards submitted with this agenda item.

| <u>Award Title</u> | <u>Grantor</u> | <u>Award Period</u> | <u>Award Amount</u> |
|--------------------------|-------------------------|---------------------|---------------------|
| Student Support Services | U.S. Dept. of Education | 9/1/17 - 8/31/18 | \$398,605 |
| Upward Bound | U.S. Dept. of Education | 9/1/17 - 8/31/18 | \$305,224 |
| Talent Search Program | U.S. Dept. of Education | 9/1/17 - 8/31/18 | \$361,440 |

Regent Humphreys moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTIONS –CU

APPOINTMENT(S):

Baxter, Carrie, Program Director and Instructor, Radiologic Technology in the Department of Agriculture, Biology and Health Sciences, annualized rate of \$75,850 for 12 months (\$6,320.83 per month) effective August 1, 2017.

M.Ed., University of Central Oklahoma
B.S., Midwestern State University
Years Related Experience: Thirty-Five

Hazra, Susmita, Assistant Professor, tenure track, Department of Chemistry, Physics and Engineering, annualized rate of \$46,000 for 10 months paid over 12 months (\$3,833.33 per month) effective August 10, 2017.

Ph.D., University of Alaska
M.S., Gauhati University
B.S., Gauhati University
Years Related Experience: Two

Kelsey, Jarred, Assistant Professor, tenure track, Department of Chemistry, Physics and Engineering, annualized rate of \$46,000 for 10 months paid over 12 months (\$3,833.33 per month) effective August 10, 2017.

Ph.D., Oklahoma State University
B.S., Cameron University
Years Related Experience: None

Kuchta, Howard, Interim Dean, School of Graduate and Professional Studies, Assistant Professor, Non-Tenure, annual salary of \$110,000 (\$66,000 faculty, \$44,000 administrative (Dean)) for a 12 month appointment (\$9,166.67 per month) effective September 1, 2017.

Ed.D., University of Oklahoma
M.Ed., University of Oklahoma
B.S., Oklahoma State University
Years Related Experience: Eleven

Little, Justin, Assistant Professor, tenure track, Department of Art, Music and Theatre Arts, annualized rate of \$44,000 for 10 months paid over 12 months (\$3,666.67 per month) effective August 10, 2017.

DMA, University of Colorado
M.M., University of North Texas
B.M., Ohio University
Years Related Experience: None

Miller, Antony, Assistant Professor, tenure track, Department of Agriculture, Biology and Health Sciences, annualized rate of \$46,000 for 10 months paid over 12 months (\$3,833.33 per month) effective August 10, 2017.

Ph.D., Ohio State University
B.S., University of North Carolina
A.S., Caldwell Community College and Technical Institute
Years Related Experience: None

Thacker, Melissa, Assistant Professor, tenure track, Department of Sports and Exercise Science, annualized rate of \$46,000 for 10 months paid over 12 months (\$3,833.33 per month) effective August 10, 2017.

DPT, Langston University
B.S., Cameron University
Years Related Experience: One

RETIREMENT(S)

Alexander, Ralph, Associate Professor, Department of Psychology, named Associate Professor Emeritus, July 31, 2017.

RESIGNATION(S)

Garrett, Kevin, Assistant Professor, Department of Psychology, August 4, 2017.

Holloway, Jennifer, Associate Professor, Department of Education, July 29, 2017.

Huffman, Lisa, Professor and Dean, School of Graduate and Professional Studies, August 30, 2017.

Kengwoung-Keumo, Jean-Jacques, Assistant Professor, Department of Mathematical Sciences, June 28, 2017.

Wohlers, Anton, Associate Professor, Department of Social Sciences, July 31, 2017.

President McArthur recommended the Board of Regents approve the personnel actions listed above.

Regent Humphreys moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

**ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT – CU
 QUARTERLY REPORT OF PURCHASE OBLIGATIONS – CU
 ANNUAL INVESTMENT REPORT – CU
 QUARTERLY FINANCIAL ANALYSIS – CU**

The listed items were identified, by the administration, as “For Information Only.” Although no action was required, the opportunity to discuss or consider the items individually was provided.

ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT – CU

In May 2014, the Board of Regents authorized a group of architectural and engineering firms to provide professional on-call services. Work completed during the fourth quarter of fiscal year 2017 by on-call architectural and engineering firms is summarized below.

| <u>Firm Name</u> | <u>Date Initiated</u> | <u>Work Performed</u> | <u>Fee</u> |
|------------------------------|-----------------------|---|------------|
| FSB Associates, P.C | April 26, 2017 | Preliminary Consultation and Design Development – Duncan Science Labs | \$47,425 |
| LWPB Architects and Planners | May 16, 2017 | Schematic Design-Library Atrium | \$4,820 |

**CUMULATIVE TOTAL PROFESSIONAL
 ARCHITECTURAL AND ENGINEERING FEES FOR WORK
 COMPLETED BY ON-CALLS THROUGH THE FOURTH QUARTER
 OF FISCAL YEAR 2016-2017**

| <u>Firm Name</u> | <u>Total Fees</u> |
|------------------------------|-------------------|
| FSB Associates, P.C | \$47,425 |
| LWPB Architects and Planners | <u>5,573</u> |
| Total | \$52,998 |

This report was for information only. No action was required.

QUARTERLY REPORT OF PURCHASE OBLIGATIONS – CU

The Board of Regents’ policy governing the buying and selling of goods and services states that:

- I. Purchases and/or acquisition of goods and services over \$250,000 must be submitted to the Board for prior approval; and
- II. Purchase obligations between \$50,000 and \$250,000 must be reported quarterly to the Board as an information item. Sole source procurements in this category must also be reported and identified as such.

The required reports for the quarter ended June 30, 2017 are attached hereto as Exhibit A.

This report was for information only. No action was required.

ANNUAL INVESTMENT REPORT – CU

The annual report of investment activity for Cameron University is hereby submitted. Cameron University's temporary idle cash is invested in accordance with Section 4.1 of the CU/RSU Regents' Policy Manual. All available operating and capital funds are invested with the Oklahoma State Treasurer's OK Invest Program. In addition to operating and capital funds invested in the OK Invest Program, the University has a self-insured employee life insurance program in which claims over \$75,000 are ceded to an insurance company. Funds related to this life insurance program are used for payments to beneficiaries and a rate stabilization reserve. These funds are held in interest-bearing accounts by the plan's administrator.

During the fiscal year ending June 30, 2017, on an average invested balance of \$5,554,998 for all funds invested, Cameron University earned a total of \$109,511 in interest, compared to an average invested balance of \$5,333,550 with \$100,227 earned in interest in fiscal year 2016. The average annual rate of return was 2.0 percent.

This report was for information only. No action was required.

QUARTERLY FINANCIAL ANALYSIS – CU

By request of the Board of Regents, the Cameron University Statements of Net Position as of June 30, 2017, Statements of Revenues, Expenses and Changes in Net Position for the twelve months then ended, and related Executive Summary are presented. The statements are unaudited and are presented for management use only; they are attached hereto as Exhibit B.

This report was for information only. No action was required.

ROGERS STATE UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Rice thanked the Board for holding meetings on the RSU campus the day before, the time to visit with them during the luncheon with special guests and also for their attendance at the afternoon's public event honoring Dr. Carolyn Taylor. He also thanked Dr. Purcell and her staff for making the moving parts of meeting on two campuses work. Dr. Rice pointed out to the Board the historical analysis of the University at each place, and touched on some highlights. While fall enrollment is down, as budgeted and expected, the administration continues to work on ways to change that. He then touched on graduation rates as compared to other state schools, news and updates, the RSU Foundation with a record number of private scholarships, and closed by saying that the University had 51 student athletes on the NCAA Division II honor roll.

CONTRACTS AND GRANTS – RSU

In accordance with Regents' policy, a list of awards and/or modifications in excess of \$250,000 or that establish or make policy for the University, or that otherwise involve a substantial or significant service to be performed by the University are shown below.

Educational Opportunity Center:

| | | |
|---------------------|------------------------------|-------------|
| Grantor: | U.S. Department of Education | |
| Award Period: | 09/01/17-08/31/2018 | \$ 607,609 |
| Performance Period: | 09/01/16-08/31/2021 | \$2,978,765 |
| Remainder: | End of Performance Period | \$ 0 |

Program Purpose: The Educational Opportunity Centers (EOC) program provides counseling and information on university admissions to qualified adults who want to enter or continue a program of postsecondary education. An important objective of EOC is to counsel participants on financial aid options and to assist in the application process. The goal of EOC is to increase the number of adult participants who enroll in postsecondary education institutions.

Services Provided by the Program:

- Academic advice
- Personal counseling
- Career workshops
- Information on postsecondary educational opportunities
- Information on student financial assistance
- Assistance in completing applications for university admissions, testing and financial aid
- Coordination with nearby postsecondary institutions
- Media activities designed to involve and acquaint the community with higher education opportunities
- Tutoring/Mentoring

President Rice recommended the Board of Regents ratify the awards submitted with this agenda item.

| <u>Award Title</u> | <u>Grantor</u> | <u>Award Period</u> | <u>Award Amount</u> |
|--------------------------------|-------------------------|---------------------|---------------------|
| Educational Opportunity Center | U.S. Dept. of Education | 09/01/17-08/31/2018 | \$ 607,609 |

Regent Stone moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

LAW ENFORCEMENT AGREEMENT – RSU

The “Law Enforcement Agreement between and Among the Cherokee Nation, the United States of America, the State of Oklahoma, and its Political Subdivisions, the Various Boards of County Commissioners, and Various Law Enforcement Agencies” permits the Board of Regents of the University of Oklahoma and Rogers State University to enter into this agreement. The Law Enforcement Agreement was reviewed and approved by the Attorney General and found to be in compliance with the provisions of the Interlocal Cooperation Act. The referenced agreement was approved by the Governor of Oklahoma and Principal Chief of the Cherokee Nation and approved by the Attorney General on October 10, 1994.

The Deputization Agreement for Law Enforcement is required to be approved by the Board in order to execute an agreement between Cherokee Nation and Rogers State University. The agreement will authorize mutual assistance between Cherokee Nation and Rogers State University Police Department as outlined in the agreement. The University believes the agreement is in the best interest of all parties and provides the means to ensure maximum safety and protection of students, faculty, staff, visitors, and property on the campus. The parties will mutually benefit in areas of response to calls, protection of life and property, investigation and prosecution and other law enforcement services normally provided by working cooperatively together.

Legal counsel has reviewed and approved the Agreement, attached hereto as Exhibit C.

President Rice recommended the Board of Regents approve the Deputization Agreement for Law Enforcement in the Cherokee Nation between Cherokee Nation and Rogers State University and authorize the President or his designee, Gary Boergermann, RSU Chief of Police, to execute the agreement.

Regent Humphreys moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

ACCEPTANCE TO LONE STAR CONFERENCE – RSU

On July 25, 2017, after three years of discussions, RSU and seven other Heartland Conference universities were invited to join the Lone Star Conference (“LSC”) as full members beginning with the 2019-20 academic year. Membership in the LSC is \$20,000 per year. Responses to the invitation were due August 25, 2017. After consulting with the RSU Committee and other Board members, President Rice accepted LSC’s invitation on August 24, 2017.

The University believes that joining the LSC will be beneficial. With the addition of seven new schools, the merger will create a 19-member conference (which includes Cameron University) giving it considerable influence in many areas. Additionally, it’s likely the conference will be split into divisions for athletics, which will result in less travel.

President Rice recommended the Board of Regents ratify acceptance of the Lone Star Conference’s invitation to RSU as a full member beginning with the 2019-20 academic year.

Regent Burgess moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

ACADEMIC PERSONNEL ACTION(S) – RSU

APPOINTMENT(S):

Ang, Ping (Joshua), Ph.D., Assistant Professor in the Department of Business, annualized salary of \$65,000, ten-month appointment, (\$6,500 per month), full-time, tenure-track, effective August 1, 2017.

Cortright, Stacie, M.S., Instructor in the Department of Health Sciences, annualized salary of \$50,000, ten-month appointment, (\$5,000 per month), full-time, non-tenure-track, effective August 1, 2017.

Eldoumi, Heba, Ph.D., Assistant Professor in the Department of Health Sciences, annualized salary of \$43,000, ten-month appointment, (\$4,300 per month), full-time, tenure-track, effective August 1, 2017.

Frick, Dan, M.S., Instructor in the Department of Technology and Justice Studies, annualized salary of \$50,000, ten-month appointment, (\$5,000 per month), full-time, non-tenure-track, effective August 1, 2017.

Hartley, Bruce, M.A., Instructor in the Department of Communications, annualized salary of \$40,000, ten-month appointment, (\$4,000 per month), full-time, non-tenure-track, effective August 1, 2017.

Moore, Amanda, Ed.D., Assistant Professor in the Department of Business, annualized salary of \$65,000, ten-month appointment, (\$6,500 per month), full-time, tenure-track, effective August 1, 2017.

Oliver, Susan, M.S., Instructor in the Department of Technology and Justice Studies, annualized salary of \$50,000, ten-month appointment, (\$5,000 per month), full-time, non-tenure-track, effective August 1, 2017.

Sung, Junmo, Ed.D., Instructor in the Department of Business, annualized salary of \$48,000, ten-month appointment, (\$4,800 per month), full-time, non-tenure-track, effective August 1, 2017.

Totten-Gilbert, Ashley, M.S., Instructor in the Department of Health Sciences, annualized salary of \$50,000, ten-month appointment, (\$5,000 per month), full-time, non-tenure-track, effective August 1, 2017.

REAPPOINTMENT(S):

Jones, Stephanie, M.B.A., Temporary Instructor, Department of Business, annualized salary of \$50,000, ten-month appointment, (\$5,000 per month), non-tenure track, effective August 1, 2017.

Kelly, Walter, M.M., Temporary Instructor/ Director of Bands, Department of Fine Arts, annualized salary of \$40,000, ten-month appointment, (\$4,000 per month), non-tenure track, plus \$1,000 supplement as Director of Bands, effective August 1, 2017.

Moore, Robert, M.B.A., Temporary Instructor, Department of Business, annualized salary of \$50,000, ten-month appointment, (\$5,000 per month), non-tenure track effective August 1, 2017.

Purdum, Aletta (Brook), M.B.A., Temporary Instructor, Department of Business, annualized salary of \$50,000, ten-month appointment, (\$5,000 per month), non-tenure track effective August 1, 2017.

Savitz, Gwendolyn, J.D., Temporary Assistant Professor, Department of Business, annualized salary of \$70,000, ten-month appointment, (\$7,000 per month), non-tenure track, effective August 1, 2017.

RESIGNATION(S):

Malmo, John, Ed.D., Assistant Professor, Department of Business, effective July 31, 2017.

Ulbrich, David, Ph.D., Assistant Professor, Department of History and Political Science, effective June 30, 2017.

President Rice recommended approval of the faculty personnel actions listed above.

Regent Humphreys moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

**ON-CALL ARCHITECTS AND ENGINEERS REPORT – RSU
QUARTERLY REPORT OF PURCHASES – RSU
ANNUAL INVESTMENT – RSU
QUARTERLY FINANCIAL ANALYSIS – RSU**

The listed items were identified, by the administration, as “For Information Only.” Although no action was required, the opportunity to discuss or consider the items individually was provided.

ON-CALL ARCHITECTS AND ENGINEERS REPORT – RSU

In May 2014, the Board authorized a group of architectural and engineering firms to provide professional on-call services. Some of the professional services are still underway.

Work completed during the fiscal year 2017 by on-call architectural and engineering firms in both groups is summarized below.

| <u>Firm Name</u> | <u>Date Initiated</u> | <u>Work Performed</u> | <u>Fee</u> |
|--|-----------------------|---|------------|
| Ross Engineering, LLC Tulsa | July 19, 2016 | HVAC Engineering Services, Markham Hall | \$13,685 |
| Ross Engineering, LLC Tulsa | November 4, 2016 | Bushyhead Sump Pumps and Emergency Power | 6,400 |
| Crafton Tull & Associates, Inc. Tulsa | April 28, 2017 | Baseball/Softball Netting | 2,480 |
| Crafton Tull & Associates, Inc. Tulsa | May 16, 2017 | Baseball/Softball Drainage | 8,500 |

**CUMULATIVE TOTAL PROFESSIONAL
ARCHITECTURAL AND ENGINEERING FEES FOR WORK
COMPLETED BY ON-CALLS FOR FISCAL YEAR 2016-2017**

| <u>Firm Name</u> | <u>Total Fees</u> |
|---------------------------------|-------------------|
| Ross Engineering, LLC | \$20,085 |
| Crafton Tull & Associates, Inc. | \$10,980 |
| Total | \$31,065 |

This report was for information only. No action was required.

QUARTERLY REPORT OF PURCHASES – RSU

The Board of Regents policy governing the buying and selling of goods and services states that:

- I. Purchases and/or acquisition of goods and services over \$250,000 must be submitted to the Board for prior approval;
- II. Purchase obligations between \$50,000 and \$250,000 must be reported quarterly to the Board as an information item. Sole source procurements in this category must also be reported and identified as such.

QUARTERLY REPORT OF PURCHASES – ALL

April 1, 2017 through June 30, 2017

| <u>Item</u> | <u>Description</u> | <u>Campus- Department</u> | <u>Vendor</u> | <u>Award Amount</u> | <u>Explanation/ Justification</u> |
|--|-----------------------|-------------------------------|-----------------------|-------------------------|---------------------------------------|
| PURCHASE OBLIGATIONS FROM \$50,000 TO \$250,000 | | | | | |
| 1. | Elem. Ed. Contract | Academic Affairs | Cameron University | \$70,152.12 | Faculty Services & Benefits |
| 2. | Computer Equipment | Computing Services | Dell Marketing | \$105,135.55 | New Computer Equipment |

SOLE SOURCE PROCUREMENTS FROM \$50,000 TO \$250,000
Competition Not Applicable

None to Report

This report was for information only. No action was required.

ANNUAL INVESTMENT – RSU

The annual report of investment activity for Rogers State University is hereby submitted. Rogers State University invests its temporary idle cash in accordance with Section 4.1 of the Regent's Policy Manual for CU/RSU. Rogers State University invests all available operating funds with the Oklahoma State Treasurer's Cash Management Program (CMP) and for funds held by Bank of Oklahoma. The Business Office monitors the cash needs to maximize the amount of funds invested.

During fiscal year ended June 30, 2017, on an average invested balance of \$7,464,965 for all funds invested, Rogers State University earned a total of \$129,471 in interest on investments. The earned interest rates ranged from 1.71% to 1.77%. The annual average rate of return was calculated at a rate of 1.74% for investments with the Oklahoma State Treasurer's Office.

This report was for information only. No action was required.

QUARTERLY FINANCIAL ANALYSIS – RSU

By request of the Board of Regents, the Rogers State University Statements of Net Position as of June 30, 2017, Statements of Revenues, Expenses and Changes in Net Position for the twelve months then ended, and related Executive Summary are presented. The statements are unaudited and are presented for management use only, and are attached hereto as Exhibit D.

This report was for information only. No action was required.

THE UNIVERSITY OF OKLAHOMA

REPORT OF THE PRESIDENT OF THE UNIVERSITY

The President began his report by speaking of various ratings the University recently received, including being seen as one of the happiest public universities in the Princeton Review. As well, *Architectural Digest* ranked the Bizzell Library as one of the 18 most stunning in the world. *Sports Illustrated* named the most outstanding athletic director, from separate media and athletic director polls, and Joe Castiglione topped both. He is recognized for not only the victories that he has brought, but also the coaches he has selected and the work of the staff in the department. More important is the environment that he has brought to the athletic department. Student athletes no longer feel separate and apart but are participating in the mainstream of campus life. They are campus leaders and are honored for their academic achievement as well as athletic achievement; there have been 11 consecutive semesters with the average GPA of the student athletes above 3.0. The University also ranked in the top ten in terms of private fundraising in a *Chronicle of Higher Education* listing, showing that the incredible support and generosity of the University's donors continues in these times of cuts to state funding. This support helps in many ways, not the least in assisting the new 92.1% retention rate from freshman to sophomore year. Of the about 2,000 public universities in the country, only 30 are over the 90% line. Part of this success is due to mentoring of freshmen by faculty and staff, identifying those students at risk and providing services and advising—academic, financial, etc.—that are necessary for success.

SUBSTANTIVE PROGRAM CHANGES – HSC

The changes in the academic programs below have been approved by the appropriate faculty, academic units, deans, the Academic Programs Council, and the Senior Vice President and Provost. The changes are being submitted to the Board of Regents for approval prior to submission to the Oklahoma State Regents for Higher Education.

Program Modification Changes

COLLEGE OF ALLIED HEALTH

Doctor of Audiology (AuD) Program: Option Addition – Lateral Entry to the AuD Program

Reason for Request:

Creation of the lateral entry option into the Doctor of Audiology Program will allow individuals holding a non-Communication Sciences and Disorders (CSD) bachelor's degree to complete 24 hours of "leveling coursework" as a formal component of the AuD curriculum. The

lateral entry option will require 137 credit hours for completion of the Doctor of Audiology degree whereas students with a CSD bachelor's degree will complete the program with 113 credit hours. All other admission and retention requirements will remain the same as the AuD regular entry program. Addition of this option will:

1. Provide individuals an abbreviated pathway to obtain the background in communication sciences and disorders needed to complete the AuD curriculum.
2. Provide essential foundational knowledge in communication sciences and disorders prior to joining the regular AuD curriculum.
3. Meet foundational communication science coursework required for national certification.

Background and Rationale:

1. The regular entry AuD program requires a bachelor's degree in CSD. These students complete 60 credit hours of profession-related coursework before entering the professional AuD curriculum.
2. Non-traditional learners who possess a bachelor's degree in another discipline have expressed interest in becoming audiologists.
3. The lateral entry option would afford an opportunity to obtain the background in communication sciences and disorders needed to complete the AuD curriculum.

Master of Arts in Speech Language Pathology Program: Option Addition – Lateral Entry to the Masters of Arts to Speech Language Pathology (MA-SLP) Program

Reason for Request:

Creation of the lateral entry option into the Masters of Arts in Speech Language Pathology (MA-SLP) will allow individuals who have met the requirements for a non-CSD bachelor's degree to complete 28 hours of "leveling coursework" as a formal component of the MA-SLP curriculum. The lateral entry option will require 86 credit hours for completion of the MA-SLP degree whereas students with a CSD bachelor's degree will complete the program with 58 credit hours. All other admission and retention requirements will remain the same. Addition of this option will:

1. Provide individuals an abbreviated pathway to obtain the background in CSD needed to complete the MA-SLP curriculum.
2. Provide essential knowledge in CSD prior to joining the regular MA-SLP curriculum.
3. Meet foundational CSD coursework required for national certification.

Background and Rationale:

1. The regular entry MA-SLP program requires a bachelor's degree in CSD. These students complete 60 credit hours of profession-related coursework before entering the professional MA-SLP curriculum.
2. Non-traditional learners who possess a bachelor's degree in another discipline have expressed interest in becoming a speech language pathologist.
3. The lateral entry option would afford an opportunity to obtain the background in CSD needed to complete the MA-SLP curriculum.
4. The proposed program modification is consistent with MA-SLP programs offered at peer institutions.

President Boren recommended the Board of Regents approve the proposed changes to the following academic programs at the Health Sciences Center.

Regent Humphreys moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

MODIFICATION OF BOARD POLICY TO REFLECT UNIVERSITY INTERACTION WITH HEALTH SYSTEM – HSC

At its August 11, 2017 special meeting, the Board of Regents approved contracts governing the affiliation of the University with OU Medicine Inc. (“OUMI”), the new non-profit operator of the University’s affiliated hospital system. As part of that enterprise, the University is afforded representation on the governing board of OUMI. The item as proposed sets out an internal University process to (1) select those representatives and (2) ensure the Regents are kept apprised of developments within the system that affect the University.

President Boren recommended the Board of Regents adopt the below addition to Board of Regents’ Policy Manual Section 2.11.4 to reflect internal selection and oversight processes governing the University’s interaction with the affiliated health systems:

Section 2.11.4

Hospitals and Teaching Sites Affiliated with the OU Health Sciences Center

The University has a significant and tangible interest in ensuring the OU Health Sciences Center and the operator of its affiliated teaching hospitals closely aligned as to strategy and operations. Consequently, the following administrative processes are established and required:

- The President of the University, in consultation with the HSC Committee and subject to approval of the Board, will consider needed competencies and appoint any University representatives or employees designated or permitted to serve on the Board of Directors for entities operating hospitals or other teaching sites affiliated with the Health Sciences Center;
- The President and/or HSC Senior Vice President and Provost will annually report to the HSC Committee the status of the University / Hospital(s) relationship. Such report shall include, but not be limited to, the financial performance of the system as it relates to the University, any changes in clinical, educational or research programming, and an overview of the strategic plan for the upcoming year.

Regent Stone moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

REVISIONS TO THE FACULTY HANDBOOK – HSC

The last revision to the Health Sciences Center Faculty Handbook was in 2012. In Fall 2016, Senior Vice President and Provost Sanders appointed a committee to review the Handbook and propose revisions. The committee was chaired by the Vice Provost for Health Sciences and was composed of Faculty Senators nominated from the Faculty Senate, the Vice Provost for Academic Affairs, college deans, and Legal Counsel. The proposed revisions, in most cases, are to clarify procedures or to bring policy in line with current practice.

The proposed revisions have been approved by the OUHSC Deans' Council, Senior Vice President and Provost, and the Faculty Senate Executive Committee. All OUHSC faculty members were given access to an electronic copy of the proposed Handbook revisions and provided with an opportunity for input.

Additions are noted by underline and deletions by strike-through. Brief descriptions of the more significant changes to sections are noted below, with the complete sections attached hereto as Exhibit E for review and approval.

SECTION 3

Section 3.2 Faculty Appointment Types: The term "temporary" faculty appointment is changed to "limited term" faculty appointment. Thus appointment types would be tenured, tenure-track, consecutive term, and limited term.

Section 3.2.7 Notification of Termination or Non-reappointment of Tenure-track or Consecutive Term Appointments: Clarified notice requirement if someone changes from a temporary [limited term] appointment to a tenure track or consecutive term appointment.

Section 3.5 Professional Activities of the Faculty: Expanded to include activities such as interdisciplinary/inter-professional education, health system research, team science, individual or team-based tech transfer, etc.

Section 3.8.5 Appeal of Tenure Decision: Clarified continuation of tenure review process if the tenure appeal is granted and reinstatement of salary if terminal year had ended prior to decision to later grant tenure.

Section 3.8.5 and Section 9 Ad hoc Tenure Review and Promotion Review Committees: Clarified the number of faculty required to comprise an ad hoc committee.

Section 3.17.1 Faculty Appeals Process: Adjusted time line for appeals of abrogation, termination, sanctions to extend to 30 days and changed timeline for appeals related to academic freedom and due process to 30 days.

SECTION 4

Section 4.4 Enrollment as a Special Student: Clarifies enrollment and financial aid limitations for special students.

Section 4.10 Academic Calendar Standards: Specifies the number of weeks classes must meet each semester and the calculation of credits.

Section 4.11 Final Exams: Limits the number of final examinations a student can be expected to take on one day.

Section 4.32 Student Organization Advisors: Requires advisors to be aware of and follow the OU Travel Policy.

Section 4.36 Student Health Insurance: Clarifies health insurance requirements and timelines.

APPENDIX C

Academic Appeals Policy and Procedures: Clarifies that appeals can be related to a course or to a course component.

Criminal Background Check Policy: Updated to add a provision for written attestation in lieu of an annual criminal background check.

APPENDIX M

College of Medicine Professional Practice Plan: To align with College of Medicine Faculty Clinical Group Practice Bylaws approved at the May 2017 Regents' meeting, and amended June 20, 2017. Changed terms such as medical practice organization to clinical group practice to align with terminology in the bylaws.

College of Medicine Faculty Compensation Plan: Section III E Review and Approval: Added that all department compensation plans must also be subject to the provisions of the newly approved College of Medicine Faculty Clinical Group Practice Bylaws.

President Boren recommended the Board of Regents approve the revisions to the Health Sciences Center Faculty Handbook as proposed.

Regent Humphreys moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

AGREEMENT FOR CAMPUS POLICE JURISDICTION AND AUTHORITY – HSC

State Law authorizes the Board of Regents to create and maintain campus law enforcement agencies. The law permits municipalities having overlapping or concurrent jurisdiction with the campus police department to recognize jurisdictional boundaries and provide mutual assistance. The University of Oklahoma Health Sciences Center Police Department ("OUHSC PD") provides police services to the University campus and surrounding concurrent jurisdiction. Additionally, OUHSC PD provides contract security services to many Health Campus partners, including OU Medical Center. The Board of Regents previously entered into a Memorandum of Understanding with the City of Oklahoma City on December 21, 1999.

In 2017, the parties agreed that a new MOU was needed to reflect changes in the 1) Concurrent Jurisdiction and 2) the legal obligations of the University under federal law, including the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), 20 U.S.C. §1092(f), and Title IX of the Education Amendments Act of 1972 ("Title IX"), 20 U.S.C. §§1681-1688. The new agreement updates the concurrent jurisdiction between the parties, revises the responsibilities of the parties within the area of concurrent jurisdiction, and provides for both parties to report to the other on crimes within the areas of concurrent jurisdiction.

OUHSC PD, the Office of Administration and Finance, and the Office of Legal Counsel worked with the City Attorney's Office to draft the new Agreement, which was signed by the Oklahoma City Council on April 11, 2017.

The agreement is attached hereto as Exhibit F.

President Boren recommended that the Board of Regents ratify the Agreement for Campus Police Jurisdiction and Authority.

Regent Keating moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

PROFESSIONAL SERVICE AGREEMENT – HSC

The University of Oklahoma Health Sciences Center (OUHSC) receives revenue from a variety of sources. One such source is third-party vendors who pay the University in return for providing professional services. The following is a list of contracts with outside vendors for professional services performed by Department of Pediatrics, Neonatology Section:

SSM Health Care of Oklahoma, Inc.
Department of Pediatrics, Neonatology Section agrees to provide Neonatologists and Neonatal Nurse Practitioners to operate a Neonatal Intensive Care Unit (NICU) twenty-four (24) hours a day seven (7) days a week. The Agreement was received on January 3, 2017 and signed on June 21, 2017.

President Boren recommended that the Board of Regents approve the professional service agreement for The University of Oklahoma Health Sciences Center as listed.

| | |
|---|-------------|
| SSM Health Care of Oklahoma, Inc. | \$2,100,000 |
| Department of Pediatrics, Neonatology Section | |
| Term of Agreement 06/21/2017 to 06/20/2019 | |

Regent Keating moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

DIGITAL MAMMOGRAPHY AND ULTRASOUND SYSTEMS – HSC

Current state of the art mammography and ultrasound systems are required to replace dated equipment of the OU Breast Institute (Central Breast Health Network Location). The advanced technology available in the digital mammography and ultrasound systems are vital tools in the detection of breast cancer and key components in the diagnostic procedures and standard care of Breast Institute patients.

The sole source acquisition for each system is due to the compatibility of existing equipment and related software currently in use and will eliminate the need of additional training for OU Breast Institute staff. Pricing of each system is comparable with similar equipment and determined fair and reasonable and includes significant discounts.

III. AND IV. MASTER LEASE-PURCHASE PROGRAM

The Oklahoma State Regents for Higher Education (OSRHE) implemented the Master Lease-Purchase program to facilitate for Oklahoma colleges and universities acquisitions of long-lived assets using the lease-purchase method. OSRHE submits funding requirements periodically through the State of Oklahoma Council of Bond Oversight and the Oklahoma Development Finance Authority, the conduit financing agency. Institutions fund the resulting debt service using current operating funds. The consolidation of multiple funding requests into a single debt issuance by the OSRHE greatly reduces the time and effort that would otherwise be required for an institution to finance the acquisition of a major capital asset. A Reimbursement Resolution by the Board is required in the event-because of timing-University funds must be used for the original acquisition, and reimbursement is needed from the lease proceeds. This Resolution (attached hereto as Exhibit G) constitutes a declaration of official intent as is required by the reimbursement regulations set forth in Regulation Section 1.150-2 of the Internal Revenue Code.

Funding has been identified, is available and budgeted within the OU Breast Institute operating budget.

President Boren recommended the Board of Regents:

- I. Authorize the President or his designee to issue a purchase order in the amount of \$367,098 to Hologic Inc., of Marlborough Massachusetts, the sole source bidder, for the purchase and installation of a digital mammography system;
- II. Authorize the President or his designee to issue a purchase order in the amount of \$85,000 to Esaote North America, Inc. of Fishers, Indiana, the sole source bidder, for the purchase of a digital ultrasound system;
- III. Authorize the President or his designee to submit the above acquisitions for inclusion under the Oklahoma State Regents for Higher Education Master Lease-Purchase Program; and
- IV. Recognize and acknowledge that the University may fund certain costs of the above project prior to delivery of purchase proceeds from its own funds and, to the extent the University utilizes its own funds for said purposes, it is intended that proceeds of the Master Lease-Purchase Program will be utilized to reimburse the University. A resolution declaring this intent is attached.

Regent Stone moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

COOLING TOWER REPLACEMENT FOR THE STEAM AND CHILLED WATER PLANT – HSC

In fiscal year 2017, HSC Site Support initiated an overall central plant upgrade that included inspection and evaluation of the existing cooling towers servicing HSC. Towers 3 & 4 are twenty-seven years old and in need of replacement for more efficient and reliable service to the entire Health Sciences Campus.

In response to a competitive solicitation, the following bids were evaluated:

| | |
|-----------------------------------|------------------|
| Harrison–Orr Air Conditioning LLC | Oklahoma City |
| MasterTech Services Inc. | Golden, Colorado |

The evaluation committee comprised the following individuals:

Jim Dhaenens, Assistant Director, Operations
 Cory Futrell, P.E., Mechanical Engineer, Frankfurt-Short-Bruza Associates
 Pete Ray, P.E., Assistant Director, Operations
 Brian Sauer, P.E., Mechanical Engineer, Frankfurt-Short-Bruza Associates
 Lauren Young, Energy Manager, Operations

The evaluation criteria were meeting specifications of the bid, proposed seasonally dependent timeframes, and cost.

The results of the evaluation were as follows:

| Supplier | Met Specifications | Cost |
|------------------------------------|--------------------|-------------|
| MasterTech Services, Inc. | Yes | \$1,010,946 |
| Harrison-Orr Air Conditioning, LLC | Yes | \$1,350,040 |

Responses received from Midwest Cooling Towers, Inc. of Chickasha, and Service Tech Cooling Towers, LLC of Chickasha, were judged non-responsive to the University's specified requirements, and therefore excluded from the final evaluation.

The evaluation team determined an award to MasterTech Services Inc., of Golden, Colorado, the low bidder, met all specified requirements of the bid and represents best value to the University.

Funding has been identified, is available and budgeted within the Steam and Chilled Water Plant upgrade project funds.

President Boren recommended the Board of Regents authorize the President or his designee to issue a purchase order in the amount of \$1,010,946 to MasterTech Services Inc., of Golden, Colorado, the low bidder, to replace two cooling towers for the Steam and Chilled Water Plant.

Regent Humphreys moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

MEDICAL AND PHARMACY BENEFIT MANAGER BENEFIT PLANS ADMINISTRATION – HSC

The University sponsors health benefit programs for the benefit of its employees and retirees. Requests-for-proposal (RFP) for active employees, COBRA and pre-65 retiree medical and pharmacy benefits for the calendar year 2018 were issued in June 2017. An evaluation committee composed of members from the Employee Benefits Committee, Human Resources representatives from various departments on the HSC campus reviewed the proposals submitted by interested providers. The evaluation committee was assisted in its review by the University's fringe benefit consultants Willis Towers Watson (Willis).

Providers were asked to submit proposals that mirror the current medical and pharmacy benefit plans to provide an opportunity for direct comparison with the current plan design prior to making an award recommendation.

In response to the competitive solicitation, the following medical third-party administrators and stop loss reinsurance coverage responded:

| | |
|--|-------------------------|
| Blue Cross and Blue Shield of Oklahoma | Tulsa, Oklahoma |
| /Prime Therapeutics | Eagan, MN |
| Cigna | Bloomfield, Connecticut |
| Healthcare Highways | Frisco, Texas |
| United Healthcare | Richardson, Texas |

In response to the competitive solicitation, the following pharmacy benefit manager firms responded:

| | |
|--|-------------------------|
| Blue Cross and Blue Shield of Oklahoma | Tulsa, Oklahoma |
| Cigna | Bloomfield, Connecticut |
| OU College of Pharmacy | Oklahoma City, Oklahoma |
| Express Scripts | Saint Louis, Missouri |
| MeridianRx | Detroit, Michigan |
| Medimpact Healthcare Systems | San Diego, California |

An evaluation committee comprising the following individuals rated the responses:

Nathan Baird, Acquisitions Manger, Purchasing
 Angela Church, Director, Human Resources
 Warren Churchill, Clinical Departmental Business Administrator, Department of Surgery, College of Medicine
 Don Clothier, Chair, Employee Benefits Committee; Sr. Systems Analyst, Family Medicine
 Colin Fonda, Assistant Director of Total Rewards, Human Resources
 Rachel Franklin, Professor, Family Medicine
 Terry Henson, Associate VP of Admin & Finance, CFO
 Amanda Miller, Director, Office of Enterprise Risk Management
 Karen Smith, Assistant Controller, Financial Services

The evaluation criteria for the medical plan were financial competitiveness, provider access, disruption, emerging delivery models, member experience, performance guarantees, account team, health management standard/enhanced clinical model, engagement technology, integration capabilities with external program vendor partners. Proposals from Healthcare Highway did not meet the University's specific needs and therefore were excluded from the final evaluation process.

The results of the final evaluation were as follows (cumulative weighted score):

| Criteria | Percentage Weight | Blue Cross Blue Shield of Oklahoma | Cigna | United Healthcare |
|--|-------------------|------------------------------------|----------|-------------------|
| Financial Competitiveness | 15% | 68 | 61 | 53 |
| Provider Access | 10% | 82 | 60 | 44 |
| Disruption | 10% | 67 | 64 | 48 |
| Emerging Delivery Models | 5% | 75 | 54 | 51 |
| Member Experience | 15% | 74 | 31 | 49 |
| Performance Guarantees | 5% | 60 | 48 | 37 |
| Account Team | 10% | 74 | 47 | 37 |
| Health Management - Standard / Enhanced Clinical Model | 10% | 74 | 56 | 49 |
| Engagement Technology | 10% | 72 | 59 | 50 |
| Integration Capabilities w/ external program vendor partners | 10% | 73 | 48 | 46 |
| TOTAL | 100% | 72.25pts | 52.30pts | 47.10pts |

The evaluation criteria for the pharmacy benefit manager plan were financial competitiveness, provider access, disruption, emerging delivery models, member experience, performance guarantees, account team, health management-standard enhanced clinical model, engagement technology and integration capabilities with external program vendor partners. Proposals from University of Oklahoma College of Pharmacy, MeridianRx, and Medimpact Healthcare Systems did not meet the University's specific needs and therefore were excluded from the final evaluation process.

The results of the evaluation were as follows (cumulative weighted score):

| Criteria | Percentage Weight | Cigna | Blue Cross Blue Shield of Oklahoma/Prime Therapeutics | Express Scripts | United Healthcare |
|--|-------------------|-----------------|---|------------------|-------------------|
| Financial Competitiveness | 15% | 53 | 62 | 62 | 44 |
| Provider Access | 10% | 50 | 76 | 66 | 49 |
| Disruption | 10% | 44 | 67 | 57 | 48 |
| Emerging Delivery Models | 5% | 46 | 73 | 57 | 48 |
| Member Experience | 15% | 26 | 76 | 58 | 46 |
| Performance Guarantees | 5% | 39 | 66 | 52 | 36 |
| Account Team | 10% | 42 | 72 | 59 | 39 |
| Health Management - Standard / Enhanced Clinical Model | 10% | 45 | 70 | 54 | 48 |
| Engagement Technology | 5% | 46 | 69 | 57 | 54 |
| Integration Capabilities w/ external program vendor partners | 15% | 45 | 67 | 61 | 53 |
| TOTAL | 100% | 43.25pts | 69.65pts. | 59.05pts. | 46.85pts. |

The evaluation committee determined and recommends award to Blue Cross and Blue Shield of Oklahoma for active employees, pre-65 retirees, and COBRA qualified beneficiary members for medical plan third-party administration, which represents the best value to the University.

The evaluation committee determined and recommends award to Blue Cross and Blue Shield of Oklahoma/Prime Therapeutics for active employee, pre-65 retiree, and COBRA qualified beneficiary members for pharmacy benefit manager administration, which represents the best value to the University.

Funding has been identified, is available and budgeted in the form of annual Sooner Credits to employees and in the accounts for post-retirement healthcare.

President Boren recommended the Board of Regents:

- I. Authorize the President or his designee to award a contract to Blue Cross and Blue Shield of Oklahoma, of Tulsa, OK, a Division of Health Care Services Corporation, of Chicago, IL, as the best value bidder, for medical insurance coverage, stop loss coverage, and third-party administrative services for active employees, pre-65 retirees, and COBRA qualified beneficiaries, for the one-year period beginning January 1, 2018 with the option to renew for four additional one-year periods; and
- II. Authorize the President or his designee to award a contract to Blue Cross and Blue Shield of Oklahoma, of Tulsa, OK, a Division of Health Care Services Corporation of Chicago, IL, through its pharmacy benefit manager Prime

Therapeutics LLC, of Eagan, MN, as the best value bidder, for pharmacy benefit manager services for active employees, pre-65 retirees, and COBRA qualified beneficiaries, for the one-year period beginning January 1, 2018 with the option to renew for four additional one-year periods.

Regent Stone moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

ACQUISITION OF PROPERTY, 8005 EAST 106TH STREET – TULSA

The University administration recommends that it be authorized to acquire property strategically located within the Tulsa metro area in Tulsa County.

Acquisition of this property is being facilitated through use of an on-call consultant in accordance with the Regents item approved on March 28-29, 2012.

Section 4.15.1 of Board Policy permits the University to acquire real property when needed for the expansion of University operations or when the property is located in potential expansion zones adjacent to the campus. The prominent location of this clinic within the South Memorial Corridor in the Tulsa metro area expands the clinical locations of the campus. A map showing the location of the property is attached hereto as Exhibit H. This is a strategic and desirable acquisition for the University. A boundary survey and legal description of the property located at 8005 East 106th Street will be obtained from an independent on-call surveyor. The purchase price is supported by independent appraisals. The valuation and a property description will be placed on file in the Board of Regents' Office. Funding will be provided through University funds.

President Boren recommends the Board of Regents:

- I. Approve the acquisition by the University of property at 8005 East 106th Street in Tulsa; and
- II. Authorize the President or his designee to complete and/or negotiate and execute as necessary those contracts required to effect the property transfer and all necessary purchase related contracts.

Regent Humphreys moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

**APPOINTMENT OF THE COLLEGE OF MEDICINE ADMISSIONS BOARD AND
INTERVIEW SUBCOMMITTEE – HSC
HEALTH SCIENCES CENTER QUARTERLY FINANCIAL ANALYSIS – HSC
QUARTERLY REPORT OF PURCHASES – ALL
ON-CALL ARCHITECTS, ENGINEERS AND CONSTRUCTION MANAGERS
QUARTERLY REPORT – ALL
SPORTS SPONSORSHIP INVENTORY – NC
COLLEGE OF LAW DELIVERY SERVICE – NC
NORMAN CAMPUS QUARTERLY FINANCIAL ANALYSIS – NC**

The listed items were identified, by the administration, as “For Information Only.” Although no action was required, the opportunity to discuss or consider the items individually was provided.

APPOINTMENT OF THE COLLEGE OF MEDICINE ADMISSIONS BOARD AND INTERVIEW SUBCOMMITTEE – HSC

The College of Medicine Admissions Board policy was recently updated to adapt to changing requirements by the Liaison Committee on Medical Education, the accrediting body for U.S. medical schools. This policy was approved by the OU Board of Regents (Policy 2.11.3) at its March 2014 meeting.

The College of Medicine Admissions Board composition and conduct of business shall be in compliance with relevant and required Liaison Committee on Medical Education (LCME) accreditation standards dealing with medical school admissions policies and procedures.

The Admissions Board shall be made up of eleven (11) members. The Chair of the Admissions Board, a College of Medicine faculty member, is appointed by the Executive Dean. The other members of the Admissions Board are nominated by the Associate Dean for Admissions with final approval and appointment by the Executive Dean. The Admissions Board members serve staggered 3-year terms. The Associate Dean for Admissions is an *ex officio*, non-voting member. Appointment of individuals to the Admissions Board is provided as information to the University of Oklahoma Board of Regents and The Oklahoma State Regents for Higher Education each year.

The Admissions Board is assisted in conducting its business by a subcommittee of interviewers. Subcommittee members conduct interviews and evaluate each applicant who is invited for an interview using a standard evaluation instrument. No one shall be granted acceptance to the College of Medicine without an interview.

The interview subcommittee of the Admissions Board is selected by sending a solicitation of interest annually via various methods to faculty, and county and state medical associations. Attempt will be made to have a diverse subcommittee consistent with the College's diversity statement as well as the geography of Oklahoma, and specialty representation. Appointment to the interviewer subcommittee is for a one year term. There is no limit on the number of terms an individual may serve on the subcommittee.

Membership lists are attached hereto as Exhibit I.

This item was presented for information only. No action was required.

HEALTH SCIENCES CENTER QUARTERLY FINANCIAL ANALYSIS – HSC

By request of the Board of Regents, the Health Sciences Center *Statements of Net Position* as of June 30, 2017, and *Statements of Changes in Net Position* for the twelve months then ended and related Executive Summary are attached hereto as Exhibit J. The statements are unaudited and are presented for management use only.

This item was presented for information only. No action was required.

QUARTERLY REPORT OF PURCHASES – ALL

The Board of Regents policy governing the buying and selling of goods and services states that:

- I. Purchases and/or acquisition of goods and services over \$1,000,000 must be submitted to the Board for prior approval; and
- II. Purchase obligations between \$50,000 and \$1,000,000 must be reported quarterly to the Board as an information item. Sole source procurements in this category must also be reported and identified as such.

For II above, the report for the quarter ended June 30, 2017 is attached hereto as Exhibit K. It is divided into the following funding source groupings.

- Educational and General (Appropriations, Tuition and Fees, Sponsored Projects Indirect Cost Reimbursements)
- Non-Educational and General (Non-Appropriated, Service Departments, Auxiliary Enterprises, Clinic Operations)
- Sponsored Projects (Federal, State, Other Grants and Contracts)
- Capital Projects

Within each grouping purchases are sorted by Supplier, then by Campus, then by Department. In the column labeled “Method,” purchases are classified either as “Competed” or “Negotiated;” sole source procurements fall within the “Negotiated” classification and are identified by **bold face type**.

This item was presented for information only. No action was required.

ON-CALL ARCHITECTS, ENGINEERS AND CONSTRUCTION MANAGERS QUARTERLY REPORT – ALL

In May 2014, the Board of Regents authorized a group of architectural and engineering firms to provide professional on-call services, and also authorized a group of construction management firms to provide on-call services for minor construction and renovation projects. In June 2015, additional construction management firms were authorized.

Work completed during the fourth quarter of fiscal year 2017 by on-call architectural and engineering firms is attached hereto as Exhibit L.

This item was presented for information only. No action was required.

SPORTS SPONSORSHIP INVENTORY – NC

Board of Regents’ policies and procedures require that acquisition contracts that merely establish unit pricing, availability and other terms and conditions but which are indefinite as to quantity and delivery must be reported to the Board of Regents if the cumulative orders against them are expected to exceed \$1,000,000 annually.

This item reports the expected annual expenditure of \$1.333 million for sports sponsorship inventory held and managed by ARC Holding, Ltd. of Los Angeles, California.

The negotiated contract was executed in 2012, has an overall term of ten years, and is in its sixth year.

Funding has been identified, and is available and budgeted within the Athletics operating account.

This item was presented for information only. No action was required.

COLLEGE OF LAW COURSE DELIVERY SERVICES – NC

Board of Regents' policies and procedures require that acquisition contracts that merely establish unit pricing, availability and other terms and conditions but which are indefinite as to quantity and delivery must be reported to the Board of Regents if the cumulative orders against them are expected to exceed \$1,000,000 annually.

This contract with Elsmere Education, Inc. of Denver Colorado supports the College of Law's course delivery accomplishments.

The contract is based on a previous competitive solicitation and will be year three of the five-year contract at equivalent pricing. This item reports anticipated activity of \$2.7 million for fiscal year 2018.

Funding has been identified, and is available and budgeted within the College of Law operating account.

This item was presented for information only. No action was required.

NORMAN CAMPUS QUARTERLY FINANCIAL ANALYSIS – NC

By request of the Board of Regents, the Norman Campus Statements of Net Position as of June 30, 2017, Statements of Revenues, Expenses and Changes in Net Position for the year then ended, and related Executive Summary are attached hereto as Exhibit M.

This item was presented for information only. No action was required.

AWARDS, CONTRACTS, AND GRANTS

In accord with Regents' policy, a list of awards and/or modifications in excess of \$1,000,000 or that establish or make policy for the University, or that otherwise involve a substantial or significant service to be performed by the University are shown on the following pages. Comparative data for fiscal years 2013 through 2017 and current month and year-to-date, are shown on the graphs and tables attached hereto as Exhibit N. Throughout the reports, the data stated for both campuses include the OU-Tulsa Schusterman Campus as well.

The Provisions of Goods and Services policy provides that new contracts and grants in excess of \$1,000,000 must be referred to the Board of Regents for ratification. In addition, in the event a contract, grant, document, or arrangement involved would establish or make policy for the University, or would otherwise involve substantial or significant service to be performed by the University, that contract, arrangement, or document shall be referred to the Board of Regents for approval.

| | FY16 Total Expenditures | FY17 YTD Expenditures |
|------------------------|-------------------------|-----------------------|
| UNIVERSITY OF OKLAHOMA | \$289,102,635 | \$283,175,346 * |
| NORMAN CAMPUS | \$155,008,734 | \$148,804,249 * |
| HEALTH SCIENCES CENTER | \$134,093,901 | \$134,371,097 |

* GeoCarb expenditures for the current reporting period are \$17,215.

Chart Key / Definitions for the pages that follow:

RESEARCH/OSP = Research and Other Sponsored Programs

INSTRUCTION = Instruction/Training (applies to HSC only)

OUTREACH = Formerly College of Continuing Education (CCE)

NON-GRANT/OTHER = Internal Administration / Operational Expenses; HSC's data may include clinical trials

EXPENDITURES = Expenditures Related to Externally-Sponsored Funding

AWARDS = New Grants and Contacts Received, or Existing Award Modifications Processed

President Boren recommended that the Board of Regents ratify the awards and/or modifications for May and June 2017 submitted with this Agenda Item.

Regent Burgess moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

POSTHUMOUS DEGREE (HOLLAND) – NC

Daniel Holland, a senior majoring in Letters with a concentration in Constitutional Studies with the College of Arts and Sciences, passed away in June of 2017. Mr. Holland had completed 139 hours of coursework and had maintained an overall GPA of 3.78. He had completed the requirements for a Bachelor of Arts in International and Area Studies, for which a degree will be conferred, and he was only 18 hours shy of completing the requirements for his degree in Letters.

The faculty of the department of Classics and Letters, the Dean of the College of Arts and Sciences, and the Senior Vice President & Provost support this request to award a Bachelor of Arts in Letters degree to Daniel Holland posthumously.

In accordance with Oklahoma State Regents for Higher Education policy, a posthumous degree may be awarded to recognize the meritorious but incomplete work of a student who is deceased, generally during the last semester of work. Upon the approval of the University of Oklahoma Board of Regents, the request to award a posthumous degree to Mr. Holland must be forwarded to the Oklahoma State Regents for Higher Education for final action.

President Boren recommended the Board of Regents approve the awarding of a posthumous Bachelor of Arts in Letters degree to Daniel Holland.

Regent Keating moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

GRADUATE SCHOOL OF BUSINESS NAMINGS – NC

The Rainbolt family has contributed a major gift to the University of Oklahoma in support of the Graduate School of Business at the Michael F. Price College of Business, and several additional donors have made significant gifts in support of the Graduate School of Business facility in the heart of Oklahoma City at OU's University Research Park on the Health Sciences Center campus, including: SONIC Drive-In; Inasmuch Foundation; Carolyn and Don Zachritz; Susan and Larry Lemon; Lee Anne and Renzi Stone; Tamara and Daniel Pullin; Jamie Brickman in honor of his father, BG (Ret.) James Brickman Sr.; Deborah Kitchens and Jack Goddard; the family of Elaine and Gene Edwards; the MBA Board of Advisors; Rob Mareburger; Darlene and Charles Bowline; Frances and Thomas Ayres; the Presbyterian Health Foundation; Mary and Robert Dauffenbach; and Anu and Laku Chidambaram.

The flagship facility for the Graduate School of Business will be home to OU's full-time and professional MBA programs, growing executive education programs and the Oklahoma City locations for the Ronnie K. Irani Center for the Creation of Economic Wealth and the Office of Technology Development. Generations of faculty and students will have access to innovative resources and improved technology that will strengthen educational opportunities and promote collaborative activity to prepare and continuously sharpen the 21st century workforce needed to excel in today's competitive global marketplace.

As well, Jane and Harry Pefanis contributed a major gift to renovate Room 111 in Adams Hall on the Norman Campus to create an active learning classroom designed to foster interactive educational experiences by providing materials to collaborate in real-world situations to better prepare our students for success in the modern workforce.

President Boren recommends that the Board of Regents approve the naming of the Graduate School of Business to honor the visionary leadership of H.E. "Gene" Rainbolt, as well as the naming of several spaces within the Graduate School of Business facility and a classroom in Adams Hall on the Norman campus in recognition of numerous major gifts, as follows:

To honor a transformational gift to the University – the second largest in Price College's history – by naming the *H.E. "Gene" Rainbolt Graduate School of Business* as a fitting tribute to the Rainbolt family's longstanding support of the University of Oklahoma along with approving the attached resolution honoring Gene; and

The following rooms to be named:

- SONIC Drive-In Catering Kitchen;
- Inasmuch Foundation Executive Conference Room;
- Don T. and Carolyn T. Zachritz Conference Room;
- Larry H. and Susan H. Lemon Conference Room;
- Renzi and Lee Anne Stone Study Room;
- Daniel and Tamara Pullin Study Room;
- BG (Ret.) James Brickman Sr. BBA '65, MBA '73 Study Room;
- Deborah Kitchens and Jack Goddard Office;
- Elaine and Gene Edwards Family Executive Director's Office;
- MBA Board of Advisors Office;

- Rob Mareburger Office;
- Frances L. and Thomas A. Ayres Faculty Office;
- Charles and Darlene Bowline Faculty Office;
- Presbyterian Health Foundation Faculty Office
- Robert and Mary Dauffenbach Study Nook;
- Anu and Laku Chidambaram Study Nook; and
- Jane and Harry Pefanis for their gift to renovate Room 111 in Adams Hall by naming *The Pefanis Family Active Learning Classroom*.

RESOLUTION

WHEREAS, H.E. “Gene” Rainbolt, an Oklahoma native, renowned businessman, civic leader and philanthropist, earned his bachelor’s (1952) and master’s (1957) degrees in business from the University of Oklahoma;

WHEREAS, he received the Bronze Star and Army Commendation Medal during the Korean War and returned to Oklahoma to become the president and CEO of Federal National Bank in Shawnee in 1967; and was also president of the Oklahoma Banking Association and formed the first statewide multi-bank holding company before organizing BancFirst Corp. in 1989 in Oklahoma City;

WHEREAS, he has served in numerous leadership capacities through corporations, nonprofits and civic engagement to ensure a better future for all Oklahomans and his selfless advocacy has earned him many awards and recognitions, including induction into the Oklahoma Hall of Fame and, in April 2017, he received the E.C. Joullian Distinguished Citizen Award from the Boy Scouts of America;

WHEREAS, to honor the enduring legacy of their father, his son, David, executive chairman of BancFirst Corp., and daughter, Leslie Rainbolt-Forbes, M.D., longstanding member of the OU Board of Regents, provided this exceptional gift in support of the Graduate School of Business as a tribute to their father’s impact on their family, state and nation;

WHEREAS, his family’s generous support ensures that generations of faculty and students will have access to innovative resources and improved technology that will strengthen educational opportunities and promote collaborative activity to prepare and continuously sharpen the 21st century workforce needed to excel in today’s competitive global marketplace;

WHEREAS, his family’s generosity has enriched virtually every area of the University, ranging from the transformative gift in support of the Jeannine Rainbolt College of Education, which proudly bears the name of his beloved wife, to endowing faculty chairs in finance, cancer and child psychiatry, as well as establishing numerous scholarships for students representing a vast array of disciplines;

NOW, THEREFORE, LET IT BE RESOLVED that the Regents governing the University of Oklahoma express profound appreciation to H.E. “Gene” Rainbolt for his pioneering spirit and extraordinary support of the University by naming the Graduate School of Business at the Michael F. Price College of Business in his honor;

President Boren recommended the Board of Regents approve naming the Graduate School of Business and rooms in the Oklahoma City Graduate School of Business facility and one in Adams Hall in recognition of several major gifts to the Michael F. Price College of Business.

Regent Humphreys moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

President Boren spoke at length on the leadership and commitment to the University of Mr. Rainbolt, and thanked his son, David Rainbolt, and daughter, Regent Rainbolt-Forbes, for this gift in honor of their father. Dean Pullin commented that Mr. Rainbolt actively mentors students, probably more than any other advisor in the College of Business to this day, making time for young people and investing in their future. Regents Humphreys and Burgess also shared personal memories of Mr. Rainbolt. A formal opening will be held at a later date, and Mr. Rainbolt will be present for that celebration.

HONORARY DEGREES – NC

The University policy and the policy of the Oklahoma State Regents for Higher Education on awarding honorary degrees states that nominees and alternates must be approved by the OU Board of Regents and State Regents prior to awarding of the degrees.

President Boren recommended the nominee listed in his recent letter to the Board of Regents be approved for an honorary degree.

Regent Humphreys moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

GENERAL REVENUE REFUNDING BONDS – NC

The University's administration is seeking approval to refund General Revenue Bonds, Series 2009A for economic savings. The size of the Refunding Bonds and actual savings are subject to market conditions at the time of refunding. At this time, the Refunding Bonds are expected to be issued in an approximate par amount of \$29 million and generate gross and present value savings of \$5.2 million and \$4.1 million (13.1% of refunded principal), respectively.

Preparation of the disclosure statement (often referred to as the Preliminary Official Statement or POS) will be coordinated by the Financial Advisor with direction and input from the University's administration, Bond Counsel, and other parties to the transaction (i.e., the financing team). The POS will be submitted to the appropriate oversight organizations for review and approval prior to its issuance. It will set forth the rating assigned to the University of Oklahoma Limited and Special Obligations, Series 2017C, and the plan of financing, and will be provided to investors to assist in their making investment decisions.

The obligations contemplated herein will be secured by a pledge of all lawfully available sources of revenue other than (i) revenues appropriated by the Legislature from tax receipts and (ii) funds whose purpose has been restricted by donors, grantors or payors thereof to a purpose inconsistent with the payment of debt obligations. Underlying the issuance of the obligations, the University's Administration will comply fully with the Board of Regents "Debt Policy," meaning that the obligations will be supported by an achievable financial plan that includes servicing the debt, meeting any new or increased operating costs, and maintaining an acceptable debt service coverage ratio.

President Boren recommended the Board of Regents:

- I. Authorize and approve the issuance on a taxable and/or tax-exempt basis in one or more series of the University of Oklahoma limited and special obligations in an amount sufficient to refund General Revenue Bonds, Series 2009A and, in addition to the amounts needed for the proposed refunding, to provide sufficient

funds to fund any related costs of issuance, underwriters' discounts, reserve funds, bond insurance, net premiums/original issue discounts, and any other necessary and related expenditures associated with the issuance;

- II. Authorize and approve the borrowing of funds for the purpose of issuing the above mentioned obligations on a taxable or tax-exempt basis in one or more series, paying normal costs of issuance related thereto, providing for bond insurance if necessary, capitalized interest, and any related reserves or costs;
- III. Authorize and approve Resolutions and/or Supplemental Resolutions dated as of this date authorizing the form of the financing documents related thereto, including, but not limited to, a Resolution and/or Supplemental Resolution, a Bond Indenture, a Trust Agreement, an Escrow Trust Agreement, a Bond Purchase Agreement, a Continuing Disclosure Agreement, a Preliminary Official Statement and an Official Statement;
- IV. Approve and authorize the award of the sale of the obligations on either a competitive or negotiated basis based upon the final determination of the financing team and as determined to be in the best financial interest of The University of Oklahoma and authorizing the Executive Vice President and Vice President for Administration and Finance, and the Associate Vice President for Administration and Finance and Chief Financial Officer of the University of Oklahoma – Norman Campus to do all things necessary to consummate the transaction contemplated herein including, but not limited to, execution and delivery of any and all closing documents;
- V. Authorize the Chairman, Vice Chairman, and Executive Secretary of the Board of Regents of The University of Oklahoma to execute and deliver all necessary financing documents and related closing documents required by Bond Counsel; and
- VI. Authorize the officers of The University of Oklahoma to provide for the escrow bid package including acquiring escrow securities and to execute any closing documents required by Bond Counsel and to take any further action required to consummate the transaction contemplated herein.

Regent Humphreys moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

LIMITED AND SPECIAL OBLIGATIONS – NC

At its March 2017 meeting, the Board of Regents authorized the University's Administration to submit requests to the Governor, the Speaker of the House of Representatives, and the President Pro Tempore of the State Senate seeking approval to issue limited and special obligations, in the form of bonds, notes, obligations, debentures, interim certificates, grant and anticipation notes, interest in a lease, lease certificates of participation, lease purchase agreements, commercial paper, lines of credit, variable interest rate obligations of any kind, or other evidences of indebtedness on an interim and/or permanent basis with any interim financing to be ultimately retired from proceeds of permanent financing approved hereunder it being the intent that this approval apply both to related interim and permanent financing, in an amount sufficient to fund the proposed academic and research projects identified below and, in addition to the amounts needed for the proposed projects, to provide sufficient funds to fund any related

costs of issuance, underwriters' discounts, capitalized interest, reserve funds, bond insurance, net premiums/original issue discounts, and any other necessary and related expenditures associated with the issuance. Legislative approval to issue the obligations has been received.

At this time the University's Administration is preparing for the issuance of limited and special obligations in the next six to nine months to fund the projects identified below:

| | |
|----------------------------------|---------------------|
| Engineering Academic Building | \$10,000,000 |
| Physics and Astronomy Facilities | <u>7,000,000</u> |
| | <u>\$17,000,000</u> |

In planning for the obligations contemplated herein, only projects that are currently underway and in need of debt financing to complete funding have been included. In each instance, the use of debt financing was anticipated and planned for.

Preparation of the disclosure statement (often referred to as the Preliminary Official Statement or POS) will be coordinated by the Financial Advisor with direction and input from the University's administration, Bond Counsel, and other parties to the transaction (i.e., the financing team). The POS will be submitted to the appropriate oversight organizations for review and approval prior to its issuance, will set forth the rating assigned to the University of Oklahoma Limited and Special Obligations, Series 2017AB, and the plan of financing, and will be provided to investors to assist in their making an investment decision.

The obligations contemplated herein will be secured by a pledge of all lawfully available sources of revenue other than (i) revenues appropriated by the Legislature from tax receipts and (ii) funds whose purpose has been restricted by donors, grantors or payors thereof to a purpose inconsistent with the payment of debt obligations. Underlying the issuance of the obligations, the University's Administration will comply fully with the Board of Regents "Debt Policy," meaning that the obligations will be supported by an achievable financial plan that includes servicing the debt, meeting any new or increased operating costs, and maintaining an acceptable debt service coverage ratio.

President Boren recommended the Board of Regents:

- I. Authorize and approve the issuance on a taxable and/or tax-exempt basis in one or more series of the University of Oklahoma limited and special obligations, in the form of bonds, notes, obligations, debentures, interim certificates, grant and anticipation notes, interest in a lease, lease certificates of participation, lease purchase agreements, commercial paper, lines of credit, variable interest rate obligations of any kind, or other evidences of indebtedness on an interim and/or permanent basis with any interim financing to be ultimately retired from proceeds of permanent financing approved hereunder it being the intent that this approval apply both to related interim and permanent financing, in an amount sufficient to fund the proposed academic, research, real estate, and infrastructure projects identified above and, in addition to the amounts needed for the proposed projects, to provide sufficient funds to fund any related costs of issuance, underwriters' discounts, capitalized interest, reserve funds, bond insurance, net premiums/original issue discounts, and any other necessary and related expenditures associated with the issuance;
- II. Authorize and approve the borrowing of funds for the purpose of issuing the above mentioned obligations on a taxable or tax-exempt basis in one or more series, paying normal costs of issuance related thereto, providing for bond insurance if necessary, capitalized interest, and any related reserves or costs;

- III. Authorize and approve Resolutions and/or Supplemental Resolutions dated as of this date authorizing the form of the financing documents related thereto, including, but not limited to, a Resolution and/or Supplemental Resolution, a Bond Indenture, a Trust Agreement, a Bond Purchase Agreement, a Continuing Disclosure Agreement, a Preliminary Official Statement and an Official Statement;
- IV. Approve and authorize the award of the sale of the obligations on either a competitive or negotiated basis based upon the final determination of the financing team and as determined to be in the best financial interest of The University of Oklahoma and authorizing the Executive Vice President and Vice President for Administration and Finance, and the Associate Vice President for Administration and Finance and Chief Financial Officer of the University of Oklahoma – Norman Campus to do all things necessary to consummate the transaction contemplated herein including, but not limited to, execution and delivery of any and all closing documents;
- V. Authorize the Chairman, Vice Chairman and Executive Secretary of the Board of Regents of The University of Oklahoma to execute and deliver all necessary financing documents and related closing documents required by Bond Counsel; and
- VI. Authorize the officers of The University of Oklahoma to execute any closing documents required by Bond Counsel and to take any further action required to consummate the transaction contemplated herein.
- VII. Recognize and acknowledge that the University may fund certain costs of the projects described above prior to delivery of proceeds from its own funds and, to the extent the University utilizes its own funds for said purposes, it is intended that certain proceeds of the Obligations will be utilized to reimburse the University.

Regent Burgess moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

RESEARCH EQUIPMENT – NC

Due to the large volume of Fall 2017 new faculty start-up requests, faculty retention efforts and other research initiatives, along with the critical timing of these equipment purchases, this item is requesting approval to access the Master Lease-Purchase Program to expedite the acquisition of needed research equipment. This is necessary to ensure the equipment will be available for the faculty upon or shortly after their start date in mid-August. It is not anticipated that any piece of equipment will exceed the \$1,000,000 purchasing threshold, but if there is such equipment, they will be presented as separate agenda items prior to purchase.

I. SUMMARY OF COMMITMENTS:

- College of Arts and Sciences - Total not to exceed: \$190,000
 - Department of Microbiology and Plant Biology - Up to \$90,000 in equipment for a faculty position with an emphasis on Microbiology/Microbial Ecology.
 - Department of Physics and Astronomy - Up to \$40,000 in equipment for a faculty position in High Energy Physics.
 - Department of Physics and Astronomy - Up to \$60,000 in equipment for a faculty position in Theoretical Atomic, Molecular and Optical Physics.

- Michael F. Price College of Business - Total not to exceed \$2,500
 - Division of Marketing and Supply Chain Management - Up to \$2,500 in equipment for a faculty position in Marketing.
- Mewbourne College of Earth and Energy - Total not to exceed \$175,000
 - ConocoPhillips School of Geology and Geophysics - Up to \$125,000 in equipment for a faculty position in Petroleum Geochemistry.
 - School of Petroleum and Geological Engineering - Up to \$50,000 in equipment for a faculty position in Petroleum Engineering.
- Gallogly College of Engineering - Total not to exceed \$170,000
 - School of Computer Science - Up to \$50,000 in equipment for a faculty position for Cybersecurity/Data Science.
 - School of Chemical, Biological and Materials Engineering - Up to \$50,000 in equipment for a faculty position with an emphasis in Renewable Energy.
 - School of Chemical, Biological and Materials Engineering - Up to \$70,000 in equipment for a faculty position with an emphasis in Renewable Energy.
- Weitzenhoffer Family College of Fine Arts - Total not to exceed \$52,000
 - School of Art and Art History - Up to \$22,000 in equipment for a faculty position in Art, Technology and Culture.
 - School of Music - Up to \$30,000 in equipment for a faculty position in Piano Performance.

The purchase of startup equipment for new faculty hires is crucial to the recruitment of top junior and senior faculty and has a great impact on the quality of research at the University.

II. AND III. MASTER LEASE-PURCHASE PROGRAM

The Oklahoma State Regents for Higher Education (OSRHE) implemented the Master Lease-Purchase Program to facilitate for Oklahoma colleges and universities acquisitions of long-lived assets using the lease-purchase method. OSRHE submits funding requirements periodically through the State of Oklahoma Council of Bond Oversight and the Oklahoma Development Finance Authority, the conduit financing agency. Institutions fund the resulting debt service using current operating funds. The consolidation of multiple funding requests into a single debt issuance by the OSRHE greatly reduces the time and effort that would otherwise be required for an institution to finance the acquisition of a major capital asset. A Reimbursement Resolution by the Board is required in the event-because of timing-University funds must be used for the original acquisition, and reimbursement is needed from the lease proceeds. This Resolution constitutes a declaration of official intent as is required by the reimbursement regulations set forth in Regulation Section 1.150-2 of the Internal Revenue Code.

Funding for these start-ups has been identified, is available and budgeted within the Office of the Vice President for Research.

President Boren recommended the Board of Regents:

- I. Authorize the President or his designee to compete, negotiate and award contracts and purchase orders in an overall amount not to exceed \$589,500 to suppliers as necessary to configure and equip laboratory space and purchase other items as necessary for faculty hires and retention, such contracts and purchase orders to include those that must be awarded on a sole source basis pursuant to such objectives;

- II. Authorize the President or his designee to submit the above actions for acquisition under the Oklahoma State Regents for Higher Education Master Lease-Purchase Program; and
- III. Recognize and acknowledge that the University may fund certain costs of the above actions prior to receipt of Master Lease proceeds from its own funds, and, to the extent the University utilized its own funds for said purposes, it is intended that proceeds of the Master Lease-Purchase Program will be utilized to reimburse the University.

Regent Rainbolt-Forbes moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

MEDICAL, PHARMACY AND EAP BENEFIT PLANS – NC

The University sponsors various health and welfare benefit programs for the benefit of its eligible employees and retirees. A request for proposal for employee medical and pharmacy benefits, as well as the Employee Assistance Program for calendar year 2018, was issued in July 2017 for the University of Oklahoma – Norman Campus. An evaluation committee comprised of members from the Employee Benefits Committee, Human Resource, and campus governance groups reviewed proposals submitted by interested providers. The evaluation committee was assisted in its review by the University’s fringe benefit consultants from Willis Towers Watson.

In response to the competitive solicitation, the following firms responded:

MEDICAL

Blue Cross Blue Shield of Oklahoma
Cigna
Healthcare Highways
United Healthcare

HEADQUARTERS

Tulsa, Oklahoma
Bloomfield, Connecticut
Colony, Texas
Minnetonka, Minnesota

PHARMACY

Blue Cross Blue Shield of Oklahoma
Cigna
Express Scripts
Maxcare
MedImpact Care
OU College of Pharmacy
United Healthcare

HEADQUARTERS

Tulsa, Oklahoma
Bloomfield, Connecticut
St. Louis, Missouri
Edmond, Oklahoma
San Diego, California
Oklahoma City, Oklahoma
Minnetonka, Minnesota

EMPLOYEE ASSISTANCE PROGRAM

Cigna
Deer Oaks
Envolve
Magellan Healthcare
Optum

HEADQUARTERS

Bloomfield, Connecticut
San Antonio, Texas
Orlando, Florida
Columbia, Maryland
Eden Prairie, Minnesota

An evaluation committee for the University of Oklahoma – Norman Campus comprising the following individuals rated the responses:

Lee Camargo-Quinn, HR Assistant Director Benefits Planning and Analysis
Debra Copp, Director of Publications, Athletics, Employee Benefits Council and Staff Senate

Marcy Fleming, Director, Human Resources
 Randall Hewes, Interim Dean, Graduate College – Faculty Senate
 Tassie Hirschfeld, Associate Professor, Anthropology, Faculty Senate
 Glen Pinkston, Director, Financial Services, College of Law, Employee Benefits Council
 Gordon Shaw, Director, Human Resources, Cameron University
 William Wayne, Associate Vice President, Goddard Health Center, Employee Benefits Council
 Tiffany Wright, Acquisitions Manager, Purchasing

The evaluation criteria for the medical plan were financial competitiveness, network capabilities, disease management, account management/customer service. Proposals from Healthcare Highways did not meet the specific needs of the University of Oklahoma – Norman Campus and, therefore, were excluded from the final evaluation process.

| | % Weight | Cigna | BCBS | United Healthcare |
|--|----------|-------|-------|-------------------|
| Financial Competitiveness | 15% | 66.0 | 44.0 | 45.0 |
| Provider Access | 10% | 62.0 | 54.0 | 49.0 |
| Disruption | 10% | 62.0 | 45.0 | 48.0 |
| Emerging Delivery Models | 10% | 62.0 | 48.0 | 55.0 |
| Member Experience | 10% | 57.0 | 51.0 | 48.0 |
| Performance Guarantees | 5% | 52.0 | 41.0 | 39.0 |
| Account Team | 10% | 63.0 | 54.0 | 47.0 |
| Health Management – Standard / Enhanced Clinical Model | 10% | 52.0 | 46.0 | 50.0 |
| Engagement Technology | 10% | 59.0 | 44.0 | 51.0 |
| Integration Capabilities (w/ external program vendor partners) | 10% | 50.0 | 44.0 | 46.0 |
| Total | 100% | 59.20 | 47.25 | 48.10 |

The evaluation criteria for the pharmacy plan were financial competitiveness, network capabilities (provider access/disruption), account management/customer service. Proposals from Maxcare, OU College of Pharmacy, and MedImpact Care did not meet the specific needs of the University of Oklahoma – Norman Campus and, therefore, excluded from the final evaluation process.

| | % Weight | Cigna | BCBS | United Healthcare | Express Scripts |
|--|----------|-------|------|-------------------|-----------------|
| Financial Competitiveness | 15% | 61.0 | 44.0 | 34.0 | 61.0 |
| Provider Access | 10% | 61.0 | 52.0 | 53.0 | 57.0 |
| Disruption | 10% | 70.0 | 37.0 | 32.0 | 54.0 |
| Emerging Delivery Models | 5% | 55.0 | 39.0 | 52.0 | 51.0 |
| Member Experience | 10% | 55.0 | 46.0 | 47.0 | 49.0 |
| Performance Guarantees | 10% | 37.0 | 35.0 | 33.0 | 33.0 |
| Account Team | 10% | 57.0 | 54.0 | 48.0 | 49.0 |
| Health Management – Standard / Enhanced Clinical Model | 10% | 51.0 | 49.0 | 49.0 | 40.0 |
| Engagement Technology | 5% | 52.0 | 48.0 | 51.0 | 50.0 |

| | | | | | |
|--|------|-------|-------|-------|-------|
| Integration Capabilities (w/ external program vendor partners) | 15% | 60.0 | 53.0 | 51.0 | 53.0 |
| Total | 100% | 56.60 | 46.20 | 44.10 | 50.35 |

The evaluation criteria for the Employee Assistance Program were financial competitiveness, network capabilities (provider access), and account management/customer service. Proposals from Magellan Healthcare and Envolve did not meet the specific needs of the University of Oklahoma – Norman Campus and, therefore, were excluded from the final evaluation process.

| | % Weight | Deer Oaks | Optum | Cigna |
|---------------------------|----------|-----------|-------|-------|
| Financial Competitiveness | 25% | 54.0 | 49.0 | 74.0 |
| Provider Access | 20% | 49.0 | 60.0 | 66.0 |
| Disruption | 15% | 46.0 | 60.0 | 67.0 |
| Emerging Delivery Models | 5% | 59.0 | 52.0 | 52.0 |
| Member Experience | 15% | 66.0 | 51.0 | 57.0 |
| Performance Guarantees | 10% | 57.0 | 55.0 | 55.0 |
| Account Team | 10% | 61.0 | 46.0 | 55.0 |
| Total | 100% | 54.85 | 53.60 | 63.90 |

President Boren recommended the Board of Regents authorize the President or his designee to award contracts as follows:

- I. To Cigna of Bloomfield, Connecticut, the bidder providing best value and best financial competitiveness, to serve as the University of Oklahoma – Norman Campus’s third-party administrator, network provider and pharmacy benefit manager for the self-funded medical benefits programs for active employees, pre-65 retirees, and COBRA-qualified beneficiaries for the one-year period beginning January 1, 2018, with the option to renew for two additional one-year periods; and
- II. To Cigna of Bloomfield, Connecticut, the bidder providing best value and best financial competitiveness, for the Employee Assistance Program for University of Oklahoma – Norman Campus employees for the one-year period beginning January 1, 2018, with the option to renew for two additional one-year periods.

Regent Humphreys moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

REVISIONS TO BOARD OF REGENTS POLICY 6.3.7 REGARDING MISSED CLASS TIME FOR STUDENT ATHLETES – NC

On January 20, 2017, the NCAA adopted modification to NCAA Bylaw 16.8 – Expenses Provided by the Institution for Practice and Competition. These modifications expanded the regional, national, and international competitions for which an institution may provide financial support to eligible student-athletes. In order to facilitate eligible student-athletes’ participation in such events, the Board’s current Policy on Missed Class Time should be modified by expanding the scope of covered events for which the NCAA grants permission to institutions to provide financial support. None of the substantive aspects of the policy have been modified. The Policy is attached hereto as Exhibit O.

President Boren recommended the Board of Regents approve amendments to the Board Policy 6.3.7 – Policy on Missed Class Time to reflect recent changes to NCAA Bylaws, which expanded the national and international competitions for which an institution may provide actual and necessary expenses in support of a student-athlete's participation.

Regent Stone moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone and Albert. The Chair declared the motion unanimously approved. Regent Keating was out of the room for this item.

GRADUATE COLLEGE DEAN – NC

Randy Hewes joined the faculty as an Assistant Professor in the Department of Biology (formerly known as the Department of Zoology) within the College of Arts and Sciences in 2001. He graduated magna cum laude with his Bachelor of Arts degree in Biology from Carleton College and earned his doctoral degree in Zoology from the University of Washington. Before joining the faculty at OU, he served as a Research Associate and American Cancer Society Postdoctoral Fellow for the Washington University School of Medicine, Department of Neuroscience. He was granted tenure and promoted to Associate Professor in 2007 and then promoted to Professor in 2015. From 2008-2011 he served as the Assistant Chair of the Department of Biology and then Chair from 2011 to 2015. He has been serving as Interim Dean of the Graduate College since July 1, 2016.

Hewes has been part of several externally funded projects, with \$3.9 million in grants for graduate education and neuroscience research from the National Science Foundation, National Institutes of Health, US Department of Education, and Oklahoma Center for the Advancement of Science and Technology. His research on neuroendocrine cell development and function has been published in leading scholarly journals, including the Proceedings of the National Academy of Sciences, Nature Neuroscience, Genome Research, Genetics, Journal of Neuroscience, PLoS Genetics, Biophysical Journal, and Development. While at the University of Oklahoma, Hewes has served as Faculty in Residence at Walker Tower and Couch Tower (2003-06); member of the President's Graduation and Retention Taskforce (since 2008); Chair of the OU Faculty Senate (2014-15), and member of the Provost's Graduate Education Task Force (2015-17). In addition to his classroom teaching in Cell Biology and Neurobiology, Hewes has served as the major advisor for five doctoral students, and he has mentored 54 undergraduate students in research in his laboratory. In 2007, he was recognized as the Kinney-Sugg Outstanding Professor in the OU College of Arts and Sciences.

The Graduate College Dean currently manages 26 professional staff in the Graduate College and Graduate Admissions and heads the Graduate Council, the representative policy-making body for the graduate faculty. In its daily operations, the Graduate College oversees graduate admissions, enrollment management, and support services for more than 5,700 students in 88 master's programs, 54 doctoral degree programs, and 26 graduate certificates. The college annually confers over 2,000 degrees (34% of all OU graduates). It serves as the office of record for graduate faculty appointments and selected graduate student data. The college also administers a \$14.2 million graduate tuition waiver budget and awards over \$550,000 annually in graduate student scholarships, fellowships, and travel support.

The recommendation is made as the result of a national advertised search for the permanent dean.

President Boren recommended the Board of Regents approve the appointment of Randall Hewes as Dean of the Graduate College. Additional title as Professor of Biology, with tenure, remains unchanged.

Regent Rainbolt-Forbes moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

Dr. Hewes was present to be introduced to the Board.

ACADEMIC PERSONNEL ACTIONS – NC & HSC

Health Sciences Center:

LEAVE(S) OF ABSENCE:

Coleman, Brian R., Professor of Family and Preventive Medicine, return from military leave of absence with pay, June 26, 2017.

Glenn, Deana M., Clinical Instructor in Neurosurgery, leave of absence without pay, October 2, 2017 through July 9, 2018.

Lewis, Thomas R., Assistant Professor of Orthopedic Surgery and Rehabilitation, return from sabbatical leave of absence, with full pay, July 25, 2017.

Onan, Abbey Kristin, Clinical Associate Professor of Comprehensive Care, leave of absence with pay, July 17, 2017 through October 30, 2017.

Shadid, Paul A., Clinical Assistant Professor of Comprehensive Care, leave of absence without pay, May 16, 2017 through May 15, 2018.

SABBATICAL LEAVE(S) OF ABSENCE:

Farmer, Kevin, Professor and Vice Chair of Pharmacy Clinical and Administrative Sciences, sabbatical leave of absence, with full pay, January 1, 2018 through June 30, 2018. To examine unused, unwanted, and expired (UUE) prescription drug disposal practices in Oklahoma, estimate the extent of prescription drug disposal in solid landfills and water system, develop new strategies for collection of UUE prescription drugs for disposal, and identify mechanisms to repurpose medications for long term care facilities and other institutions (e.g., charitable hospitals). Anticipates producing three papers from this effort including a white paper to address policies for UUE prescription drug disposal in Oklahoma. Faculty Appointment: 07/01/1991. No previous leaves taken. Teaching responsibilities will be covered by faculty in the department if needed.

NEW APPOINTMENT(S):

Adil, Abrar, D.O., Instructor in Surgery, Tulsa, annualized rate of \$60,000 for 12 months, July 31, 2017 through June 30, 2018.

Ali, Samantha Z., D.D.S., Clinical Instructor in Pediatric Dentistry and Assistant Director, Dentistry Residency Program, annualized rate of \$69,000 for 12 months, 0.80 time, July 1, 2017 through June 30, 2018. Includes an administrative supplement of \$4,000 while serving as Assistant Director, Dentistry Residency Program. University base \$65,000.

Bavle, Abhishek A., M.B.B.S., Assistant Professor of Pediatrics, annualized rate of \$70,000 for 12 months, July 1, 2017 through June 30, 2018. New consecutive term appointment

Booth, Kristina Kay, M.D., Assistant Professor of Surgery, annualized rate of \$60,000 for 12 months, August 30, 2017 through June 30, 2018. New consecutive term appointment

Bryant, Stefanie N., M.D., Assistant Professor of Obstetrics and Gynecology, annualized rate of \$60,000 for 12 months, September 18, 2017 through June 30, 2018. New consecutive term appointment

Celii, Amanda M., M.D., Assistant Professor of Surgery, annualized rate of \$80,000 for 12 months, August 14, 2017 through June 30, 2018. New consecutive term appointment

Chow, Geoffrey S., M.D., Assistant Professor of Surgery, Tulsa, annualized rate of \$91,070 for 12 months, July 31, 2017 through June 30, 2018. New consecutive term appointment. University base \$40,000

Collins, Lindsey K., M.D., Assistant Professor of Dermatology, annualized rate of \$60,000 for 12 months, August 31, 2017 through June 30, 2018. New consecutive term appointment

Dadhania, Vipulkumar S., M.D., Assistant Professor of Pathology, annualized rate of \$60,000 for 12 months, August 28, 2017 through June 30, 2018. New consecutive term appointment. University base \$50,000; departmental salary \$10,000.

Dayyoub, Tammam, M.D., Assistant Professor of Neurology, annualized rate of \$65,000 for 12 months, July 1, 2017 through June 30, 2018. New consecutive term appointment

Dean, Lara Michelle, M.D., Instructor in Anesthesiology, annualized rate of \$60,000 for 12 months, July 24, 2017 through June 30, 2018.

Didyuk, Oksana, M.D., Assistant Professor of Anesthesiology, annualized rate of \$65,000 for 12 months, August 10, 2017 through June 30, 2018. New consecutive term appointment

Ekambaram, Vijayabharathi, M.D., Assistant Professor of Psychiatry and Behavioral Sciences, annualized rate of \$80,000 for 12 months, July 1, 2017 through June 30, 2018. New consecutive term appointment

Elvir Zelaya, Roberto Armando, M.D., Assistant Professor of Family and Community Medicine, Tulsa, annualized rate of \$65,000 for 12 months, July 1, 2017 through June 30, 2018. New consecutive term appointment. University base \$40,000; departmental salary \$25,000. Changing from Resident to Faculty

Hassan, Oudai, M.D., Assistant Professor of Pathology, annualized rate of \$60,000 for 12 months, July 31, 2017 through June 30, 2018. New consecutive term appointment. University base \$50,000; departmental salary \$10,000.

Henao-Mejia, Juanita, M.D., Assistant Professor of Anesthesiology, annualized rate of \$65,000 for 12 months, July 3, 2017 through June 30, 2018. New consecutive term appointment

Hussain, Syed Afzal, M.D., Assistant Professor of Internal Medicine, Tulsa, annualized rate of \$65,000 for 12 months, July 1, 2017 through June 30, 2018. New consecutive term appointment. University base \$40,000; departmental salary \$25,000

Ihyembe, Demvihin Udokanma, M.D., Clinical Assistant Professor of Pediatrics, annualized rate of \$130,000 for 12 months, July 17, 2017 through June 30, 2018. University base \$75,000; departmental salary \$55,000.

Kennedy, Ryan O., M.D., Assistant Professor of Surgery, annualized rate of \$80,000 for 12 months, August 1, 2017 through June 30, 2018. New consecutive term appointment

LeClaire, Edgar L., M.D., Assistant Professor of Obstetrics and Gynecology, annualized rate of \$60,000 for 12 months, July 1, 2017 through June 30, 2018. New consecutive term appointment

Liang, Xiaomin, M.D., Assistant Professor of Anesthesiology, annualized rate of \$65,000 for 12 months, July 17, 2017 through June 30, 2018. New consecutive term appointment

Luetkemeyer, Jessica Lee, Clinical Assistant Professor of Family and Community Medicine, Tulsa, annualized rate of \$100,000 for 12 months, August 6, 2017 through June 30, 2018.

University base \$40,000; departmental salary \$60,000. Changing from staff to faculty

Nagpal, Ashish S., M.D., Assistant Professor of Pediatrics, annualized rate of \$70,000 for 12 months, July 1, 2017 through June 30, 2018. New consecutive term appointment

Pearson, Lindsey D., Clinical Instructor in Geriatrics and The Donald W. Reynolds Chair in Geriatric Medicine #2, annualized rate of \$95,000 for 12 months, November 1, 2017 through June 30, 2018. University base \$50,000; departmental salary \$45,000.

Phan, Minh Duc, M.D., Assistant Professor of Medicine, annualized rate of \$245,000 for 12 months, July 1, 2017 through June 30, 2018. New consecutive term appointment. Changing from Resident to Faculty.

Pollak-Christian, Elza, M.D., Clinical Assistant Professor of Pediatrics, annualized rate of \$75,000 for 12 months, July 1, 2017 through June 30, 2018. University base \$70,000; departmental salary \$5,000.

Prakash, Priya, M.D., Assistant Professor of Medicine, annualized rate of \$60,000 for 12 months, July 1, 2017 through June 30, 2018. New consecutive term appointment.

Sabet-Sarvestani, Samie, Pharm.D., Assistant Professor of Pediatrics, Tulsa, annualized rate of \$105,000 for 12 months, July 31, 2017 through June 30, 2018. New consecutive term appointment.

University base \$50,000; departmental salary \$55,000.

Sadana, Neeti, M.D., Associate Professor of Anesthesiology, annualized rate of \$75,000 for 12 months, June 19, 2017 through June 30, 2018. New consecutive term appointment.

Sharpe, Amanda L., Ph.D., Assistant Professor of Pharmaceutical Sciences, annualized rate of \$100,000 for 12 months, September 11, 2017 through June 30, 2018. New tenure track appointment.

Sjoelund, Virginie, Ph.D., Assistant Professor of Research, Department of Cell Biology, annualized rate of \$79,056 for 12 months, July 9, 2017 through June 30, 2018. Changing from staff to faculty.

Suarez Lopez del Amo, Fernando, D.D.S., Assistant Professor of Periodontics, annualized rate of \$93,000 for 12 months, August 28, 2017 through June 30, 2018. New consecutive term appointment.

Sultan, Fahd, M.D., Assistant Professor of Neurology, annualized rate of \$65,000 for 12 months, July 24, 2017 through June 30, 2018. New consecutive term appointment.

Sung, Sarah, M.D., Assistant Professor of Neurology, annualized rate of \$65,000 for 12 months, June 30, 2017 through June 30, 2018. New consecutive term appointment.

Tripathi, Abhishek, M.B.B.S., Assistant Professor of Medicine, annualized rate of \$60,000 for 12 months, July 5, 2017 through June 30, 2018. New consecutive term appointment.

Tufaro, Anthony P., M.D., Professor of Surgery and Section Chief, Plastic Surgery, Department of Surgery, annualized rate of \$125,000 for 12 months, September 1, 2017 through June 30, 2018. New consecutive term appointment. Includes an administrative supplement of \$45,000 while serving as Section Chief, Plastic Surgery, Department of Surgery. University base \$80,000.

Ulahannan, Susanna, M.D., Assistant Professor of Medicine, annualized rate of \$60,000 for 12 months, August 1, 2017 through June 30, 2018. New consecutive term appointment.

Wiskur, Brandt Justin, Ph.D., Assistant Professor of Research, Department of Health Sciences Library and Information Management, and Director, Office of Institutional Research, annualized rate of \$95,000 for 12 months, July 1, 2017 through June 30, 2018. Includes an administrative supplement of \$26,750 while serving as Director, Office of Institutional Research. University base \$68,250.

CHANGE(S):

Ackerman, Autumn Renae, Instructor in Family and Community Medicine, Tulsa, salary changed from annualized rate of \$92,222 for 12 months to annualized rate of \$102,000 for 12 months, June 25, 2017 through June 30, 2018. Correction to FY18 Budget. Department budget entry error.

Agbaga, Martin-Paul, Assistant Professor of Ophthalmology and Adjunct Assistant Professor of Cell Biology, salary changed from annualized rate of \$68,100 for 12 months to annualized rate of \$83,000 for 12 months, July 1, 2017 through June 30, 2018. Correction to FY18 Budget. Additional funding.

Baldwin, Jonathan D., title changed from Clinical Assistant Professor to Assistant Professor of Medical Imaging and Radiation Sciences, salary changed from annualized rate of \$63,080 for 12 months to annualized rate of \$71,335 for 12 months, June 25, 2017 through June 30, 2018. New consecutive term appointment.

Baxter, Michael A., Assistant Professor of Pediatrics, Tulsa, given additional title Medical Director, Child Advocacy Center, salary changed from annualized rate of \$104,000 for 12 months to annualized rate of \$114,000 for 12 months, June 25, 2017 through June 30, 2018. Includes an administrative supplement of \$10,000 while serving as Medical Director, Child Advocacy Center.

Brand, James L., title changed from Professor to Clinical Professor of Family and Preventive Medicine, salary changed from annualized rate of \$103,729 for 12 months, full-time, to annualized rate of \$78,834 for 12 months, 0.76 time, June 25, 2017 through June 30, 2018. Change in FTE.

Chaudhary, Shuchi, Assistant Professor of Neurology, given additional title The James H. Little, M.D. Chair in Neurology, July 1, 2017.

Courtney, Donald L., Associate Professor of Geriatrics, title changed from Vice Chair to Interim Chair of Geriatrics, retains title The Donald W. Reynolds Chair in Geriatric Medicine #4, August 21, 2017.

Craft, Melissa A., Assistant Professor of Nursing, title Program Director of CNS and Ph.D. programs deleted, given additional title Interim Associate Dean of Academic Administration and Graduate Studies, College of Nursing, salary changed from annualized rate of \$97,000 for 12 months to annualized rate of \$115,000 for 12 months, August 1, 2017 through June 30, 2018. Removal of \$15,000 administrative supplement for serving as Program Director of CNS and Ph.D. programs. Includes an administrative supplement of \$33,000 while serving as Associate Dean of Academic Administration and Graduate Studies, College of Nursing. Tenurable base \$82,000.

De Silva, Nirupama Kakarla, Clinical Associate Professor of Obstetrics and Gynecology, Tulsa, salary changed from annualized rate of \$130,070 for 12 months, 0.70 time, to annualized rate of \$120,000 for 12 months, 0.60 time, June 25, 2017 through June 30, 2018. Correction to FTE

Ghata, Joe, Assistant Professor of Medicine, salary changed from annualized rate of \$60,253 for 12 months to annualized rate of \$60,000 for 12 months, June 25, 2017 through June 30, 2018. Correction to FY 18 Budget.

Graef, Jennifer Lyn, Assistant Professor of Nutritional Sciences, given additional title Adjunct Assistant Professor of Cell Biology, May 24, 2017.

Hayes, Jeanne Okeefe, Assistant Professor of Pediatrics, Tulsa, salary changed from annualized rate of \$177,000 for 12 months to annualized rate of \$209,500 for 12 months, June 25, 2017 through June 30, 2018. Correction to FY 18 Budget. Increased responsibilities.

Hays, Franklin A., Assistant Professor of Biochemistry and Molecular Biology and Adjunct Assistant Professor of Nutritional Sciences, changing from Consecutive Term Appointment to Tenure Track, July 1, 2017.

Hoskison, Thomas Karl, Associate Professor of Internal Medicine, Tulsa, given additional title The George Kaiser Family Foundation Chair in Internal Medicine #3, June 25, 2017.

Huycke, Mark M., title changed from Professor to Clinical Professor of Medicine, retains title The Francis M. Duffy Professorship of Oncology; salary changed from annualized rate of \$143,273 for 12 months, full-time, to annualized rate of \$20,000 for 12 months, 0.30 time, July 9, 2017 through June 30, 2018. Change in FTE.

Isaacson, Mary Kay, Associate Professor of Rehabilitation Sciences, title Occupational Therapy Site Coordinator, Tulsa, deleted; given additional title Interim Program Director for the Master's in Occupational Therapy, salary changed from annualized rate of \$86,069 for 12 months to annualized rate of \$89,069 for 12 months, August 6, 2017 through June 30, 2018. Removal of \$4,000 of administrative supplement for serving as Occupational Therapy Site Coordinator, Tulsa. Includes an administrative supplement of \$7,000 while serving as Interim Program Director for the Master's in Occupational Therapy.

Loving, Gary, Associate Professor, College of Nursing, title changed from Senior Associate Dean to Interim Dean, College of Nursing; salary changed from annualized rate of \$167,432 for 12 months to annualized rate of \$250,000 for 12 months, August 1, 2017 through June 30, 2018. Includes administrative supplement of \$157,800 while serving as Interim Dean, College of Nursing. Tenured base \$92,200.

McFadden, Heather Anne, Clinical Instructor in Dermatology, salary changed from annualized rate of \$55,000 for 12 months to annualized rate of \$70,000 for 12 months, September 17, 2017 through June 30, 2018. Correction to FY 18 Budget.

Medina, Jesus E., Clinical Professor of Otorhinolaryngology, given additional titles Interim OU Physicians President, Associate Vice Provost for Clinical Programs, and Associate Dean for Clinical Affairs, College of Medicine, September 14, 2017. Administrative supplement for additional responsibilities will be covered by clinical practice funds.

O'Brien, Barbara Taylor, Instructor in Obstetrics and Gynecology, salary changed from annualized rate of \$74,451 for 12 months to annualized rate of \$87,853 for 12 months, June 25, 2017 through June 30, 2018. Correction to FY 18 Budget.

Palle, Sirish Kumar, Assistant Professor of Pediatrics, salary changed from annualized rate of \$70,000 for 12 months to annualized rate of \$90,000 for 12 months, October 1, 2017 through June 30, 2018. Correction to FY 18 Budget.

Papin, James Frederick, Assistant Professor of Pathology, salary changed from annualized rate of \$185,825 for 12 months to annualized rate of \$160,825 for 12 months, June 25, 2017 through June 30, 2018. Correction to FY 18 Budget. Departmental budget entry error.

Rebik, Kristin Leigh, title changed from Clinical Instructor to Assistant Professor of Radiological Sciences, salary changed from agreed Professional Practice Plan earnings from OUP patient care activity, 0.10 time, to annualized rate of \$60,000 for 12 months, full-time, August 6, 2017 through June 30, 2018. New consecutive term appointment.

Robinson, Cynthia Ann, Assistant Professor of Rehabilitation Sciences, title Program Director deleted, given additional title Interim Chair, Department of Rehabilitation Sciences; salary changed from annualized rate of \$79,547 for 12 months to annualized rate of \$100,000 for 12 months, June 25, 2017 through June 30, 2018. Removal of \$8,255 administrative supplement for serving as Program Director. Includes administrative supplement of \$28,708 while serving as Interim Chair, Department of Rehabilitation Sciences. University base \$71,292.

Ruiz-Echevarria, Maria J., Associate Professor of Pathology, given additional title Adjunct Associate Professor of Medicine, July 23, 2017.

Scifres, Christina M., Assistant Professor of Obstetrics and Gynecology, salary changed from annualized rate of \$185,100 for 12 months to annualized rate of \$187,000 for 12 months, June 25, 2017 through June 30, 2018. Correction to FY 18 budget.

Sisson, Susan Beckwith, Associate Professor of Nutritional Sciences and Adjunct Associate Professor of Biostatistics and Epidemiology, given additional title Assistant Dean for Research, College of Allied Health; salary changed from annualized rate of \$79,000 for 12 months to annualized rate of \$89,000 for 12 months, June 25, 2017 through June 30, 2018. Includes an administrative supplement of \$10,000 while serving as Assistant Dean for Research, College of Allied Health.

Stasko, Thomas, Professor and Chair of Dermatology, and The Carl J. Herzog Chair in Dermatology, salary changed from annualized rate of \$234,375 for 12 months to annualized rate of \$259,375 for 12 months, September 16, 2017 through June 30, 2018. Correction to FY 18 budget. University base \$120,000; departmental salary \$105,000.

Stratton, Kelly L., Assistant Professor of Urology, given additional title Adjunct Assistant Professor of Medicine, July 23, 2017.

Struck, Bryan D., Associate Professor of Geriatrics and Adjunct Associate Professor of Anesthesiology, salary changed from annualized rate of \$146,139 for 12 months to annualized rate of \$133,593 for 12 months, June 25, 2017 through June 30, 2018. Correction to FY 18 budget.

Touchet, Bryan K., Professor and Vice Chair of Psychiatry, Tulsa, and Psychiatry Residency Program Director, given additional title Assistant Dean of Faculty Affairs, June 25, 2017.

Travis, Stephen Ralph, Clinical Assistant Professor of Medicine and Clinical Assistant Professor Pediatrics, salary changed from annualized rate of \$97,859 for 12 months to annualized rate of \$60,000 for 12 months, August 6, 2017 through June 30, 2018.

Tsiokas, Leonidas, Professor of Cell Biology and Adjunct Professor of Medicine, salary changed from annualized rate of \$147,075 for 12 months to annualized rate of \$184,500 for 12 months, July 9, 2017 through June 30, 2018. Correction to FY 18 budget.

Vasan, Nilesh, Associate Professor of Otorhinolaryngology and The Jesus E. Medina M.D. Chair in Otorhinolaryngology, changing from tenure track to consecutive term, July 1, 2017.

Walters, Matthew S., Assistant Professor of Medicine, salary changed from annualized rate of \$65,000 for 12 months to annualized rate of \$70,000 for 12 months, June 25, 2017 through June 30, 2018. Correction to FY 18 Budget.

Wilcox, Jeana Renee, Assistant Professor of Nursing, title Assistant Dean of Community and Clinical Affairs deleted, given additional title Interim Associate Dean for Undergraduate Education and Student Affairs, College of Nursing, salary changed from annualized rate of \$85,000 for 12 months to annualized rate of \$107,000 for 12 months, August 1, 2017 through June 30, 2018. Removal of \$10,000 administrative supplement for serving as Assistant Dean of Community and Clinical Affairs. Includes an administrative supplement of \$32,000 while serving as Interim Associate Dean for Undergraduate Education and Student Affairs. University base \$75,000.

RESIGNATION(S) AND/OR TERMINATION(S):

Allard, Felicia Dawn, Assistant Professor of Pathology, July 31, 2017.

Baranano, Christopher F., Assistant Professor of Otorhinolaryngology, June 25, 2017. Accepted position at Integrus.

Blebea, Judy Sanna, Clinical Professor of Radiological Sciences and Clinical Professor of Emergency Medicine, Tulsa, July 1, 2017.

Chescher, Tessa Lynn, Assistant Professor of Psychiatry, Tulsa, and The Oxley Foundation Chair in Child and Adolescent Psychiatric Education, August 30, 2017.

Ciro, Carrie Ann, Associate Professor of Rehabilitation Sciences and Adjunct Assistant Professor of Allied Health Sciences, June 30, 2017.

Dentino, Andrew Neal, Professor and Chair, Department of Geriatrics, and The Donald W. Reynolds Chair in Geriatric Medicine #1, August 20, 2017. Accepted another position out of state.

Farrow, Aaron Keith, Assistant Professor of Neurology, August 4, 2017. Going into private practice.

Freede Owens, Margaret W., Assistant Professor of Research, Department of Medicine, June 30, 2017.

Garabelli, Paul James, Assistant Professor of Medicine, July 5, 2017. Accepted position at Oklahoma Heart Hospital.

Geczy, Bela, Jr., Clinical Associate Professor of Psychiatry and Behavioral Sciences, July 21, 2017.

Glass, Neil M., Clinical Associate Professor of Oral and Maxillofacial Surgery, July 17, 2017.

Hiebert, Rachael M., Clinical Assistant Professor of Pediatrics, July 31, 2017.

Kaufman, Christian Erick, Clinical Assistant Professor of Medicine, August 25, 2017. Accepted position at Long Term Acute Care Hospital in Savannah, Georgia.

Kielbasa, Johanna Marie, Assistant Professor of Pediatrics, Tulsa, July 31, 2017. Accepted a position at Nemours Children's Hospital.

Nollin, Zachary M., Instructor in Surgery, Tulsa, July 30, 2017.

Owens, Ryan Edward, Assistant Professor of Pharmacy Clinical and Administrative Sciences, August 2, 2017. Accepted another position.

Phillips, Sabrina D., Associate Professor of Medicine, August 16, 2017. Accepted another position out of state.

Rabb, Craig Hinson, Professor of Neurosurgery, July 26, 2017.

Razzouk, Randa, Assistant Professor of Pediatrics, Tulsa, July 31, 2017.

Roebuck, Brooke M., Clinical Assistant Professor of Pediatrics, July 8, 2017.

Singh, Nisha S., Assistant Professor of Pediatrics, Tulsa, July 6, 2017.

Versace, Francesco, Associate Professor of Family and Community Medicine, July 5, 2017.
Accepted position at MD Anderson Cancer Center in Houston.

Webb, Tyler Alan, Assistant Professor of Neurology, August 18, 2017.

Williams, Robert Scott, Assistant Professor of Pediatrics, July 16, 2017.

Woodson, Elena Beth, Assistant Professor of Otorhinolaryngology, August 7, 2017.

Yee, Eric U., Assistant Professor of Pathology, July 25, 2017.

RETIREMENT(S):

Kosanke, Stanley D., Associate Director of Comparative Medicine, Associate Professor of Pathology, and Adjunct Associate Professor of Oral Pathology, June 30, 2017.

Lynch, Robert A., Associate Professor and Chair of Occupational and Environmental Health. Named Professor Emeritus of Occupational and Environmental Health, July 28, 2017. Approval of Emeritus title only. Retirement previously approved by the Board of Regents on May 11, 2017.

Seale, Thomas W., Professor of Pediatrics, July 31, 2017.

Tipton, John Wylie, Associate Professor of Family and Community Medicine, Tulsa, August 31, 2017.

White, Gary Lynn, Professor of Pathology, June 30, 2017.

Norman Campus:

TRANSFER(S):

Regens, James L., Regents Professor, Edward E. and Helen T. Bartlett Foundation Chair, and Professor of Occupational and Environmental Health, College of Public Health, given additional titles Director of the University of Oklahoma Center for Intelligence and National Security, and Professor of Strategic Communications; salary changed from annualized rate of \$193,817 for 12 months to annualized rate of \$289,900 for 12 months, July 1, 2017. Changing primary appointment from College of Public Health to Gaylord College of Journalism and Mass Communication; changing from 12-month faculty to 12-month academic administrator. Increase for additional responsibilities and merit.

LEAVE(S) OF ABSENCE:

Bauch, Nicholas B., Assistant Professor of Geography and Environmental Sustainability, family and medical leave of absence, August 16, 2017.

Boggs, Serafina, Instructor of Modern Languages, Literatures, and Linguistics, family and medical leave of absence, August 16, 2017.

Cline, Rangar H., Assistant Professor of Religious Studies, leave of absence with pay, August 16, 2017 through December 31, 2017. National Endowment for the Humanities / Albright Institute for Archaeological Research.

Duwe, Samuel G., Assistant Professor of Anthropology, family and medical leave of absence, August 16, 2017.

Hale, Piers Justin, Associate Professor of History of Science and Deisenroth Family Enrichment Presidential Professor, leave of absence with pay, August 16, 2017 through May 15, 2018. European Institutes for Advanced Research (EURIAS) Fellowship.

Luce, Richard E., Dean and Professor of University Libraries, Peggy V. Helmerich Chair and Associate Vice President for Research, return from family and medical leave of absence, August 6, 2017.

Shehata, Samer S., Associate Professor of International and Area Studies and Colin Mackey and Patricia Molina De Mackey Professor of Middle East Studies, return from leave of absence without pay, July 31, 2017.

Willard, Mara, Assistant Professor of Religious Studies, family and medical leave of absence, August 16, 2017.

Wrobel, David M., Professor of History, Merrick Chair in Western American History, David L. Boren Professor of History and Interim Dean of the College of Arts and Sciences, postpone sabbatical leave of absence with full pay, August 16, 2017 through December 31, 2017.

Sabbatical Leaves of Absence – Fall 2017 and Spring 2018 Semesters (with half pay)

Ramseyer, Christopher C., Associate Professor of Civil Engineering and Environmental Science, sabbatical leave of absence with half pay, August 16, 2017 through May 15, 2018. Will work at the Insurance Institute for Business and Home Safety (IBHS) Research Center wind tunnel in South Carolina on two full residential structures testing enhanced construction techniques to tornado level winds and with Dr. Eric Bescher at the University of California, Los Angeles (UCLA) and CTS Cement Manufacturing Corporation studying Calcium Sulpho Aluminate (CSA) cement and concrete for long term durability. Work will take place in Richberg, South Carolina, Los Angeles and Cypress, California. Faculty appointment: 01/01/2006. No previous leave taken. Teaching load will be covered by current faculty. Additional .50 FTE paid from the Institute for Business and Home Safety. Correction to March 2017 Agenda.

Sabbatical Leaves of Absence – Spring Semester 2018 (with full pay)

Bessarabova, Elena, Associate Professor of Communication, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will work to complete two studies involving the collection of data in Finland and work on manuscripts that focus on applied persuasion in a computer-mediated context and the effects of discrepancy and transparency on persuasion. Work will take place at the University of Finland. Faculty appointment: 08/16/2011. No previous leave taken. Teaching load will be covered by current faculty and other courses offered.

Bessire, Lucas, Associate Professor of Anthropology, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will complete a draft of his second book manuscript. The book crafts a literary ethnographic account of groundwater depletion on the High Plains as a defining social and ecological drama of our times. Work will take place in Norman, Oklahoma and Western Kansas. Faculty appointment: 08/16/2011. No previous leave taken. Teaching load will be covered by current faculty.

Boggs, Bruce A., Associate Professor of Modern Languages, Literatures and Linguistics, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will complete a book manuscript, Riffin in Spanish: Flamencos and Flamenquismo in the Popular Theater. Work will take place in Norman, Oklahoma. Faculty appointment: 08/16/1996. Previous leaves taken: Sabbatical leave of absence with full pay 08/16/04 to 12/31/04; Sabbatical leave of absence with full pay 08/16/11 to 12/31/11. Teaching load will be covered by current faculty.

Buckley, Michael R., Professor of Management and International Business, J.C. Penney Company Chair in Business Leadership and Tom G. Clark Presidential Professor, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will revise a number of articles and edit an annual research series. Work will take place in Norman, Oklahoma. Faculty appointment: 08/16/1987. Previous leaves taken: Sabbatical leave of absence with full pay 01/01/95 to 05/15/95; Sabbatical leave of absence with full pay 01/01/10 to 05/15/10. Teaching load will be covered by current faculty and PhD Student.

Butko, Daniel J., Associate Professor of Architecture, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will continue acoustical research focused on designing and developing adaptable components to transform acoustically deficient spaces into healthy and functionally resilient learning environments. Work will take place in Norman, Oklahoma. Faculty appointment: 08/16/2010. No previous leave taken. Teaching load will be covered by current faculty and elective course will be offered in 2019.

Cline, Rangar H., Associate Professor of Religious Studies, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will research two book projects, one on burial practices and one on religious pilgrimages respectively entitled, *Bringing in the Bodies: Christianity, the Dead and the Transformation of the Ancient City* and *Sacred Travel in the Roman Empire and the Making of Christian Pilgrimage*. Work will take place at the Albright Archeological Institute in Jerusalem. Faculty appointment: 08/16/2011. No previous leave taken. Teaching load will be covered by current faculty.

Coodin, Sara, Associate Professor of Classics and Letters, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will conduct research at archives and libraries in New York City and Montreal for her current book project on interpretations and productions of Shakespeare's work in Yiddish. Work will take place in New York City, New York and Montreal, Canada. Faculty appointment: 09/15/2011. No previous leave taken. Teaching load will be covered by offering similar courses.

Cox-Fuenzalida, Luz-Eugenia, Associate Professor of Psychology, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will build research program, including collaborative efforts underway with the US Special Operations Command, 7th Group Special Forces and the Federal Aviation Administration; and improve teaching by participating in local relevant workshops. Work will take place in Florida and Oklahoma City, Oklahoma. Faculty appointment: 08/01/2000. Previous leave taken: Sabbatical leave of absence with full pay 08/16/07 to 12/31/07. Teaching load will be covered by current faculty.

Gross, Mariam D., Associate Professor of History and of International and Area Studies, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will collect archival materials, library resources, and interviews that are only available in China for a book exploring China's Rural public health and medical system during the Maoist era 1949-1976. Work will take place at the University of California at Berkeley and in China at book depots in Beijing, Shanghai and Nanjing. Faculty appointment: 08/16/2010. No previous leave taken. Teaching load will be covered by other courses will be offered.

Hougen, Dean, Associate Professor of Computer Science, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will investigate the areas of computing for social good, voting systems, and multiple user interfaces in a coherent and integrated way. Work will take place in Norman, Oklahoma. Faculty appointment: 07/16/2001. No previous leave taken. Teaching load will be covered by current faculty.

John, Catherine A., Associate Professor of English, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will work towards the publication of a new text: *Caribbean Memoir: The life and legacy of a Black Stationmaster in Early 20th Century Jamaica*. Will write an introduction and afterword for text and begin to seek a publisher. Work will take place in Norman, Oklahoma. Faculty appointment: 01/01/1998. Previous leaves taken: Sabbatical leave of absence with half pay 08/16/04 to 05/15/05; Sabbatical leave of absence with full pay 08/16/11 to 12/31/11. Teaching load will be covered by courses will not be offered.

Kilic, Mukremin, Associate Professor of Physics and Astronomy, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will collaborate with Dr. Nigel Hambly of the Royal Observatory Edinburgh to work on the European Gaia Satellite data. Work will take place in Edinburgh, England. Faculty appointment: 08/16/2011. No previous leave taken. Teaching load will be covered by current faculty.

Kornelson, Keri A., Professor of Mathematics, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will take extended trips to work with existing collaborators at Vanderbilt University, Air Force Institute of Technology and the University of Buenos Aires. The research will continue existing projects in the area of sampling theory and frames. Work will take place in Nashville TN, Dayton OH and in Argentina. Faculty appointment: 08/16/2008. Previous leaves taken: Leave of absence with partial pay 08/16/11 to 04/02/12. Teaching load will be covered by current faculty. Correction to March 2017 Agenda.

Lakshmivarahan, Sivaramkrishnan, George Lynn Cross Research Professor of Computer Science, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will work on a graduate level monograph in the evolving area, Dynamics in Complex Networks. A good portion of the work will be at the Indian Institute of Science in Bangalore, India and Norman, Oklahoma. Faculty appointment: 09/01/1979. No previous leave taken. Teaching load will be covered by offering courses in Spring 2019.

London, David, Professor of Geology and Geophysics, Norman R. Gelpman Professor in Geology and Geophysics and Stubbeman-Drace Presidential Professor, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will conduct field study and research 2nd edition of "Pegmatites" (Mineralogical Association of Canada Special Publication 10, published in 2008, 347 pp hardbound, ISBN 978-0-921294-47-4). Work will take place in Colorado, North Carolina and Western Australia. Faculty appointment: 01/16/1983. Previous leaves taken: Sabbatical leave of absence with full pay 08/16/89 to 12/31/89; Sabbatical leave of absence with full pay 01/01/97 to 05/15/97; Sabbatical leave of absence with full pay 01/01/04 to 05/15/04; and Sabbatical leave of absence with full pay 01/01/11 to 05/15/11. Courses will not be offered.

Olberding, Amy L., Professor of Philosophy; President's Associates Presidential Professor; and Adjunct Professor of Women's and Gender Studies, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will work on a book project concerning the moral dimensions of civility and good manners that adapts Confucian moral philosophy to a contemporary idiom. Work will take place in Norman, Oklahoma. Faculty appointment: 08/16/2004. Previous leave taken: Sabbatical leave of absence with full pay 01/01/11 to 05/15/11. Teaching load will be covered by trained graduate teaching assistant and other courses offered

Remling, Christian, Professor of Mathematics, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will continue investigations into the mathematics of Toda flows and cocycles and to embark on a book project describing the mathematical foundations of canonical systems. Will work at Baylor University in Waco, Texas; Rice University in Houston and Texas A&M University at College Station, TX. Faculty appointment: 08/16/2005. Previous leave taken: Sabbatical leave of absence with full pay 08/16/11 to 12/31/11. Teaching load will be covered by current faculty.

Rioseco, Marcelo A., Associate Professor of Modern Languages, Literatures and Linguistics, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will conduct a critical examination of the works of the Chilean poet and artist Juan Luis Martinez, including a close examination of 150 pages of unpublished work. Work will take place in Norman, Oklahoma and Santiago, Chile. Faculty appointment: 08/16/2011. No previous leave taken. Teaching load will be covered by current faculty.

Robbins, Rockey R., Professor of Educational Psychology, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will work on book about the struggles of identity that Native American students have while attending college and complete several articles. Work will take place in Norman, Oklahoma. Faculty appointment: 08/16/2001. Previous leave taken: Sabbatical leave of absence with half pay 08/16/09 to 05/15/10. Teaching load will be covered by current faculty.

Shotton, Heather J., Associate Professor of Native American Studies, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will prepare a book manuscript from a two-year photovoice study of Indigenous women in the academy. Work will take place in Norman, Oklahoma. Faculty appointment: 08/16/2011. No previous leave taken. Teaching load will be covered by current faculty.

Snyder, Lori A., Associate Professor of Psychology and Distinguished Faculty Fellow, Office of the Vice President for Research, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will focus on analyzing and preparing for publication data from recently ended National Institutes of Health grant on factors affecting Native American undergraduate choice of major and persistence, particularly in STEM majors. Work will take place in Norman, Oklahoma. Faculty appointment: 08/16/2004. Previous leave taken: Sabbatical leave of absence with full pay 01/01/11 to 05/15/11. Teaching load will be covered by a graduate teaching assistant and canceling of a course.

Soppelsa, Peter S., Assistant Professor of History of Science, sabbatical leave of absence with full pay, January 1, 2018 through May 15, 2018. Will revise book manuscript, *The Fragility of Urban Modernity: Space, Technology and Nature in Paris, 1870-1914*, according to referee reports provided by the University of Minnesota Press. Work will take place in Norman, Oklahoma. Faculty appointment: 01/01/2012. No previous leave taken. Teaching load will be covered by current faculty.

Sabbatical Leaves of Absence – Spring 2018 and Fall 2018 Semesters (with half pay)

Dai, Xinyu, Associate Professor of Physics and Astronomy, sabbatical leave of absence with half pay, January 1, 2018 through May 15, 2018 and August 16, 2018 through December 31, 2018. Will establish new and strengthen existing collaborations with researchers at the University of Michigan and Tsinghua University of China on topics of galaxy clusters, active galactic nuclei (supermassive black holes) and gravitational lensing. Work will take place in Michigan and China. Faculty appointment: 08/16/2011. No previous leave taken. Teaching load will be covered by current faculty. Additional .50 FTE paid from grant funds; subject to availability of funds.

Tsetsura, Ekaterina Y., Associate Professor of Journalism and Mass Communication and Gaylord Family Professor #7, sabbatical leave of absence with half pay, January 1, 2018 through May 15, 2018 and August 16, 2018 through December 31, 2018. Will work on next research book on the topic of media transparency. Work will take place in Kyiv, Ukraine; Jyväskylä, Finland; and Hong Kong, China SAR (co-researchers' locations). Faculty appointment: 08/16/2004. Previous leave taken: Sabbatical leave of absence with half pay 01/01/11 to 05/15/11 and 08/6/11 to 12/31/11. Teaching load will be covered by current faculty

NEW APPOINTMENT(S):

Acar, Handan, Ph.D., Stephenson Professor #2 and Assistant Professor of Biomedical Engineering, annualized rate of \$92,000 for 9 months, December 31, 2017 through May 15, 2018. New tenure-track faculty.

Alberti, Joseph Anthony, Ph.D., Assistant Professor of Drama, annualized rate of \$50,000 for 9 months, August 16, 2017 through May 15, 2018. New tenure-track faculty.

Alvarez, Kelli, Instructor of English, annualized rate of \$40,000 for 9 months, August 16, 2017 through May 15, 2022. Five-year renewable term appointment.

Betnar, Bret O., Lecturer of Landscape Architecture, annualized rate of \$60,000 for 9 months, August 16, 2017 through May 15, 2019. Two-year renewable term appointment.

Bigelow, Ben F., Ph.D., Haskell and Irene Lemon Chair in Construction Science Leadership, Director and Associate Professor of Construction Science, annualized rate of \$150,000 for 12 months, July 1, 2017. New tenured academic administrator.

Bingham, Christopher M., Lecturer of Film and Media Studies, annualized rate of \$40,000 for 9 months, August 16, 2017 through May 15, 2022. Five-year renewable term appointment.

Buecker, Glen A., Interim Assistant Director of Bands, annualized rate of \$61,000 for 12 months, July 1, 2017. Changing from staff to 12-month academic administrator.

Callahan, Sam, Lecturer of Architecture, annualized rate of \$55,000 for 9 months, August 16, 2017 through May 15, 2022. Five-year renewable term appointment.

Callard, Jeffrey G., Adjunct Lecturer of Petroleum and Geological Engineering, rate of \$10,000 for 4.5 months, 0.25 time, August 16, 2017 through December 31, 2017.

Cason, Len Buford, J.D., Adjunct Lecturer of Law, rate of \$6,000 for 4.5 months, 0.17 time, August 16, 2017 through December 31, 2017.

Couch, Dean Allister, J.D., Adjunct Lecturer of Law, rate of \$3,000 for 4.5 months, 0.10 time, August 16, 2017 through December 31, 2017.

Danvers, Alexander R., Ph.D., Postdoctoral Fellow, Institute for the Study of Human Flourishing, annualized rate of \$89,556 for 12 months, August 16, 2017. Paid from grant funds; subject to availability of funds.

Darley, Janis Flanagan E., J.D., Adjunct Lecturer of Law, rate of \$12,000 for 4.5 months, 0.33 time, August 16, 2017 through December 31, 2017.

Galizia, Michele, Ph.D., Assistant Professor of Chemical, Biological, and Materials Engineering, annualized rate of \$90,500 for 9 months, August 16, 2017 through May 15, 2018. New tenure-track faculty. Correction to May 2017 Agenda.

Gottshall, Kevin Lee, J.D., Adjunct Lecturer of Law, rate of \$9,000 for 4.5 months, 0.25 time, August 16, 2017 through December 31, 2017.

Hassan, Dina, Ph.D., Lecturer of Modern Languages, Literatures, and Linguistics, annualized rate of \$48,000 for 9 months, August 22, 2017 through May 15, 2022. Five-year renewable term appointment.

Hoffner, Michael E., Instructor of Architecture, annualized rate of \$60,000 for 9 months, August 16, 2017 through May 15, 2018. Changing from temporary faculty to 9-month faculty.

Hofford, Craig W., J.D., Professor Emeritus of Health and Exercise Science, annualized rate of \$10,000 for 9 months, 0.25 time, August 16, 2017 through May 15, 2018.

Jankowski, Carol, Instructor of Social Work and Field Education Coordinator of Social Work, annualized rate of \$50,000 for 12 months, August 1, 2017 through June 30, 2018. Changing from temporary faculty to one-year renewable term appointment.

Jung, Jong Hyun, Ph.D., Postdoctoral Fellow, Institute for the Study of Human Flourishing, annualized rate of \$89,556 for 12 months, August 23, 2017. Paid from grant funds; subject to availability of funds.

Kibble, Anthony, Instructor of Social Work, annualized rate of \$50,000 for 12 months, July 17, 2017 through June 30, 2018. One-year renewable term appointment.

Lavender-Smith, Jordan, Ph.D., Lecturer of English, annualized rate of \$40,000 for 9 months, August 16, 2017 through May 15, 2022. Changing from temporary faculty to five-year renewable term appointment.

Liu, Xiaolei, Ph.D., Assistant Professor of Geology and Geophysics, annualized rate of \$80,000 for 9 months, August 16, 2017 through May 15, 2018. New tenure-track faculty.

Marold, Ken, Assistant Professor of Architecture, annualized rate of \$60,000 for 9 months, August 16, 2017 through May 15, 2022. Five-year renewable term appointment.

McRaniels, Daniel G., Ph.D., Lecturer of English, annualized rate of \$40,000 for 9 months, August 16, 2017 through May 15, 2022. Five-year renewable term appointment.

Meysick, Karen, Ph.D., Assistant Professor of Microbiology and Plant Biology, annualized rate of \$52,200 for 9 months, August 16, 2017 through May 15, 2022. Changing from temporary faculty to five-year renewable term appointment.

Pace, Terry M., Ph.D., Professor Emeritus and Director of the Counseling Clinic, annualized rate of \$50,000 for 12 months, August 14, 2017.

Pfeffer, Robert E., J.D., Visiting Professor of Law, annualized rate of \$130,000 for 9 months, August 16, 2017 through May 15, 2018.

Razavi, Sepideh, Ph.D., Assistant Professor of Chemical, Biological, and Materials Engineering, annualized rate of \$90,500 for 9 months, January 1, 2018 through May 15, 2018. New tenure-track faculty.

Rieger, Karen S., J.D., Adjunct Lecturer of Law, rate of \$12,000 for 4.5 months, 0.33 time, August 16, 2017 through December 31, 2017.

Rowe, Ashlee H., Ph.D., Assistant Professor of Biology, annualized rate of \$85,000 for 9 months, January 1, 2018 through May 15, 2018. New tenure-track faculty.

Rowe, Matthew P., Ph.D., Professor of Biology, annualized rate of \$95,000 for 9 months, January 1, 2018. New tenured faculty.

Sakaeda, Naoko, Ph.D., Assistant Professor of Meteorology, annualized rate of \$82,000 for 9 months, October 1, 2017 through May 15, 2018. New tenure-track faculty.

Salesky, Scott T., Ph.D., Assistant Professor of Meteorology, annualized rate of \$82,000 for 9 months, August 16, 2017 through May 15, 2018. New tenure-track faculty.

Schmook, Zachary Michael, J.D., Assistant Professor of Law, annualized rate of \$65,000 for 9 months, August 16, 2017 through May 15, 2020. Three-year renewable term appointment.

Snavely, Joshua Michael, Adjunct Lecturer of Law, rate of \$6,000 for 4.5 months, 0.17 time, August 16, 2017 through December 31, 2017.

Stare, Bryan, Ph.D., Assistant Professor of Educational Psychology, annualized rate of \$58,000 for 9 months, August 16, 2017 through May 15, 2018. One-year renewable term appointment.

Steyn, Theunis F., Ph.D., Lecturer of Marketing and Supply Chain Management, annualized rate of \$110,000 for 9 months, January 1, 2018 through May 15, 2023. Five and a half year renewable term appointment.

Taylor, Rebekah C., Ph.D., Assistant Professor of Law, annualized rate of \$65,000 for 12 months, August 16, 2017 through June 30, 2018. One-year renewable term appointment.

Thottunkal, Vinay J., Adjunct Instructor of Civil Engineering and Environmental Science, rate of \$8,000 for 4.5 months, 0.25 time, August 16, 2017 through December 31, 2017.

Timmermeyer, Stephanie R., J.D., Adjunct Lecturer of Law, rate of \$9,000 for 4.5 months, 0.25 time, August 16, 2017 through December 31, 2017.

Tower, Debra L., Ph.D., Postdoctoral Fellow, Institute for the Study of Human Flourishing, annualized rate of \$60,000 for 12 months, June 26, 2017. Paid from grant funds; subject to availability of funds.

Trimble, Paul D., J.D., Adjunct Lecturer of Law, rate of \$9,000 for 4.5 months, 0.25 time, August 16, 2017 through December 31, 2017.

Turjeman, Shoshana, Visiting Research Associate of Social Work at Tulsa, annualized rate of \$60,000 for 12 months, August 1, 2017.

Um, Junshik, Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, annualized rate of \$70,000 for 12 months, August 15, 2017. Paid from grant funds; subject to availability of funds.

Wilhelm, Stefan, Ph.D., Assistant Professor of Biomedical Engineering, annualized rate of \$92,000 for 9 months, August 16, 2017 through May 15, 2018. New tenure-track faculty.

Woody, Cassandra, Instructor of English, annualized rate of \$40,000 for 9 months, August 16, 2017 through May 15, 2022. Five-year renewable term appointment.

Zhang, Chunxi, Research Scientist, Center for Analysis and Prediction of Storms, annualized rate of \$65,000 for 12 months, June 30, 2017. Paid from grant funds; subject to availability of funds.

REAPPOINTMENT(S):

Alvarez Rueda, Laura V., reappointed as Lecturer of Geography and Environmental Sustainability, annualized rate of \$30,000 for 9 months, 0.50 time, August 16, 2017 through May 15, 2018.

Arthur, Larry D., reappointed as Adjunct Instructor of Management Information Systems, rate of \$15,000 for 4.5 months, 0.49 time, August 16, 2017 through December 31, 2017.

Avery, Jim, reappointed as Professor Emeritus of Journalism and Mass Communication, rate of \$8,000 for 4.5 months, 0.25 time, August 16, 2017 through December 31, 2017.

Costa, Fernando, reappointed as Adjunct Instructor of Regional and City Planning, annualized rate of \$20,000 for 9 months, 0.25 time, August 16, 2017 through May 15, 2018.

Davis, Chad E., reappointed as Lecturer of Electrical and Computer Engineering, annualized rate of \$81,600 for 9 months, August 16, 2017 through May 15, 2018.

Farabow, Loraine Dillinder, reappointed as Adjunct Lecturer of Law, rate of \$9,000 for 4.5 months, 0.25 time, August 16, 2017 through December 31, 2017.

Fitzmorris, Cliff W., reappointed as Instructor of Electrical and Computer Engineering, annualized rate of \$87,872 for 9 months, August 16, 2017 through May 15, 2018.

Flagler, Rita Marie, reappointed as Adjunct Lecturer of Law, rate of \$6,000 for 4.5 months, 0.17 time, August 16, 2017 through December 31, 2017.

Hager, Clay Steven, reappointed as Adjunct Lecturer of Law, rate of \$18,000 for 4.5 months, 0.50 time, August 16, 2017 through December 31, 2017.

Hagy, James Brent, reappointed as Adjunct Professor of Law, rate of \$3,000 for 4.5 months, 0.10 time, August 16, 2017 through December 31, 2017.

Hampton, James, reappointed as Adjunct Professor of Law and Adjunct Lecturer of Energy Management, rate of \$19,500 for 4.5 months, 0.58 time, August 16, 2017 through December 31, 2017.

Holladay, Don G., reappointed as Adjunct Lecturer of Law, rate of \$9,000 for 4.5 months, 0.25 time, August 16, 2017 through December 31, 2017.

Kane, Matthew C., reappointed as Adjunct Lecturer of Law, rate of \$6,000 for 4.5 months, 0.17 time, August 16, 2017 through December 31, 2017.

King, Eric Raymond, reappointed as Adjunct Lecturer of Law, rate of \$6,000 for 4.5 months, 0.17 time, August 16, 2017 through December 31, 2017.

Kolar, Maria T., reappointed as Visiting Assistant Professor of Law, annualized rate of \$69,000 for 9 months, August 16, 2017 through May 15, 2018.

Lewental, Dawid Gershon, reappointed as Israel Institute Teaching Fellow Visiting Assistant Professor of International and Area Studies, annualized rate of \$60,000 for 9 months, August 16, 2017 through May 15, 2018.

Linn, Scott C., Professor of Finance, John A. and Donnie Brock Chair in Energy Economics and Public Policy, reappointed as Research Director of the Energy Institute in the Michael F. Price College of Business, annualized rate of \$197,001 for 9 months, July 1, 2017. Correction to May 2017 Agenda.

Livesey, Nina E., reappointed to a three-year renewable term as Associate Professor of Liberal Studies, annualized rate of \$70,500 for 9 months, August 16, 2017 through May 15, 2020.

Lopez Kershen, Julianna E., reappointed as Lecturer of Instructional Leadership and Academic Curriculum, annualized rate of \$30,000 for 9 months, 0.50 time, August 16, 2017 through May 15, 2018.

Mendros, Jaye H., reappointed as Adjunct Lecturer of Law, rate of \$6,000 for 4.5 months, 0.17 time, August 16, 2017 through December 31, 2017.

Meyers, D. Kent, reappointed as Adjunct Professor of Law, annualized rate of \$30,000 for 9 months, 0.25 time, August 16, 2017 through May 15, 2018.

Mullins, Steven K., reappointed as Adjunct Lecturer of Law, rate of \$6,000 for 4.5 months, 0.17 time, August 16, 2017 through December 31, 2017.

Nedelescu, Daniel, reappointed as Lecturer of Economics, annualized rate of \$75,000 for 9 months, August 16, 2017 through May 15, 2018.

Palomar, Joyce, reappointed as Professor Emeritus of Law, rate of \$10,000 for 4.5 months, 0.17 time, August 16, 2017 through December 31, 2017.

Pitchlynn, Gary S., reappointed as Adjunct Lecturer of Law, rate of \$9,000 for 4.5 months, 0.25 time, August 16, 2017 through December 31, 2017.

Roberts, Theodore P., reappointed as Professor Emeritus of Law, rate of \$15,000 for 4.5 months, 0.25 time, August 16, 2017 through December 31, 2017.

Smith, Michael C., reappointed as Adjunct Lecturer of Law, rate of \$24,000 for 4.5 months, 0.67 time, August 16, 2017 through December 31, 2017.

Thomas, Keith T., reappointed as Adjunct Lecturer of Petroleum and Geological Engineering, annualized rate of \$20,000 for 9 months, 0.25 time, August 16, 2017 through May 15, 2018.

Tytanic, Christopher A., reappointed as Adjunct Lecturer of Law, rate of \$6,000 for 4.5 months, 0.17 time, August 16, 2017 through December 31, 2017.

Vincent, Evan G., reappointed as Adjunct Lecturer of Law, rate of \$9,000 for 4.5 months, 0.25 time, August 16, 2017 through December 31, 2017.

Volz, Kathy J., reappointed as Instructor of Engineering, rate of \$17,000 for 4.5 months, 0.50 time, August 16, 2017 through December 31, 2017.

Weldon, Stephen P., reappointed to a five-year renewable term as Associate Professor of History of Science, annualized rate of \$65,822 for 9 months, August 16, 2017 through May 15, 2022.

Wesson, Laura L., reappointed as Lecturer of Engineering and of Chemical, Biological, and Materials Engineering, rate of \$17,000 for 4.5 months, 0.50 time, August 16, 2017 through December 31, 2017.

Zhu, Zhen, reappointed as Adjunct Assistant Professor of Petroleum and Geological Engineering, annualized rate of \$15,000 for 9 months, 0.25 time, August 16, 2017 through May 15, 2018.

CHANGE(S):

Alavi, Roksana, Assistant Professor of Liberal Studies and Adjunct Assistant Professor of Women's and Gender Studies, annualized rate of \$66,100 for 9 months, additional stipend of \$1,500 for increased teaching duties in the College of Professional and Continuing Studies, January 17, 2017 through July 28, 2017.

Backus, Mary Sue, Professor of Law and Robert Glenn Rapp Foundation Presidential Professor, annualized rate of \$131,163 for 9 months, additional stipend of \$30,000 for increased teaching duties in the College of Law, August 16, 2017 through December 31, 2017.

Barakat, Hossam, Instructor of Modern Languages, Literatures, and Linguistics, annualized rate of \$48,000 for 9 months, additional stipend of \$4,200 for increased teaching duties in the Department of Modern Languages, Literatures, and Linguistics, August 16, 2017 through December 31, 2017.

Barboza, Bruno U., Ted and Cuba Webb Presidential Professor and Associate Professor of Physics and Astronomy, salary changed from annualized rate of \$75,000 for 9 months to annualized rate of \$96,000 for 9 months, August 16, 2017. Correction to June 2017 Agenda. Increase includes promotion compression and Presidential Professorship.

Barnes, Brenda H., Assistant Professor of Law, salary changed from annualized rate of \$64,260 for 12 months to annualized rate of \$70,000 for 12 months, August 1, 2017.

Basic, Rozmeri, Professor of Visual Arts, delete title Associate Dean of the Weitzenhoffer Family College of Fine Arts, August 1, 2017; salary changed from annualized rate of \$88,000 for 12 months to annualized rate of \$57,133 for 9 months, August 16, 2017. Changing from 12-month academic administrator to 9-month faculty.

Bearden, Michael R., Director of the School of Dance and Associate Professor of Dance, annualized rate of \$121,600 for 12 months, additional stipend of \$5,000 for serving as Director of the Oklahoma Festival Ballet Company, August 16, 2017 through May 15, 2018.

Bert, Shannon S.C., Associate Professor of Human Relations, annualized rate of \$70,461 for 9 months, additional stipend of \$7,829 for acting as Advanced Programs liaison, August 16, 2016 through May 15, 2017.

Bierman, James E., Associate Professor of Bibliography and Engineering Librarian, annualized rate of \$51,000 for 12 months, additional stipend of \$5,000 for serving as Acting Director of the Youngblood Energy Library, August 1, 2017 through July 31, 2018.

Bogan, Donald T., Professor of Law, Thomas P. Hester Presidential Professor and Frank Elkouri and Edna Asper Elkouri Professor of Law, salary changed from annualized rate of \$154,545 for 9 months to annualized rate of \$158,545 for 9 months, August 16, 2017. Funding from endowed title.

Bolen, Ronald E., Assistant Professor of Entrepreneurship and Economic Development, delete title Director of the Graduate and Executive Center and Executive Director of Executive Education in the Division of Entrepreneurship and Economic Development, salary changed from annualized rate of \$205,700 for 12 months to annualized rate of \$168,300 for 9 months, June 1, 2017. Changing from 12-month academic administrator to 9-month faculty.

Bozorgi, Khosrow, Professor of Architecture and Farzaneh Family Presidential Professor in Iranian Architecture and Culture, salary changed from annualized rate of \$88,082 for 9 months to annualized rate of \$95,082 for 9 months, August 16, 2017. Funding from endowed title.

Braun, Janet K., Scientist/Researcher IV, Sam Noble Oklahoma Museum of Natural History, annualized rate of \$107,000 for 12 months, additional stipend of \$10,000 for serving as Interim Head of Operations in the Sam Noble Oklahoma Museum of Natural History, July 1, 2017 through June 30, 2018.

Bridge, Eli S., Chair of the Institutional Animal Care and Use Committee, title changed from Assistant Professor to Associate Professor of Oklahoma Biological Survey, salary changed from annualized rate of \$65,908 for 9 months to annualized rate of \$75,908 for 9 months, August 16, 2017. Correction to June 2017 Agenda.

Carl, John D., Assistant Professor of Sociology, annualized rate of \$55,000 for 9 months, additional stipend of \$4,500 for increased teaching duties in the Department of Sociology, August 16, 2017 through December 31, 2017.

Cheng, Samuel, Associate Professor of Electrical and Computer Engineering, salary changed from annualized rate of \$88,577 for 9 months to annualized rate of \$100,000 for 9 months, August 16, 2017.

Chilson, Phillip B., Professor of Meteorology and Director of the Center for Autonomous Sensing and Sampling, salary changed from annualized rate of \$114,489 for 9 months to annualized rate of \$134,489 for 9 months, August 16, 2017.

Cox Fuenzalida, Luz Eugenia, Associate Professor of Psychology, annualized rate of \$72,819 for 9 months, additional stipend of \$4,800 for increased teaching duties in the Department of Psychology, August 16, 2017 through December 31, 2017.

Cox II, Derrel W., Research Scientist, Center for Applied Social Research, salary changed from annualized rate of \$33,540 for 12 months, 0.75 time, to annualized rate of \$54,000 for 12 months, 0.75 time, July 1, 2017. Paid from grant funds, subject to availability of funds.

Cramer, Lyn M., Professor of Musical Theatre, Weitzenhoffer Professor of Musical Theatre #2, annualized rate of \$69,929 for 9 months, additional stipend of \$9,000 for serving as Acting Associate Dean of the Weitzenhoffer Family College of Fine Arts, August 16, 2017 through May 15, 2018.

Crossley, Steven P. Associate Professor of Chemical, Biological, and Materials Engineering and Roger and Sherry Teigen Presidential Professor, given additional title Sam A. Wilson Professorship, salary changed from annualized rate of \$101,940 for 9 months to annualized rate of \$111,940 for 9 months, August 16, 2017.

Crowell, Sean M. Research Scientist, Atmospheric and Geographic Sciences, salary changed from annualized rate of \$73,485 for 12 months to annualized rate of \$88,485 for 12 months, May 1, 2017. Paid from grant funds; subject to availability of funds.

Cruise, Rebecca J., Assistant Dean of the College of International Studies and Assistant Professor of International and Area Studies, annualized rate of \$96,202 for 12 months, additional stipend of \$7,000 for increased teaching duties in the Department of International and Area Studies, August 16, 2017 through December 31, 2017.

Davidson, Ronald L., Instructor of Marketing and Supply Chain Management, given additional titles Supply Chain Management Program Director and Executive Director of the Center for the Business of Healthcare, salary changed from annualized rate of \$100,000 for 12 months to annualized rate of \$115,000 for 12 months, July 1, 2017; reappointed to a five-year renewable term, July 1, 2017 through June 30, 2022.

Davis Cline, Jennifer J., Associate Professor of History and Adjunct Associate Professor of Women's and Gender Studies, salary changed from annualized rate of \$66,211 for 9 months to annualized rate of \$79,211 for 9 months, August 16, 2017. Correction to June 2017 Agenda.

de Beurs, Kirsten M., Associate Professor and Chair of the Department of Geography and Environmental Sustainability, given additional title Director of the Center for Spatial Analysis, salary changed from annualized rate of \$134,400 for 12 months to annualized rate of \$149,400 for 12 months, July 1, 2017.

Demiralp, Ilhan, Assistant Professor of Finance, given additional titles Academic Director of the Master of Business Administration Programs and Coordinator of the Master of Science in Finance, salary changed from annualized rate of \$91,800 for 9 months to annualized rate of \$140,556 for 12 months, July 1, 2017. Changing from 9-month faculty to 12-month academic administrator.

Edmondson, Robert A., Assistant Professor of Liberal Studies, annualized rate of \$63,650 for 9 months, additional stipend of \$2,400 for increased duties in the College of Professional and Continuing Studies, January 27, 2017 through July 28, 2017.

Ellis, Stephen E., Associate Professor of Philosophy, given additional title Shannon T. Self Chair in Debate, salary remains at annualized rate of \$67,098 for 9 months, August 16, 2017; additional stipend of \$30,000 for serving as Policy Debate Director in the Honors College, August 16, 2017 through May 15, 2018.

Endres, William, Assistant Professor of English, salary changed from annualized rate of \$70,000 for 9 months, 1.0 time, to annualized rate of \$53,020 for 9 months, 0.76 time, August 16, 2017.

Ethridge, Elizabeth, Associate Professor of Instructional Leadership and Academic Curriculum, salary changed from annualized rate of \$67,434 for 9 months to annualized rate of \$73,000 for 9 months, August 16, 2017.

Fagg, Andrew H., Associate Professor of Computer Science, given additional title Williams Companies Foundation Presidential Professor, salary changed from annualized rate of \$99,462 for 9 months to annualized rate of \$104,462 for 9 months, August 16, 2017.

Folsom, Raphael B., Associate Professor of History, salary changed from annualized rate of \$64,792 for 9 months to annualized rate of \$78,792 for 9 months, August 16, 2017. Correction to June 2017 Agenda.

Ford, Timothy G., Assistant Professor of Educational Leadership and Policy Studies at Tulsa, salary changed from annualized rate of \$62,500 for 9 months to annualized rate of \$65,000 for 9 months, August 16, 2017.

Gibson, John P., Associate Professor of Biology and of Microbiology and Plant Biology and Associate Director for Education at Kessler Atmospheric and Ecological Field Station, annualized rate of \$92,578 for 9 months, additional stipend of \$4,800 for increased teaching duties in the Department of Microbiology and Plant Biology, August 16, 2017 through December 31, 2017.

Golubeva, Evgenia V., Assistant Professor of Finance and Michael F. Price Student Investment Fund Professor, annualized rate of \$122,000 for 9 months, additional stipend of \$12,000 for increased teaching duties in the Division of Finance, August 16, 2016 through December 31, 2016.

Hancock, Michael E., Assistant Professor of Music, delete title Assistant Director of Wind Bands, June 3, 2017; given additional title Interim Director of Bands, salary changed from annualized rate of \$52,500 for 12 months to annualized rate of \$70,000 for 12 months, July 1, 2017.

Hartel, Austin S., Associate Professor of Dance, annualized rate of \$63,255 for 9 months, additional stipend of \$4,500 for serving as Undergraduate and Graduate Assessment Liaison in the School of Dance, August 16, 2017 through May 15, 2018. Correction to May 2017 Agenda.

Heinze, Eric A., Professor of International and Area Studies and Associate Chair of International and Area Studies, annualized rate of \$110,349 for 9 months; additional stipend of \$6,500 for serving as Director of Graduate Studies in the Department of International and Area Studies, August 16, 2017 through May 15, 2018.

Hellman, Chan M., Director of the Center for Applied Research for Non-Profit Organizations, delete titles Associate Dean of the College of Arts and Sciences at Tulsa and Professor of Human Relations at Tulsa, given additional title Professor of Social Work at Tulsa, salary changed from annualized rate of \$110,000 for 12 months to annualized rate of \$90,000 for 9 months, July 1, 2017. Changing from 12-month academic administrator to 9-month faculty.

Henderson, Stephen E., Professor of Law and Judge Haskell A. Holloman Professor in Law, salary changed from annualized rate of \$139,493 for 9 months to annualized rate of \$143,493 for 9 months, August 16, 2017.

Hewes, Randall S., Professor of Biology, title changed from Interim Dean to Dean of the Graduate College, salary changed from annualized rate of \$217,000 for 12 months to annualized rate of \$227,566 for 12 months, October 1, 2018.

Holliday, Lisa M., Associate Professor of Construction Science and Harold W. Conner Professor of Construction Science, delete title Interim Director of the Haskell and Irene Lemon Construction Science Division, salary remains at annualized rate of \$82,154 for 9 months, July 1, 2017.

Hong, Yang, Professor of Civil Engineering and Environmental Science and Presidential Research Professor, given additional title Director of the Institute for Hydrometeorology and Water Engineering, salary changed from annualized rate of \$138,452 for 9 months to annualized rate of \$189,000 for 9 months, August 16, 2017.

Howard, David L., Assistant Professor of Music and Associate Director of Choral Activities, salary changed from annualized rate of \$54,000 for 12 months to annualized rate of \$54,000 for 9 months, August 1, 2017. Changing from 12-month faculty to 9-month faculty.

Hu, Xiaoming, Senior Research Scientist, Center for Analysis and Prediction of Storms, salary changed from annualized rate of \$71,420 for 12 months to annualized rate of \$73,000 for 12 months, July 1, 2017. Paid from grant funds; subject to availability of funds.

Jenkins Smith, Hank C., George Lynn Cross Research Professor of Political Science, annualized rate of \$224,828 for 9 months, additional stipend of \$15,000 for serving as Co-Director of the National Institute for Risk and Resilience, August 16, 2017 through May 15, 2018.

Jones, Julie M., Lecturer of Journalism and Mass Communication, annualized rate of \$68,289 for 9 months, additional stipend of \$4,500 for increased teaching duties in the Gaylord College of Journalism and Mass Communication, August 16, 2017 through December 31, 2017.

Jung, Youngsun, Senior Research Scientist, Center for Analysis and Prediction of Storms, salary changed from annualized rate of \$102,000 for 12 months to annualized rate of \$105,000 for 12 months, July 1, 2017. Paid from grant funds; subject to availability of funds.

Kile, Mia S., Associate Professor of Interior Design, delete title Director of the Division of Interior Design, salary changed from annualized rate of \$145,700 for 12 months to annualized rate of \$101,775 for 9 months, August 16, 2017. Changing from 12-month academic administrator to 9-month faculty.

Kirstetter, Pierre Emmanuel, Research Scientist, Advanced Radar Research Center, annualized rate of \$89,250 for 12 months, additional stipend of \$20,000 for increased duties in the Advanced Radar Research Center, August 1, 2017 through March 31, 2018.

Klein, Petra M., Professor of Meteorology and Edith Kinney Gaylord Presidential Professor, delete title Associate Director of the School of Meteorology, August 13, 2017; given additional title Executive Associate Dean of the College of Atmospheric and Geographic Sciences, salary remains at annualized rate of \$210,000 for 12 months, August 14, 2017.

Klinger, Amanda J., Lecturer of English, given additional title Associate Director of the First Year Composition Program, salary remains at annualized rate of \$40,000 for 9 months, August 16, 2016.

Kong, Fanyou, Senior Research Scientist, Center for Analysis and Prediction of Storms, salary changed from annualized rate of \$119,033 for 12 months to annualized rate of \$122,000 for 12 months, July 1, 2017. Paid from grant funds; subject to availability of funds.

Lee, Eric M.J., Lecturer of Biology, salary changed from annualized rate of \$35,000 for 9 months to annualized rate of \$45,000 for 9 months, August 16, 2017.

Leffingwell, Dolores A., Professor Emeritus of Music, salary changed from annualized rate of \$7,500 for 9 months, 0.25 time, to annualized rate of \$15,000 for 9 months, 0.25 time, August 16, 2017. Increased teaching load.

Li, Yan, Research Assistant, Chemistry and Biochemistry, salary changed from annualized rate of \$36,641 for 12 months, 0.48 time, to annualized rate of \$34,200 for 12 months, 0.475 time, June 10, 2017.

Lindberg, Jeremy A., Associate Professor of Dance and Graduate Liaison of the School of Dance, annualized rate of \$57,180 for 9 months, additional stipend of \$5,000 for serving as Assistant Director of Oklahoma Festival Ballet, August 16, 2017 through May 15, 2018.

Liu, Chengsi, Research Scientist, Center for Analysis for Prediction of Storms, salary changed from annualized rate of \$60,155 for 12 months to annualized rate of \$62,000 for 12 months, July 1, 2017. Paid from grant funds; subject to availability of funds.

Loon, Leehu, Director, Associate Professor and Graduate Liaison of the Division of Landscape Architecture, given additional title H. Russell Pitman Professor of Architecture, salary changed from annualized rate of \$158,333 for 12 months to annualized rate of \$165,000 for 12 months, August 1, 2017.

McCain, Cheryl L., title changed from Associate Professor and First-Year Experience Librarian to Associate Professor and Library Instruction Coordinator, salary remains at annualized rate of \$55,839 for 12 months, June 1, 2017.

McCall, Brian M., Associate Dean for Academic Affairs in the College of Law, Professor of Law, Orpha and Maurice Merrill Professor of Law and Associate Director of the Law Center, salary changed from annualized rate of \$186,500 for 12 months to annualized rate of \$190,500 for 12 months, August 1, 2017; additional stipend of \$6,000 for increased teaching duties in the College of Law, August 16, 2017 through December 31, 2017.

McCuen, Tamera L., Professor of Construction Science and Robert E. Busch Professor of Construction Science, delete title Interim Director of the Division of Construction Science, salary changed from annualized rate of \$96,755 for 9 months to annualized rate of \$104,495 for 9 months, August 16, 2017.

McLeod, David Axlyn, Assistant Professor of Social Work and Adjunct Assistant Professor of Women's and Gender Studies, delete title Graduate Coordinator of Social Work, July 31, 2017; given additional title Knee Center for Strong Families Coordinator of Social Work, salary remains at annualized rate of \$63,200 for 9 months, August 1, 2017.

McWhirter, Paula T., Professor of Educational Psychology, salary changed from annualized rate of \$72,425 for 9 months to annualized rate of \$82,425 for 9 months, August 16, 2017. Increase for taking over as Training Director for Counseling Clinic.

Miranda, Shaila M., title changed from Associate Professor to Professor of Management Information Systems, given additional title John E. Mertes, Jr. Professor of Excellence, salary changed from annualized rate of \$145,391 for 9 months to annualized rate of \$167,022 for 9 months, August 16, 2017.

Morgan, Meg, Assistant Professor of Political Science at Tulsa, delete title Faculty Fellow of Community Engagement and Impact in the College of Arts and Sciences at Tulsa, salary remains at annualized rate of \$60,000 for 9 months, July 1, 2017; additional stipend of \$15,000 for serving as Community Engagement Curriculum Chair in the College of Arts and Sciences at Tulsa, August 1, 2017 through June 30, 2018.

Morvant, Mark C., Associate Provost for Teaching and Technology, Professor of Chemistry and Biochemistry and Senior Fellow, Dunham College, delete title Executive Director of the Center for Teaching Excellence, salary remains at annualized rate of \$172,600 for 12 months. July 1, 2017.

Mullins, Gail E., Assistant Professor of Law, Director of Legal Research and Writing Program and Director of Experiential Learning, annualized rate of \$76,914 for 9 months, additional stipend of \$6,000 for increased teaching duties in the College of Law, August 16, 2017 through December 31, 2017.

Muralidhar, Krishnamurty, Professor of Marketing and Supply Chain Management, salary changed from annualized rate of \$155,000 for 9 months to annualized rate of \$170,000 for 9 months, August 16, 2017.

Nairn, Robert W., Professor of Civil Engineering and Environmental Science and Sam K. Vierson Family Foundation Presidential Professor, given additional title David L. Boren Professorship, July 1, 2017; salary changed from annualized rate of \$120,783 for 9 months to annualized rate of \$132,861 for 9 months, August 16, 2017.

Nakata, Norimitsu, Ph.D., Lissa and Cy Wagner Professor and Assistant Professor of Geology and Geophysics, annualized rate of \$80,000 for 9 months, November 21, 2016. Changing from renewable term to tenure-track.

Nicholson, Daniel R., Assistant Professor of Law, annualized rate of \$66,200 for 9 months, additional stipend of \$4,000 for increased teaching duties in the College of Law, January 1, 2017 through May 15, 2017. Correction to December 2016 Agenda.

Ortega, Kiel L., Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$60,228 for 12 months to annualized rate of \$60,288 for 12 months, July 1, 2017. Paid from grant funds; subject to availability of funds.

Peppler, Randy A., Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, title changed from Interim Director to Associate Director of Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annualized rate of \$170,797 for 12 months, August 15, 2017. Paid from grant funds; subject to availability of funds.

Person, Angela M., Research Associate, College of Architecture, salary changed from annualized rate of \$50,000 for 12 months to annualized rate of \$60,147 for 12 months, August 1, 2017.

Pober, Elizabeth F., Associate Professor of Interior Design, given additional title Director of the Division of Interior Design, salary changed from annualized rate of \$67,068 for 9 months to annualized rate of \$95,129 for 9 months, August 16, 2017.

Ramseyer, Christopher C., reappointed to a five-year renewable term as Associate Professor of Civil Engineering and Environmental Science, August 16, 2017 through June 30, 2022; salary changed from annualized rate of \$78,302 for 9 months to annualized rate of \$85,700 for 9 months, August 16, 2017.

Randle, Rodger A., Professor of Studies in Democracy and Culture, annualized rate of \$127,490 for 12 months, additional stipend of \$9,404 for serving as Human Relations Liaison at Tulsa, August 16, 2016 through May 15, 2017.

Richter, Liesa L., Professor of Law, Thomas P. Hester Presidential Professor and William J. Alley Professor in Law, delete title Associate Dean for Faculty Scholarship and Enrichment in the College of Law, August 1, 2017; salary changed from annualized rate of \$167,370 for 9 months to annualized rate of \$156,370 for 9 months, August 16, 2017.

Riley, Ann T., Clinical Assistant Professor of Social Work, delete title Field Education Coordinator of Social Work, July 31, 2017; given additional title Graduate Coordinator of Social Work, salary remains at annualized rate of \$63,750 for 12 months, August 1, 2017.

Ring, Rodney D., title changed from Visiting Assistant Professor to Adjunct Assistant Professor of Law, salary changed from annualized rate of \$61,200 for 12 months, 1.0 time, to rate of \$9,000 for 4.5 months, 0.25 time, August 16, 2017 through December 31, 2017. Changing from 12-month faculty to temporary faculty.

Rubenstein, Ellen L., Assistant Professor of Library and Information Studies, annualized rate of \$68,340 for 9 months, additional stipend of \$3,000 for increased teaching duties in the School of Library and Information Studies, August 16, 2017 through December 31, 2017.

Sanford, Pamela J., Instructor of Social Work, annualized rate of \$45,000 for 12 months, additional stipend of \$3,000 for increased teaching duties in the Anne and Henry Zarrow School of Social Work, August 16, 2017 through December 31, 2017.

Savic, Milos, Assistant Professor of Mathematics, salary changed from annualized rate of \$74,970 for 9 months to annualized rate of \$79,970 for 9 months, August 16, 2017.

Safe, Robert B., Lecturer of Expository Writing Program, annualized rate of \$45,035 for 9 months, additional stipend of \$15,000 for serving as Director of Writing Enriched Curriculum, September 1, 2017 through April 30, 2018.

Shehata, Samer S., Associate Professor of International and Area Studies and Colin Mackey and Patricia Molina De Mackey Professor of Middle East Studies, salary changed from annualized rate of \$91,000 for 9 months to annualized rate of \$101,500 for 9 months, August 16, 2017.

Shelden, Rachel A., Associate Professor of History, salary changed from annualized rate of \$63,000 for 9 months to annualized rate of \$80,040 for 9 months, August 16, 2017. Correction to June 2017 Agenda.

Silva, Carol L., Director of the Center for Risk and Crisis Management, Professor of Political Science and Edith Kinney Gaylord Presidential Professor, additional stipend of \$30,000 for Co-Directorship of the National Institute for Risk and Resilience, August 16, 2017 through May 15, 2018.

Soreghan, Gerilyn S., Professor of Geology and Geophysics, Williams Companies Foundation Presidential Professor, James Roy Maxey Professor in Geology and David L. Boren Professorship, salary changed from annualized rate of \$116,185 for 9 months to annualized rate of \$116,804 for 9 months, August 16, 2017.

Soreghan, Michael J., Associate Professor of Geology and Geophysics, salary changed from annualized rate of \$77,299 for 9 months to annualized rate of \$81,299 for 9 months, August 16, 2017.

Stanley, Clara C., Professor of Dance, delete title Associate Director of the School of Dance, July 15, 2017; salary changed from annualized rate of \$73,487 for 12 months to annualized rate of \$65,000 for 9 months, August 16, 2017. Changing from 12-month academic administrator to 9-month faculty.

Strauss, Michael G., David Ross Boyd Professor of Physics and Astronomy and Carlisle and Lurline Mabrey Presidential Professor, salary changed from annualized rate of \$100,468 for 9 months to annualized rate of \$113,468 for 9 months, August 16, 2017. Correction to June 2017 Agenda.

St. John, Craig A., Professor of Sociology, delete title Chair of the Department of Sociology, salary changed from annualized rate of \$148,500 for 12 months to annualized rate of \$130,000, July 1, 2017; given additional title Internship Coordinator of Sociology, August 16, 2017. Changing from 12-month academic administrator to 9-month faculty.

Swan, Daniel C., Professor of Oklahoma Museum of Natural History and of Anthropology and Curator of Ethnology, Sam Noble Oklahoma Museum of Natural History, annualized rate of \$72,854 for 12 months, additional stipend of \$10,000 for serving as Interim Head of Public Outreach in the Sam Noble Oklahoma Museum of Natural History, July 1, 2017 through June 30, 2018.

Tall Bear, Donna M., Instructor of Health and Exercise Science, salary changed from annualized rate of \$46,000 for 9 months to annualized rate of \$50,000 for 9 months, August 16, 2017.

Terry, Robert A., Professor of Psychology and of Management and International Business, annualized rate of \$83,083, additional stipend of \$5,100 for increased teaching duties in the Department of Psychology, August 16, 2017 through December 31, 2017.

Vedula, Prakash, Associate Professor of Aerospace and Mechanical Engineering, salary changed from annualized rate of \$88,577 for 9 months, 1.0 time, to annualized rate of \$43,403 for 9 months, 0.49 time, August 16, 2017.

Walden, Susan E., Research Associate Professor and Associate Director of Engineering Outreach in the Sooner Engineering Education Center, annualized rate of \$78,030 for 9 months, additional stipend of \$3,000 for serving as the Director of Undergraduate Research in the Office of the Vice President for Research, August 16, 2017 through May 15, 2018.

Walter, Jacob I., Geophysicist III, Oklahoma Geological Survey, salary changed from annualized rate of \$90,000 for 12 months, 0.80 time, to annualized rate of \$112,500 for 12 months, 1.0 time, September 1, 2017.

Ward, Janet, Ph.D., Professor of History and Faculty Director of the University of Oklahoma Humanities Forum, salary changed from annualized rate of \$131,400 for 12 months to annualized rate of \$138,400 for 12 months, August 15, 2017.

Warnken, Charles G., Director and Associate Professor of the Division of Regional and City Planning, delete titles Associate Dean and Ph.D. Coordinator of the College of Architecture and H. Russell Pitman Professor of Architecture, salary changed from annualized rate of \$159,871 for 12 months to annualized rate of \$146,400 for 12 months, August 1, 2017.

Worley, Jody A., Associate Professor of Human Relations at Tulsa, delete title Faculty Fellow of Research Advancement at Tulsa in the College of Arts and Sciences, salary remains at annualized rate of \$70,679 for 9 months, July 1, 2017.

Yount, Deborah R., title changed from Instructor to Associate Professor of Journalism and Mass Communication, salary changed from annualized rate of \$68,000 for 9 months to annualized rate of \$127,778 for 9 months, August 16, 2017 Changing from renewable term to endowed tenured faculty.

NEPOTISM WAIVER(S):

Kornelson, Keri, Ph.D., Professor of Mathematics, annualized rate of \$102,750 for 9 months, August 1, 2017. Dr. Keri Kornelson is a current faculty member in the department in which her husband, Dr. Noel Brady, currently serves as the academic chair. In order to comply with the University's nepotism policy, Dr. Jonathan Kujawa, will act as a member of Committee A for the Department in lieu of Dr. Noel Brady in all personnel matters related to Dr. Keri Kornelson. This includes review for annual performance evaluations and recommendations for compensation, promotion, and awards.

Ward, Janet, Ph.D., Professor of History and Faculty Director of the University of Oklahoma Humanities Forum, annualized rate of \$131,400 for 12 months, July 1, 2017. Dr. Janet Ward is a current faculty member in the Department of History in which her husband, Dr. David Wrobel, currently serves as the Interim Dean of the College of Arts and Sciences. In order to comply with the University's nepotism policy, Dr. Kelvin White, Associate Dean of Faculty Development and Community, will act as an approver at the dean level in lieu of Dr. David Wrobel in all personnel matters related to Dr. Janet Ward. This includes review for annual performance evaluations and recommendations for compensation, promotion, and awards. Dr. Janet Ward also reports to Senior Vice President and Provost Dr. Kyle Harper in her capacity as the director of the OU Humanities Forum in a 12-month appointment.

RESIGNATION(S)/TERMINATION(S):

Arczynski, Alexis, Assistant Professor of Educational Psychology, August 1, 2017.

Bakke, Tor Erik, Associate Professor of Finance, June 15, 2017.

Bishop, Catherine E., Postdoctoral Research Associate, Microbiology and Plant Biology, July 16, 2017.

Commuri, Sesh, Professor of Electrical and Computer Engineering, August 15, 2017.

Gries, Peter H., Professor of International and Area Studies, August 1, 2017.

Hodges, Kenneth L., Professor of English, August 1, 2017.

Karstens, Christopher D., Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, August 5, 2017.

Kozadayev, Ilya, Assistant Professor of Dance, July 2, 2017.

Kruer, Matthew, Assistant Professor of History, August 1, 2017.

Love, Bridget K., Lecturer of Expository Writing Program, August 1, 2017.

Luo, Yiqi, Professor of Microbiology and Plant Biology, Interim Director of the OU Global Change Center and George Lynn Cross Research Professor, August 16, 2017.

McPherson, Alan L., Professor of International and Area Studies, ConocoPhillips Chair in Latin American Studies and Director of Graduate Studies in the Department of International Studies and Area Studies, August 1, 2017.

Miller, Zachary J. Assistant Professor of Philosophy, August 1, 2017.

Moxley, David P., Professor of Social Work, August 1, 2017.

Ng, Su Fang, Associate Professor of English, August 1, 2017.

Pournik, Maysam, Assistant Professor of Petroleum and Geological Engineering, July 1, 2017.

Pritchett, Brittany N., Geologist II, Oklahoma Geological Survey, August 1, 2017.

Robb Larkins, Erika, Assistant Professor of International and Area Studies, Wick Cary Professor of International Studies #1 and Director of Brazilian Programs, August 2, 2017.

Sakhaee Pour, Ahmad, Assistant Professor of Petroleum and Geological Engineering, August 1, 2017.

Sellers, Joshua S., Associate Professor of Law, August 16, 2017.

Shaffer, James P., Professor of Physics and Astronomy, Ted and Cuba Webb Presidential Professor and Homer L. Dodge Chair in Atomic, Molecular, and Chemical Physics, January 1, 2018.

Tarhule, Aondover A., Executive Associate Dean of the College of Atmospheric and Geographic Sciences, Professor of Geography and Environmental Sustainability and Faculty Fellow, Office of the Senior Vice President and Provost, August 1, 2017.

Temple, Samuel S., Lecturer of Expository Writing Program, August 1, 2017.
Theriault, Noah W., Assistant Professor of International and Area Studies, August 1, 2017.

Van De Biezenbos, Kristen Lea, Associate Professor of Law, August 15, 2017.
Wachter, Hans Peter Gottfried, Associate Professor of Interior Design, August 1, 2017.

Wandan, Solongo, Assistant Professor of Political Science, August 16, 2017.

Wheatley, Dustan M, Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, September 2, 2017.

Wilson, Duncan S., Research Scientist, South-Central Climate Science Center, August 1, 2017.

RETIREMENT(S):

Barwick, Katherine L., Associate Professor of Human Relations, July 1, 2017. Named Professor Emeritus of Human Relations.

Benson, Hugh H., Professor of Philosophy, Samuel Roberts Noble Presidential Professor and George Lynn Cross Research Professor of Philosophy, January 1, 2018. Named Professor Emeritus of Philosophy.

Clark, William M., Associate Professor of Economics, January 1, 2018. Named Professor Emeritus of Economics.

Covaleskie, John F., Professor of Educational Leadership and Policy Studies, August 16, 2017. Named Professor Emeritus of Educational Leadership and Policy Studies.

Durica, David S., Professor of Biology, June 15, 2017. Named Professor Emeritus of Biology.

Fincke, Ola M., Professor of Biology, January 1, 2018. Named Professor Emeritus of Biology.

Gilje, Paul A., Professor of History, January 1, 2018. Named Professor Emeritus of History.

Lee, Kyung Bai, Professor of Mathematics, July 1, 2017. Named Professor Emeritus of Mathematics.

Snell, Daniel C., Professor of History, January 1, 2018. Named Professor Emeritus of History.

Suflita, Joseph M., Professor of Microbiology and Plant Biology, January 1, 2018. Named Professor Emeritus of Microbiology and Plant Biology.

Taylor, E. L., Associate Professor of Health and Exercise Science, August 1, 2017. Named Professor Emeritus of Health and Exercise Science.

*President Boren recommended the Board of Regents approve the academic personnel actions shown above.

Regent Rainbolt-Forbes moved approval of the recommendation. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

* See additional action on the following page.

MINUTES

Regent Stone moved approval of the minutes of the meetings held on June 20, 2017 and August 11, 2017 as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

Regent Burgess moved that the Board enter into executive session on administrative and professional personnel actions. The executive session was held in the President's Conference Room, beginning at 10:19 a.m.

The Board returned to open session at 10:59 a.m. in the meeting room.

After discussion, Chairman Bennett moved the Board amend the Academic Personnel Actions previously approved to remove the descriptor *Interim* from the entry regarding Jesus Medina (shown below). The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

Medina, Jesus E., Clinical Professor of Otorhinolaryngology, given additional titles ~~Interim~~ OU Physicians President, Associate Vice Provost for Clinical Programs, and Associate Dean for Clinical Affairs, College of Medicine, September 14, 2017. Administrative supplement for additional responsibilities will be covered by clinical practice funds.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS – NC & HSCHealth Sciences Center:

TRANSFER(S):

Myers, Douglas W., Director of Parking & Transportation, OU Parking, Administration & Finance, annualized rate of \$116,688 for 12 months (\$9,724.00 per month), August 14, 2017. Administrative Staff.

APPOINTMENT(S):

Bouse, Justin W., Chemotherapy Nurse, Cancer Center Clinical Services, College of Medicine, annualized rate of \$65,500 for 12 months (\$5,458.33 per month), July 25, 2017. Professional Nonfaculty.

Cannon, Megan A., Neonatal Nurse Clinician, Department of Pediatrics, College of Medicine, annualized rate of \$71,500 for 12 months (\$5,958.33 per month), September 11, 2017. Professional Nonfaculty.

Chambless, Jill, Chemotherapy Nurse, Cancer Center Clinical Services, College of Medicine, annualized rate of \$65,000 for 12 months (\$5,416.67 per month), August 23, 2017. Professional Nonfaculty.

Chance, Lisa S., RN Care Manager, OU Physicians CHC, College of Medicine, annualized rate of \$67,000 for 12 months (\$5,583.33 per month), August 29, 2017. Professional Nonfaculty.

Cooper, Jeffery W., Assistant Human Resources Director, Human Resources, Administration & Finance, annualized rate of \$91,500 for 12 months (\$7,625.00 per month), July 5, 2017. Administrative Staff.

De los Angeles, Jennifer, Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, annualized rate of \$107,500 for 12 months (\$8,958.33 per month), September 1, 2017. Professional Nonfaculty.

DeVos, Erin, Chemotherapy Nurse, Cancer Center Clinical Services, College of Medicine, annualized rate of \$63,799 for 12 months (\$5,316.58 per month), August 9, 2017. Professional Nonfaculty.

Dietz, Sandra R., Nurse Practitioner, OUP Clinical Operations, College of Medicine Tulsa, annualized rate of \$88,500 for 12 months (\$7,375.00 per month), August 7, 2017. Professional Nonfaculty.

Fox, Amber E., Neonatal Nurse Clinician, Department of Pediatrics, College of Medicine, annualized rate of \$71,500 for 12 months (\$5,958.33 per month), September 11, 2017. Professional Nonfaculty.

Garrett, Amy, Nurse Practitioner, Obstetrics & Gynecology, College of Medicine, annualized rate of \$85,000 for 12 months (\$7,083.33 per month), September 1, 2017. Professional Nonfaculty.

Gibson, Jason, IT Analyst II, IT Administration, Office of the Provost, annualized rate of \$75,000 for 12 months (\$6,250.00 per month), September 5, 2017. Professional Nonfaculty.

Graham, Stephen, Assistant Director of Information Technology Tulsa, Information Technology Tulsa, Administration & Finance Tulsa, annualized rate of \$83,000 for 12 months (\$6,916.67 per month), August 7, 2017. Managerial Staff.

Minton, Vickie S., Clinic Nursing Supervisor, OUP Clinical Operations, College of Medicine Tulsa, annualized rate of \$62,000 for 12 months (\$5,166.67 per month), August 7, 2017. Managerial Staff.

Morgan, Moriah J., IT Analyst II, IT Administration, Office of the Provost, annualized rate of \$65,000 for 12 months (\$5,416.67 per month), July 17, 2017. Professional Nonfaculty.

Oehlerking, Jackie L., Oncology Nurse III, Cancer Center Clinical Services, College of Medicine, annualized rate of \$61,550 for 12 months (\$5,129.17 per month), June 12, 2017. Professional Nonfaculty.

Okroi, Elisabeth A., Nurse Practitioner, Department of Urology, College of Medicine, annualized rate of \$84,000 for 12 months (\$7,000.00 per month), July 31, 2017. Professional Nonfaculty.

Owens, Jeremy D., Neonatal Nurse Clinician, Department of Pediatrics, College of Medicine, annualized rate of \$71,500 for 12 months (\$5,958.33 per month), July 10, 2017. Professional Nonfaculty.

Owens, Valorie, L., Senior Sponsored Programs Administrator, Research Administration Office, Office of Research Administration, annualized rate of \$72,000 for 12 months (\$6,000.00 per month), July 19, 2017. Professional Nonfaculty.

Palmer, Michelle M., Staff Registered Nurse II, OUP Clinical Operations, College of Medicine Tulsa, annualized rate of \$60,320 for 12 months (\$5,026.67 per month), July 17, 2017. Professional Nonfaculty.

Payne, Emily, Nurse Practitioner, Stephenson Cancer Center, College of Medicine, annualized rate of \$90,480 for 12 months (\$7,540.00 per month), June 25, 2017. Professional Nonfaculty.
Rozsypal, Theresa M., RN Care Manager, OU Physicians CHC, College of Medicine, annualized rate of \$61,000 for 12 months (\$5,083.33 per month), June 19, 2017. Professional Nonfaculty.

Seright, Michelle A., Neonatal Nurse Clinician, Department of Pediatrics, College of Medicine, annualized rate of \$71,500 for 12 months (\$5,958.33 per month), July 10, 2017. Professional Nonfaculty.

Shelton, Sarah A., Neonatal Nurse Clinician, Department of Pediatrics, College of Medicine, annualized rate of \$71,500 for 12 months (\$5,958.33 per month), September 11, 2017. Professional Nonfaculty.

Tyszko, Sarah L., Physician Assistant II, Department of Pediatrics, College of Medicine, annualized rate of \$92,500 for 12 months (\$7,708.33 per month), August 15, 2017. Professional Nonfaculty.

Varughese, Shanty, Nurse Practitioner, Cancer Center Clinical Services, College of Medicine, annualized rate of \$88,000 for 12 months (\$7,333.33 per month), June 12, 2017. Professional Nonfaculty.

Walker, Jasmyn L., Dietician, OUP Clinical Operations, College of Medicine Tulsa, annualized rate of \$60,000 for 12 months (\$5,000.00 per month), August 31, 2017. Professional Nonfaculty.

Wesley, Brian D., Staff Pharmacist, Department of Pediatrics, College of Medicine, annualized rate of \$105,000 for 12 months (\$8,750.00 per month), June 16, 2017. Professional Nonfaculty.

REAPPOINTMENT(S):

Dimmer, Jennifer A., Nurse Practitioner, Department of Pediatrics, College of Medicine, annualized rate of \$80,500 for 12 months (\$6,708.33 per month), July 5, 2017. Professional Nonfaculty.

Ellingson, Jared S., Executive Director of Accounting & Finance for Institutional Centers of Excellence, Harold Hamm Diabetes Center, College of Medicine, annualized rate of \$124,000 for 12 months (\$10,333.33 per month), August 7, 2017. Administrative Staff.

McCann, Debra L, Senior Project Manager, Department of Pediatrics, College of Medicine, annualized rate of \$70,000 for 12 months (\$5,833.33 per month), June 19, 2017. Professional Nonfaculty.

Walsh, Deborah A., RN Care Manager, OU Physicians CHC, College of Medicine, annualized rate of \$62,000 for 12 months (\$5,166.67 per month), June 26, 2017. Professional Nonfaculty.

CHANGE(S):

Adams, Michyla, Clinical Pharmacist, Pharmacy Management Consultants, College of Pharmacy, salary changed from an annualized rate of \$51,803 for 12 months (\$4,316.92 per month), to an annualized rate of \$72,524 for 12 months (\$6,043.67 per month), August 20, 2017. Professional Nonfaculty. FTE increase 50% to 70%.

Allen, Richard A., title changed from Research Assistant III, Pathology, College of Medicine, to Clinical Laboratory Technologist Supervisor, Pathology, College of Medicine, August 20, 2017. Professional Nonfaculty. Promotion.

Allison, Kacee L., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, salary changed from an annualized rate of \$86,500 for 12 months (\$7,208.33 per month), to an annualized rate of \$65,740 for 12 months (\$5,478.33 per month), August 20, 2017). Professional Nonfaculty. FTE decrease 100% to 76%.

Baranowski, Shaun C., title changed from Instructor, CMT Obstetrics & Gynecology, College of Medicine Tulsa, to Certified Nurse Midwife, OUP Clinical Operations, College of Medicine Tulsa, salary changed from an annualized rate of \$40,000 for 12 months (\$3,333.33 per month), to an annualized rate of \$71,760 for 12 months (\$5,980.00 per month), June 25, 2017. Professional Nonfaculty. Change to employee type.

Burr, Kathleen M., title changed from Instructor, CMT Obstetrics & Gynecology, College of Medicine Tulsa, to Certified Nurse Midwife, OUP Clinical Operations, College of Medicine Tulsa, salary changed from an annualized rate of \$69,000 for 12 months (\$5,750.00 per month), to an annualized rate of \$71,760 for 12 months (\$5,980.00 per month), June 25, 2017. Professional Nonfaculty. Change to employee type.

Carpenter, Angelika P., title changed from Neonatal Nurse Clinician, Department of Pediatrics, College of Medicine, to Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, salary changed from an annualized rate of \$72,930 for 12 months (\$6,077.50 per month), to an annualized rate of \$86,500 for 12 months (\$7,208.33 per month), August 20, 2017. Professional Nonfaculty. Promotion.

Carter, Casey L, title changed from Senior Clinic Manager, OU Physicians Faculty Clinics, College of Medicine, to Senior Project Manager, OU Physicians CHC, College of Medicine, salary changed from an annualized rate of \$59,160 for 12 months (\$4,930.00 per month), to an annualized rate of \$64,800 for 12 months (\$5,400.00 per month), July 23, 2017. Professional Nonfaculty. Promotion.

Church, Angela, Director of Human Resources, Human Resources, Administration & Finance, salary changed from an annualized rate of \$128,000 for 12 months (\$10,666.67 per month), to an annualized rate of \$140,000 for 12 months (\$11,666.67 per month, September 1, 2017. Managerial Staff. Equity.

Daniel, Ronald, title changed from Facilities Manager, Comparative Medicine, Office of Research Administration, to Assistant Director of Operations Comparative Medicine, Comparative Medicine, Office of Research Administration, salary changed from an annualized rate of \$67,362 for 12 months (\$5,613.50 per month), to an annualized rate of \$75,000 for 12 months (\$6,250.00 per month), August 6, 2017. Managerial Staff. Promotion.

Davidson, Vicky L., Director of Rehabilitation Services, Cancer Center Clinical Services, College of Medicine, salary changed from an annualized rate of \$90,000 for 12 months (\$7,500.00 per month), to an annualized rate of \$72,000 for 12 months (\$6,000.00 per month), June 25, 2017. Administrative Staff. FTE Reduction 100% to 80%.

Heilaman, Allen R., title changed from Director of Construction Projects & Fire Marshall, Facilities Management & Capital Planning, Administration & Finance, to Director of Building Code Compliance & Fire Protection Services, Facilities Management & Capital Planning, Administration & Finance, June 11, 2017. Professional Nonfaculty. Title change.

Holliday, Melinda D., Ultrasonographer Technologist, OUP Clinical Operations, College of Medicine Tulsa, salary changed from an annualized rate of \$74,272 for 12 months (\$6,189.33 per month), to an annualized rate of \$72,461 (\$6,038.42 per month), June 25, 2017. Technical/Paraprofessional. Correction to budget.

Hunter, Gina L., title changed from Nurse Case Manager, Office of Data Management - Tulsa, College of Medicine Tulsa, to Nurse Educator, OU Physicians - Tulsa Admin, College of Medicine Tulsa, salary changed from an annualized rate of \$53,500 for 12 months (\$4,458.33 per month), to an annualized rate of \$61,000 for 12 months (\$5,083.33 per month), July 24, 2017. Professional Nonfaculty. Promotion.

Kayser, Jessica E., title changed from Instructor, CMT Obstetrics & Gynecology, College of Medicine Tulsa, to Certified Midwife Nurse, OUP Clinical Operations, College of Medicine Tulsa, salary changed from an annualized rate of \$40,000 for 12 months (\$3,333.33 per month), to an annualized rate of \$71,760 for 12 months (\$5,980.00 per month), June 25, 2017. Professional Nonfaculty. Change to employee type.

Khalid, Bilal, Resident, Department of Medicine Residency, College of Medicine, salary changed from an annualized rate of \$59,599 for 12 months (\$4,966.58 per month), to an annualized rate of \$62,330 for 12 months (\$5,194.17 per month), July 27, 2017. Graduate Student. Promotion to PGY6.

Khan, Muhammad S., Resident, Department of Medicine Residency, College of Medicine, salary changed from an annualized rate of \$83,599 for 12 months (\$6,966.58 per month), to an annualized rate of \$86,330 for 12 months (\$7,194.17 per month), July 12, 2017. Graduate Student. Promotion to PGY6.

Lavallee, Melissa S., title changed from Staff Registered Nurse II, OU Physicians Faculty Clinics, College of Medicine, to Clinic Nurse Manager, OU Physicians Faculty Clinics, College of Medicine, August 6, 2017. Managerial Staff. Promotion.

Maddox, Karissa, Case Management Coordinator, Case Management, College of Nursing, salary changed from an annualized rate of \$57,600 for 12 months (\$4,800.00 per month), to an annualized rate of \$63,000 for 12 months (\$5,250.00 per month), July 10, 2017. Managerial Staff. Merit.

Megison, Michael L., Resident, Surgery Residency Program, College of Medicine, salary changed from an annualized rate of \$62,330 for 12 months (\$5,194.17 per month), to an annualized rate of \$65,807 for 12 months (\$5,483.92 per month), August 1, 2017. Graduate Student. Promotion to PGY7.

Mendelsberg, Ranan A., title changed from Fellow, CMT Surgery Residency, College of Medicine Tulsa, to Resident, CMT Surgery Residency, College of Medicine Tulsa, July 1, 2017. Graduate Student. Promotion.

Millsap, David W., title changed from Sponsored Programs Administrator, Research Administration Office, Office of Research Administration, to Senior Administrative Manager, Department of Pediatrics, College of Medicine, salary changed from an annualized rate of \$53,828 for 12 months (\$4,485.67 per month), to an annualized rate of \$60,000 for 12 months (\$5,000.00 per month), July 9, 2017. Managerial Staff. Promotion.

Monroe, Elizabeth M., Business Manager, Stephenson Cancer Center, College of Medicine, salary changed from an annualized rate of \$72,450 for 12 months (\$6,037.50 per month), to an annualized rate of \$75,000 for 12 months (\$6,250.00 per month), June 25, 2017. Managerial Staff. Correction to budget.

Moore, Cody L., Utility Control Foreman, Site Support, Administration & Finance, salary changed from an annualized rate of \$68,557 for 12 months (\$5,713.08 per month), to an annualized rate of \$73,556 for 12 months (\$6,129.67 per month), September 3, 2017. Skilled Crafts. Department reorganization.

Mullins, Gina M., title changed from Quality Coordinator, OU Physicians – Tulsa Admin, College of Medicine Tulsa, to Quality Manager, OU Physicians – Tulsa Admin, College of Medicine Tulsa, salary changed from an annualized rate of \$61,500 for 12 months (\$5,125.00 per month), to an annualized rate of \$68,000 for 12 months (\$5,666.67 per month), July 23, 2017. Professional Nonfaculty. Promotion.

Payne Jr., Floyd C., Electroencephalograph/Electromyography Technician, OU Physicians Faculty Clinics, College of Medicine, salary changed from an annualized rate of \$57,283 for 12 months (\$4,773.58 per month), to \$62,400 for 12 months (\$5,200.00 per month), September 3, 2017. Technical/Paraprofessional. Retention.

Price, Crystal L., Ultrasonographer Technologist, OUP Clinical Operations, College of Medicine Tulsa, salary changed from an annualized rate of \$68,603 for 12 months (\$5,716.92 per month), to an annualized rate of \$66,929 for 12 months (\$5,577.42 per month), June 25, 2017. Technical/Paraprofessional. Correction to budget.

Ray, Peter G., Assistant Director of Operations Environmental Systems, Site Support, Administration & Finance, salary changed from an annualized rate of \$110,000 for 12 months (\$9,166.67 per month), to an annualized rate of \$112,500 for 12 months (\$9,375.00 per month), September 3, 2017. Administrative Staff. Department reorganization.

Sanders, Michael, title changed from Mechanical Foreman, Site Support, Administration & Finance, to Steam & Chilled Plant Manager, Site Support, Administration & Finance, salary changed from an annualized rate of \$75,053 for 12 months (\$6,254.42 per month), to an annualized rate of \$90,000 for 12 months (\$7,500.00 per month), September 3, 2017. Managerial Staff. Promotion.

Seddelmeyer, Angela L., title changed from Neonatal Nurse Clinician, Department of Pediatrics, College of Medicine, to Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, salary changed from an annualized rate of \$72,930 for 12 months (\$6,077.50 per month), to an annualized rate of \$86,500 for 12 months (\$7,208.33 per month), August 20, 2017. Professional Nonfaculty. Promotion.

Sharp, Stacey D., title changed from Clinic Nurse Manager, OU Physicians CHP Clinics, College of Medicine, to RN Care Manager, OU Physicians CHC, College of Medicine, salary changed from an annualized rate of \$72,113 for 12 months (\$6,009.42 per month), to an annualized rate of \$67,000 for 12 months (\$5,583.33 per month), July 23, 2017. Professional Nonfaculty. Transfer with pay decrease.

Shukla, Shripaad Y., Resident, Ophthalmology, College of Medicine, salary changed from an annualized rate of \$59,599 for 12 months (\$4,966.58 per month), to an annualized rate of \$62,330 for 12 months (\$5,194.17 per month), July 7, 2017. Graduate Student. Program progression.

Skrepnek, Samantha, title changed from Director of Project Management & Special Projects for Stephenson Cancer Center, Cade Cancer Center, College of Medicine, to Program Director, Research Administration Office, Office of Research Administration, salary changed from an annualized rate of \$137,700 for 12 months (\$11,475.00 per month), to an annualized rate of \$89,393 for 12 months (\$7,449.42 per month), June 25, 2017. Administrative Staff. Transfer and demotion.

Turmelle, Claire V., title changed from Assistant Marketing Director, Stephenson Cancer Center, Institutional Centers of Excellence, to Associate Marketing Director, Stephenson Cancer Center, Institutional Centers of Excellence, salary changed from an annualized rate of \$78,652 for 12 months (\$6,554.33 per month), to an annualized rate of \$80,000 for 12 months (\$6,666.67 per month), June 25, 2017. Managerial Staff. Promotion.

Wood, Becky A., title changed from Research Management Coordinator III, Medicine Hematology/Oncology, College of Medicine, to Research Management Coordinator III, Department of Medicine Grants, College of Medicine, July 23, 2017. Professional Nonfaculty. Department reorganization.

Young, Lauren J., Energy Manager, Site Support, Administration & Finance, salary changed from an annualized rate of \$78,768 for 12 months (\$6,564.00 per month), to an annualized rate of \$83,767 for 12 months (\$6,980.58 per month), September 3, 2017. Administrative Staff. Department reorganization.

Zecavati, Nima, title changed from Assistant Director of Human Resources, Human Resources, Administration & Finance, to Associate Director of Human Resources, Human Resources, Administration & Finance, salary changed from an annualized rate of \$115,000 for 12 months (\$9,583.33 per month), to an annualized rate of \$125,000 for 12 months (\$10,416.67 per month), September 1, 2017. Administrative Staff. Promotion.

Zornes, Gregory D., Project Manager, Provost Office, Office of the Provost, salary changed from an annualized rate of \$62,000 for 12 months (\$5,166.67 per month), to an annualized rate of \$65,000 for 12 months (\$5,416.67 per month), June 25, 2017. Professional Nonfaculty. Equity.

NEPOTISM WAIVER(S):

Sherry, Jennifer A., Seasonal Temporary Employee, Cell Biology, College of Medicine, June 1, 2017. Dr. David Sherry is an Associate Professor in the Department of Cell Biology, College of Medicine. Dr. Sherry's daughter, Jennifer, will be hired as a Seasonal Temporary Employee to perform immunolabeling and microscopic imaging experiments using the facilities and expertise of Dr. Sherry's lab. Dr. Mohiuddin Ahmad will serve as Jennifer Sherry's supervisor and will provide oversight for her employment, work schedule, and performance management; Dr. Sherry's interaction with his daughter will be limited to technical training and guidance for the day-to-day generation and analysis of neuroanatomical data.

RETIREMENT(S):

Gourley, Lana C., Physician Assistant II, OUP Clinical Operations, College of Medicine Tulsa, July 1, 2017. Retirement.

O'Brien, Vickie L., Chemotherapy Nurse, Cancer Center Clinical Services, College of Medicine, September 2, 2017. Normal retirement.

RESIGNATION(S)/TERMINATION(S):

Atkinson, Kristina, Physician Assistant I, Stephenson Cancer Center, College of Medicine. August 1, 2017. Resignation.

Baxter, Michael T., Local Area Network Support Specialist IV, Department of Surgery, College of Medicine. August 12, 2017. Resignation.

Brittain, Nancy M., Nurse Educator, Case Management, College of Nursing. September 9, 2017. Resignation.

Dhaenens, James M., Assistant Director for the Steam & Chill Plant, Site Support, Administration & Finance. June 17, 2017. Resignation.

Gagne, Jacqueline, IT Director (Colleges), Information Technology, College of Dentistry, June 15, 2017. Discharge.

Green, Marilyn M., Staff Registered Nurse II, OU Physicians Faculty Clinics, College of Medicine, July 29, 2017. Resignation.

Hansen, Regina S., Clinical Research Coordinator II, Harold Hamm Diabetes Center, College of Medicine, July 22, 2017. Resignation.

Holbrook, Tommy, Laboratory Animal Facility Manager, Comparative Medicine, Office of Research Administration, July 8, 2017. Resignation.

Holliday, Melinda D., Ultrasonographer Technologist, OUP Clinical Operations, College of Medicine Tulsa, September 9, 2017. Resignation.

Holmquist, Amanda J., Chief Resident, CMT OB/GYN Residency, College of Medicine Tulsa, July 1, 2017. Completion of program.

Howard, Lacey R., Chief Resident, CMT OB/GYN Residency, College of Medicine Tulsa, July 1, 2017. Completion of program.

Kavanaugh, Gina, Research Program Coordinator, Stephenson Cancer Center, College of Medicine, June 24, 2017. Resignation.

Kennedy, Kariso J., Nurse Educator, Case Management, College of Nursing, August 9, 2017. Resignation.

Kloven, Tyler, Resident, Anesthesiology, College of Medicine, July 1, 2017. Completion of program.

Knight, Catherine J., Sponsored Program Coordinator, Stephenson Cancer Center, Institutional Centers of Excellence, September 13, 2017. Resignation.

Mittal, Roopali, Resident, Pediatrics Residency Program, College of Medicine, July 26, 2017. Completion of program.

Mosier, Kristen A., Chief Resident, CMT OB/GYN Residency, College of Medicine Tulsa, July 1, 2017. Completion of program.

Palmer, Michelle M., Staff Registered Nurse II, OUP Clinical Operations, College of Medicine Tulsa, July 29, 2017. Resignation.

Pleat, Nicholas, Resident, Department of Medicine Residency, College of Medicine, July 1, 2017. Completion of program.

Quiambao, Benjamin Y., Resident, Psychiatry & Behavioral Sciences, College of Medicine, July 1, 2017. Completion of program.

Salazar, Jennifer E., Sponsored Program Coordinator, Stephenson Cancer Center, Institutional Centers of Excellence, August 19, 2017. Resignation.

Singh, Avantika, Resident, Pediatrics Residency Program, College of Medicine, August 27, 2017. Completion of program.

Smith, Nathan J., Resident, Anesthesiology Education, College of Medicine, July 1, 2017. Completion of program.

Thompson, Amy, Lead Radiation Therapist, Radiation Oncology – Med Physics, College of Medicine, August 12, 2017. Resignation.

Toft, Lauren A., Physician Assistant I, Otorhinolaryngology, College of Medicine, August 11, 2017. Resignation.

Venditti, John, Resident, Anesthesiology Education, College of Medicine, July 5, 2017. Completion of program.

Vieira, Frederico, Resident, Pediatrics Residency Program, College of Medicine, July 1, 2017. Completion of program.

Norman Campus:

LEAVE(S) OF ABSENCE:

Osis, Alise A., Health Care Professional I, Leave of Absence without pay, August 16, 2017.

NEW APPOINTMENTS:

Allen, Megan Garland, Director, MBA Recruiting [Admissions/Recruitment Specialist II], Student Support Center, annualized rate of \$72,000 for 12 months, August 29, 2017. Managerial Staff.

Anderson, David, Managing Director [Administrator III], Network and Telecommunications, Service Management and Operational Excellence, Information Technology, annualized rate of \$105,000 for 12 months, August 7, 2017. Administrative Staff.

Bacon, Dustin Shane, Building Controls Engineer [Technology Management Specialist III], Physical Plant Administration Office, annualized rate of \$75,000 for 12 months, June 19, 2017. Managerial Staff.

Buehl, Michael C., Construction Administrator/Project Manager [Architectural-Engineering Professional III], Architectural and Engineering Services, annualized rate of \$85,000 for 12 months, August 28, 2017. Professional Staff.

Challis, Christopher C., Staff Physician [Health Care Professional III], Goddard Health Services, annualized rate of \$170,000 for 12 months, July 31, 2017. Professional Staff.

Greenwood, William H., Systems Administrator [Information Analyst III], Oklahoma Geological Survey, annualized rate of \$85,000 for 12 months, August 14, 2017. Managerial Staff.

Irungu, Jane N., Director [Program Administrator III], Southwest Center for Human Relations, annualized rate of \$102,500 for 12 months, August 2, 2017. Managerial Staff.

Irwin, Carrie, Employee Relations Assistant Director [Administrator III], Human Resources, annualized rate of \$107,000 for 12 months, September 5, 2017. Administrative Staff.

Jiang, Shaojuan, Staff Attorney [Legal Counsel], annualized rate of \$40,000 for 12 months, July 5, 2017. Professional Staff.

Lemus, Guillermo Alfredo, Assistant Women's Rowing Coach [Coach/Sports Professional I], Athletic Department, annualized rate of \$70,000 for 12 months, August 14, 2017. Managerial Staff.

Martin, Gary S., Staff Attorney, Legal Counsel, annualized rate of \$90,000 for 12 months, June 19, 2017. Professional Staff.

Nevels, Steven L., Plumbing Supervisor [Construction Craftsperson IV], Facilities Management, annualized rate of \$62,400 for 12 months, June 12, 2017. Managerial Staff.

O'Neill, Amy A., Sexual Misconduct Officer and Associate Title IX Coordinator [Assistant Title IX Coordinator], Office for Equal Opportunity, annualized rate of \$82,000 for 12 months, July 24, 2017. Administrative Officer.

Overcash, John C., Assistant Baseball Coach [Coach/Sports Professional I], Athletic Department, annualized rate of \$130,000 for 12 months, July 11, 2017. Managerial Staff.

Ringus, Sue, Director [Managerial Associate II], Center for Creation of Economic Wealth, annualized rate of \$60,000 for 12 months, June 22, 2017. Managerial Staff.

Rogers, Rachel M., Staff Attorney [Legal Counsel], annualized rate of \$75,000 for 12 months, June 22, 2017. Professional Staff.

Rowland, Sunny J., Legal Assistant Education to Director of Academic and Bar Support [University Student Programs Specialist II], College of Law, annualized rate of \$65,000 for 12 months, August 24, 2017. Managerial Staff.

Sneed, Karen K., Manager [Architect/Engineering Professional], Architectural and Engineering Services, annualized rate of \$90,000 for 12 months, July 24, 2017. Professional Staff.

Vogel, Stephanie J., Director of Community and Alumni Relations, Center for Entrepreneurship [Development Associate I], Entrepreneurship and Economic Development, annualized rate of \$60,000 for 12 months, July 10, 2017. Managerial Staff.

Zhu, Sharon, SIS Architect, [Information Technology Analyst III], Enterprise Applications and Server Administration, Information Technology, Service Management and Operational Excellence, annualized rate of \$100,000 for 12 months, July 31, 2017. Managerial Staff.

CHANGES:

Addison, David Kenneth, title changed from Senior Portfolio Manager [IT Specialist III] to Associate Director of Portfolio and Project Management [Administrator II], Information Technology, salary changed from annualized rate of \$70,000 for 12 months to annualized rate of \$85,000 for 12 months, October 1, 2017. Administrative Staff. Promotion.

Aguilar, Michael A., Technology Strategist for Academic South [IT Specialist III], Campus Partnerships, Information Technology, salary changed from annualized rate of \$66,000 for 12 months to annualized rate of \$70,000 for 12 months, October 1, 2017. Managerial Staff. Equity and retention.

Anderson, Donna M., Lead Frontend Web Developer [IT Analyst II], User Experience, Information Technology, salary changed from annualized rate of \$56,100 for 12 months to annualized rate of \$63,100 for 12 months, October 1, 2017. Managerial Staff. Increased responsibilities and equity.

Ashford, Sandra R., Audit Manager [Auditor III], Internal Auditing, salary changed from annualized rate of \$80,000 for 12 months to annualized rate of \$100,000 for 12 months, September 1, 2017. Managerial Staff. Retention increase.

Barker, Rebecca R., Director of Leadership and Volunteerism [Director], Student Affairs Administrative Office, salary changed from annualized rate of \$88,839 for 12 months to annualized rate of \$91,000 for 12 months, August 1, 2017. Administrative Officer. Merit.

Bennie, Dale R., Chief Financial Officer [Marketing/PR Specialist II], University of Oklahoma Press, salary changed from annualized rate of 103.611 for 12 months to annualized rate of \$113,610.1 for 12 months, July 01, 2017. Managerial Staff. Additional responsibilities.

Blake, Kevin R., Assistant to Associate Vice President and Director of Housing and Food [Technology Project Management Specialist III], Housing and Food Director's Office, salary changed from annualized rate of \$68,000 for 12 months to annualized rate of \$78,000 for 12 months, July 1, 2017. Managerial Staff. Merit increase.

Bookwalter, Jennifer Lorraine, Executive Director [Managerial Associate III], Mu Alpha Theta, salary changed from annualized rate of \$63,000 for 12 months to annualized rate of \$66,465 for 12 months, July 1, 2017. Managerial Staff. Increase.

Cassidy, James M., title change from Systems Administrator [Information Technology Analyst II], Computer Science to Security Analyst [IT Analyst III] Security Architecture & Operations, Network Security and Risk Management, Information Technology, salary changed from annualized rate of \$55,000 for 12 months to annualized rate of \$65,000 for 12 months, August 28, 2017. Managerial Staff. Accepted another job on campus.

Castle, Sherri Lenae, Senior Research and Policy Associate [Scientist/Researcher III], Early Childhood Education Institute, salary changed from annualized rate of \$87,447 for 12 months to annualized rate \$90,070 for 12 months, July 1, 2017. Professional Staff. Grant-funded position.

Clink, Carolyn M., Audit Director [Administrator III], Internal Auditing, salary changed from annualized rate of \$106,000 for 12 months to annualized rate of \$126,000 for 12 months, September 1, 2017. Administrative Staff. Retention increase.

Collins, Cindy A., title changed from Health Care Professional III, Goddard Health Services to Pharmacy Manager [Health Care Professional IV], Goddard Health Services, salary changed from annualized rate of \$104,000 for 12 months to annualized rate of \$110,000 for 12 months, July 01, 2017. Professional Staff. Promotion.

Davis, Joshua, Executive Director of Student Affairs [Administrator III], Office of the President, Tulsa Campus, salary changed from \$72,800 for 12 months to \$82,800 for 12 months, July 1, 2017. Administrative Staff. Increase.

Dyer, Kellie J., title change from Administrator II to Associate Director [Administrator II], Admissions Operations, salary changed from annualized rate of \$62,000 for 12 months to annualized rate of \$65,000 for 12 months, August 1, 2017. Administrative Staff. Additional responsibilities.

Elliott, Chris D., Director [Program Administrator III], Osher Lifelong Learning Institute, salary changed from annualized rate of \$68,000 for 12 months to annualized rate of \$72,000 for 12 months, July 1, 2017. Managerial Staff. Additional responsibilities.

Fahl, Kathy, Director, Gender+Equality Center [Program Administrator III], Student Affairs Administrative Office, salary changed from annualized rate of \$72,100 for 12 months to annualized rate of \$85,000 for 12 months, August 1, 2017. Managerial Staff. Increase.

Flores, Andrea M., title changed from Assistant Director of Finance/Scholarship Coordinator [Financial Associate II, College of Earth and Energy to Assistant Director of Budget and Financial Planning [Administrator III], Budget Office, salary changed from annualized rate of \$59,200 for 12 months to annualized rate of \$75,000 for 12 months, August 14, 2017. Administrative Staff. Transfer.

Fountain, Donnie R., Project Manager [Technology Project Management Specialist III], Physical Plant Administrative Office, salary changed from annualize rate of \$67,496 for 12 months to annualized rate of \$70,800 for 12 months, October 1, 2017. Managerial Staff. Merit and retention.

Fritchie, Rachael D., Web Applications Manager [Information Technology Specialist III] Law Center Student Technology, salary changed from annualized rate of \$60,000 for 12 months to annualized rate of \$75,000 for 12 months, August 1, 2017. Managerial Staff. Increase.

Garn, Jennifer Kathryn, Pharmacist [Health Care Professional III], Goddard Health Services, salary changed from annualized rate of \$80,600 for 12 months to annualized rate of \$82,680 for 12 months, July 1, 2017. Professional Staff. Additional responsibilities.

Garton, Kirk O., title changed from Program Coordinator [Program Specialist II] to Director [Program Administrator III], Center for Community, Energy and Economic Development, salary changed from annualized rate of \$50,000 for 12 months to annualized rate of \$82,000 for 12 months, October 1, 2017. Managerial Staff. Promotion.

Gaschler, Andrew, title changed from Associate Director of Marketing/Game Production [Marketing PR Specialist II] to Director of Marketing and Fan Experience [Marketing PR Specialist III], Athletics Department, salary changed from annualized rate \$50,000 for 12 months to annualized rate of \$65,000 for 12 months, August 9, 2017. Managerial Staff. Transfer.

Gasso, Jamison-Thomas, Coach/Sports Professional I, Athletics Department, salary changed from annualized rate of \$83,400 for 12 months (\$6,950.00 per month) to annualized rate of \$125,000 for 12 months (\$10,416.67 per month) July 1, 2017. Managerial Staff. Merit.

†Gasso, Patty, Head Coach, Women's Softball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

Glenn, Kristopher, title changed from Vision Architect [Administrator III], to Director, Parking and Transportation, and Digital Innovation Strategist [Administrator III], salary changed from annualized rate of \$105,000 for 12 months to annualized rate of \$120,000 for 12 months, August 1, 2017. Administrative Staff. Promotion.

Green, Helen, Relations Coordinator [Marketing/PR Specialist I], Fine Arts Dean's Office, salary changed from annualized rate of \$48,000 for 12 months .80 FTE, to annualized rate of \$60,000 for 12 months 1.0 FTE, July 1, 2017. Managerial Staff. FTE change.

Green, Robert Gail, title changed from Senior Auditor [Auditor II] to Audit Manager [Auditor III], Internal Auditing, salary changed from annualized rate of \$60,000 for 12 months to annualized rate of \$85,000 for 12 months, September 1, 2017. Managerial Staff. Promotion.

Haiduk, Julia R., Mechanical Engineer [Architecture/English Professional II], Architectural and Engineering Services, salary changed from annualized rate of \$70,000 for 12 months to annualized rate \$75,000 for 12 months, October 1, 2017. Professional Staff. Merit and retention increase.

† See motion on page 35802.

Hamrin, Daniel Nicholas, Director of Admissions Operations [Administrator III], Admissions Operations, salary changed from annualized rate of \$105,000 for 12 months to annualized rate of \$110,000 for 12 months, August 1, 2017. Administrative Staff. Merit.

Harrington, Koby C., Director of Development, [Development Associate II], Fine Arts Dean, salary changed from annualized rate of \$60,000 for 12 months to annualized rate of \$65,400 for 12 months, July 1, 2017. Managerial Staff. Increase.

Herndon, Matthew M., title changed from Undergraduate Academic Assistant, to Engineer [Tech Project Management Specialist III], Advanced Radar Research Center, salary changed from annualized rate of \$31,200 for 12 months FTE.50 to annualized rate of \$65,000 FTE 1.0 for 12 months, August 14, 2017. Managerial Staff. Transfer.

Jablonski, Adrienne Holtsford, Director of Student Career And Leadership Development [Development Associate II], Arts and Sciences Dean, salary changed from annualized rate of \$70,000 FTE 1.0, for 12 months to annualized rate of \$61,250 for 12 months FTE .875, August 1, 2017. Managerial Staff. FTE change.

Kane, Adam Charles, title changed from Editor of University of Press [Marketing/PR Specialist II] to Editor-in-Chief of University Press [Marketing/PR Specialist II], University of Oklahoma Press, salary changed from annualized rate of \$75,000 for 12 months to annualized rate of \$85,000 for 12 months, July 1, 2017. Managerial Staff. Additional responsibilities.

Kuwitzky, Christopher Clay, Associate Vice President and Chief Financial Officer, Administration and Finance [Administrative Officer], salary changed from annualized rate of \$266,700 for 12 months to annualized rate of \$291,700 for 12 months, September 1, 2017. Merit.

Larson, Preston R., Research Scientist [Scientist/Researcher II], Microscopy Laboratory, salary changed from annualized rate of \$58,426 for 12 months to annualized rate of \$65,426 for 12 months, August 01, 2017. Professional Staff. Permanent increase in job duties with funding for the increase provided by the SRNEML Cost Center account.

Lombardi, Melyssa, Coach/Sports Professional I, Athletics Department, salary changed from annualized rate of \$109,000 for 12 months (\$9,033.33 per month) to annualized rate of \$185,000 for 12 months (\$15,416.67 per month) July 1, 2017. Managerial Staff. Merit.

Mander, Clive W., Chief Audit Executive, Internal Auditing, salary changed from annualized rate of \$180,000 to annualized rate of \$185,000, September 1, 2017. Executive Officer. Increase.

Marley, Timothy John, IT Audit Director [Auditor III], Internal Auditing, salary changed from annualized rate of \$120,000 for 12 months to annualized rate of \$140,000 for 12 months, September 1, 2017. Managerial Staff. Retention increase.

Matthews, Nancy L., Director of Developmental Studies [Program Administrator II], Professional, Academic and Community Education, salary changed from annualized rate of \$60,690 for 12 months to annualized rate of \$62,690 for 12 months, July 1, 2017. Managerial Staff. Additional responsibilities.

Maxey, Adam R., title changed to Vulnerability Analyst [IT Analyst II], IT Security and Risk Management, Information Technology, salary changed from annualized rate of \$66,100 for 12 months to annualized rate of \$70,500 for 12 months, September 18, 2017. Managerial Staff. Transfer to new position within IT.

McCoy Sara A., title changed from Senior Auditor [Auditor I] to Auditor [Auditor II], Internal Auditing, salary changed from annualized rate of \$45,999 for 12 months to annualized rate of \$66,000 for 12 months, September 1, 2017. Managerial Staff. Promotion.

Patison, Linda D., Director, Student Affairs Financial Services [Administrator III], salary changed from annualized rate of \$89,000 for 12 months to annualized rate of \$92,000 for 12 months, August 1, 2017. Administrative Staff. Increase.

Peters, Ryan D., Director, Advising, College of Arts and Sciences [Academic Counseling Professional III], Arts and Science Dean, salary changed from annualized rate of \$55,000 for 12 months to annualized rate of \$63,000 for 12 months, July 1, 2017. Managerial Staff. Increase.

Pickar, Bennett Jay, title changed from Audit Manager [Auditor I] to Auditor [Auditor III], Internal Auditing, salary changed from annualized rate of \$45,999 for 12 months to annualized rate of \$85,000 for 12 months, September 1, 2017. Managerial Staff. Promotion.

Reidy, Rayanna D., title changed from Interim Manager of Food Services [Managerial Associate II], Residence Life to Director of Food Services [Administrator II], Food Service Administration, salary changed from annualized rate of \$55,900 for 12 months to annualized rate of \$68,000 for 12 months, September 1, 2017. Administrative Staff. Accepted another job on campus.

Reinke, Tracy L., Executive Director, Finance and Operations [Financial Associate III], Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$91,893 for 12 months to \$95,569 for 12 months, July 1, 2017. Managerial Staff. Increase.

Rollins, Nicole Machel, Assistant Director [Financial Associate II], Housing and Food Services Accounting Operations, salary changed from annualized rate of \$60,000 for 12 months to annualized rate of \$65,000 for 12 months, August 1, 2017. Managerial Staff. Increase.

Silvarajoo, Gabriel C., Senior Full Stack Developer [Information Technology Analyst II], Continuing Education Public and Community Services E-Team, salary changed from annualized rate of \$63,654 for 12 months to annualized rate of \$65,564 for 12 months, July 1, 2017. Managerial Staff. Increase.

Skrdla, Emil David, IT Audit Manager [Auditor III], Internal Auditing, salary changed from annualized rate of \$98,000 for 12 months to annualized rate of \$108,000 for 12 months, September 1, 2017. Managerial Staff. Retention increase.

Smith, Timothy A., Web Services Developer [IT Analyst II], Library Systems, salary changed from annualized rate of \$60,000 for 12 months to annualized rate of \$75,000, August 1, 2017. Managerial Staff. Retention increase.

Smolkin, Caroline Nichols Cole, Staff Attorney [Staff Attorney], Office of Legal Counsel, salary changed from annualized rate of \$59,500 for 12 months to annualized rate of \$66,000 for 12 months, September 1, 2017. Professional Staff. Merit increase.

Sullins, Elizabeth P., Assistant Director of Administration [Program Specialist II], Early Childhood Education Institute, salary changed from annualized rate of \$65,611 for 12 months to annualized rate of \$67,579 for 12 months, July 1, 2017. Managerial Staff. Increase.

Suppiah, Chanderiga, title changed from Senior Auditor [Auditor I] to Auditor [Auditor II], Internal Auditing, salary changed from annualized rate of \$50,600 for 12 months to annualized rate of \$70,000 for 12 months, September 1, 2017. Managerial Staff. Promotion.

Thung, Andy G., Senior IT Auditor [Auditor II], Internal Auditing, salary changed from annualized rate of \$60,000 for 12 months to annualized rate of \$70,000 for 12 months, September 1, 2017. Managerial Staff. Retention.

Wallet, Bradley Clark, Adjunct Instructor [Scientist/Researcher IV], Geology and Geophysics, salary changed from annualized rate of \$102,000 for 12 months 1.0 FTE, to annualized rate of \$76,500 for 12 months .75 FTE, July 1, 2017. Professional Staff. FTE change.

Williams, Scott B., Executive Director of International Landscaping and Lighting Institute [Program Administrator II], Public and Community Service Administration, salary changed from annualized rate of \$64,800 to annualized rate of \$65,000 for 12 months, August 1, 2017. Managerial Staff. Accepted another job on campus.

Wood, Jacob C., title changed from Audit Manager [Auditor I] to Auditor [Auditor III], Internal Auditing, salary changed from annualized rate of \$55,000 for 12 months to annualized rate of \$90,000 for 12 months, September 1, 2017. Managerial Staff. Promotion.

Young, Joshua E., title changed from Project Manager [Technology Project Management Specialist III] to Assistant Operations Manager [Technology Project Management Specialist II], Physical Plant Administrative Office, salary changed from annualized rate of \$72,000 for 12 months to annualized rate of \$77,000 for 12 months, July 1, 2017. Managerial Staff. Promotion.

Yunker, Molly L., title changed from Program Specialist [Program Specialist I], Geography and Environmental Sustainability to Education and Technical Program Specialist [Program Specialist II], Oklahoma Geological Survey, salary changed from annualized rate of \$43,326 for 12 months, .50 FTE to annualized rate of \$58,500 for 12 months, .90 FTE, August 21, 2017. Managerial Staff. FTE change.

NEPOTISM WAIVER(S):

Coale, Colton, Women's Basketball Player Personnel Specialist [University Program Specialist I], Athletics Department. Annualized rate of \$48,000 for 12 months, September 14, 2017. Colton is the son of Sherri Coale, who is the head coach of the women's basketball team. Performance evaluations (if any) for Colton should be written and conducted by the Sport Oversight Administrator for Women's Basketball or Athletics Director (with input for the Head Coach). Salary recommendations should be submitted by Sherri Coale to the Sport Oversight Administrator for Women's Basketball for review and approval, with final approval from the Athletics Director. Women's basketball staff members should be given full authority to report any known concerns (compliance, policy, procedural) regarding the arrangement to the attention of Jason Leonard, Executive Director of Compliance. A Nepotism Waiver Management Plan has been reviewed and approved.

RESIGNATIONS/TERMINATIONS:

Anderson, Michael Lee, Coach/Sports Professional I, Athletics Department, July 1, 2017.

Arrington, Courtney Nicole, Public Safety Officer I, University of Oklahoma Police Department, June 28, 2017.

Backus, Scott A., University Student Program Specialist I, College of Law Instruction, August 4, 2017.

Chung, Chih Ming, Program Administrator II, Learning Outcomes Assessment, July 31, 2017.

Clayton, Crystal L., Administrator III, Business Dean's Office, August 5, 2017.

Gilman, Cassandra N., Development Associate III, Arts and Science Dean, July 3, 2017.

Hill, Jennie, University Student Programs Specialist III, Arts and Science Dean, September 5, 2017.

Hossain, Rajeeb, University Student Programs Specialist II, Athletics, August 12, 2017.

Hughes, Peter J., Coach/Sports Professional IV, Athletics Department, July 1, 2017.

Manford, Gary D., Program Administrator II, PCS Comprehensive Centers, September 1, 2017.

Maxon, Christopher A., Development Associate II, College of Atmospheric and Geographic Sciences, July 22, 2017.

Pesek, James W., Information Technology Specialist II, College of Continuing Education, Information Technology, September 2, 2017.

Ralston, Ryan L., Information Technology Analyst II, Center for Education and Communication, September 1, 2017.

Sherman, Jason S., Information Technology Analyst III, University Libraries, July 21, 2017.

Tenenbaum, Robert H., Coach/Sports Professional I, Athletics, July 12, 2017.

RETIREMENT(S):

Jensen, Jr., Lester D., Health Care Professional IV, Goddard Health Center, July 8, 2017.

Jones, Mark E., Administrator III, Budget Office, September 1, 2017.

Smith, Deborah J., Program Administrator II, Center for Public Management Payroll Clearing, July 8, 2017.

Tom, Anita J., Information Tech Specialist III, IT Merrick, September 1, 2017.

President Boren recommended the Board of Regents approve the administrative and professional personnel actions shown above.

Regent Humphreys moved approval of the recommendation with the following amendments that were presented to members of the Board and made available to the public. The following voted yes on the motion: Regents Humphreys, Rainbolt-Forbes, Burgess, Stone, Albert and Keating. The Chair declared the motion unanimously approved.

Gasso, Patty, Head Coach, Women's Softball, Athletics Department, – that the employment agreement be modified effective July 1, 2017, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2024.
2. Increase the current Base Salary from \$250,000 annually to \$280,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for fund raising, promotions, personal services, and any and all other athletics-related contracts and activities performed by Coach for the University from an annual total of \$145,000 to an annual total of \$445,000 payable monthly.
4. Effective July 1, 2018, the additional and outside income from unrestricted private funds increases by \$50,000 each year of the term through June 30, 2024.
5. Increase the Annual Stay Bonus in the annual sum from \$25,000 to \$200,000 (“Annual Stay Sum”) payable to Coach effective February 1, 2018 and on February 1 of each contract year thereafter (“Annual Stay Date”). Coach will be entitled to each Annual Sum if Coach remains employed at the University as Head Women's Softball Coach through each Annual Stay Date.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the modified agreement to include additional or other modified terms and conditions customary and reasonable for agreements of this type.

DEATH(S):

President Boren regretted to report the following death(s):

Martin, Terry A., Information Technology Analyst III, Information Technology, June 26, 2017.

There being no further business, the meeting adjourned at 11:01 a.m.

Chris A. Purcell, Ph.D.
Executive Secretary of the
Board of Regents

PURCHASE OBLIGATIONS FROM \$50,000 TO \$250,000

| Item | Description | Campus-Department | Vendor | Award Amount | Explanation/Justification |
|------|-------------------|---------------------------------|-----------------------------|--------------|---|
| 1. | Medical Service | Student Wellness Center | SW Oklahoma Family Practice | \$55,000.00 | Provide on-campus medical services |
| 2. | Software License | ITS | University of Oklahoma | \$66,448.27 | Microsoft and Adobe Creative Suite Licenses |
| 3. | Roof Construction | Physical Facilities | Ford Roofing & Sheet Metal | \$193,628.20 | Shepler Mezzanine roof replacement |
| 4. | Roof Construction | Physical Facilities | Ford Roofing & Sheet Metal | \$198,519.18 | Administration Building roof replacement |
| 5. | Classroom Chairs | Academic Affairs | Scott Rice Company | \$60,910.46 | New classroom chairs for various academic departments |
| 6. | Shuttle Bus | Physical Facilities | Creative Bus Sales Inc. | \$65,771.00 | Glaval Tital II shuttle bus |
| 7. | Computers | Information Technology Services | Dell Marketing | \$156,224.64 | PC rotation in student labs |
| 8. | IT Equipment | Information Technology Services | Dell Marketing | \$166,838.70 | Servers |

SOLE SOURCE PROCUREMENTS IN EXCESS OF \$50,000

There were no Sole Source Procurements for the period of April 1, 2017 through June 30, 2017.

QUARTERLY FINANCIAL ANALYSIS
For the quarter ended June 30, 2017

EXECUTIVE SUMMARY

Highlights from the Statements of Net Position as of June 30, 2017 and Statements of Revenue, Expenses and Changes in Net Position for the twelve months then ended are presented below. The statements are unaudited and are presented for management use only.

STATEMENTS OF NET POSITION

- Total assets and deferred outflows of resources of \$84.9 million exceeded related liabilities and deferred inflows of resources of \$68.4 million by \$16.5 million.
- Education & General assets and deferred outflows of \$16.3 million trailed related liabilities and deferred inflows of \$45.1 million by \$28.8 million. The Education & General net position is influenced by the University's proportionate share of the unfunded net pension obligation of the Oklahoma Teachers Retirement System. This amount is approximately \$34.8 million.
- Sponsored Program assets of \$700 thousand exceeded related liabilities of \$45 thousand by \$655 thousand.
- Auxiliary Enterprise assets of \$4.8 million exceeded related liabilities of \$400 thousand million by \$4.4 million.
- Other Fund assets and deferred outflows of resources of \$63.1 million exceeded related liabilities and deferred inflows of resources of \$22.9 million by \$40.2 million. Other Funds consist of fixed assets, net of accumulated depreciation and related master lease obligations, and other academic and administrative activities.

STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET POSITION

- Total revenues of \$67.8 million trailed expenses of \$68.7 million, resulting in a net decrease of \$900 thousand.
- Education & General revenues of \$44.7 million exceeded expenses of \$42.5 million, resulting in a net increase of \$2.2 million.
- Sponsored Program revenues of \$1.7 million exceeded expenses of \$1.6 million by \$100 thousand.
- Auxiliary Enterprise revenues of \$7.8 million exceeded expenses of \$7.3 million by \$500 thousand.
- Other Fund revenues of \$13.8 million trailed expenses of \$17.4 million, resulting in a net decrease of \$3.6 million. This decrease is due primarily to unfunded depreciation of \$4.4 million.

CAMERON UNIVERSITY
STATEMENTS OF NET POSITION
JUNE 30, 2017
UNAUDITED-MANAGEMENT USE ONLY

| | Education & General | | Sponsored Programs | | Auxiliary Enterprises | |
|---|------------------------|------------------------|--------------------|-------------------|-----------------------|---------------------|
| | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 |
| ASSETS | | | | | | |
| CURRENT & NONCURRENT ASSETS | | | | | | |
| Cash and cash equivalents | \$ 6,102,969 | \$ 4,479,625 | \$ 560,470 | \$ 540,969 | \$ 4,177,879 | \$ 3,737,674 |
| Investments | - | - | - | - | - | - |
| Accounts receivable, net | 2,403,524 | 3,311,233 | 140,093 | 129,935 | 611,863 | 578,582 |
| Prepaid expenses and other assets | 1,788,510 | 1,608,460 | - | - | - | - |
| Capital assets, net | - | - | - | - | - | - |
| TOTAL ASSETS | \$ 10,295,003 | \$ 9,399,318 | \$ 700,563 | \$ 670,904 | \$ 4,789,742 | \$ 4,316,256 |
| DEFERRED OUTFLOWS OF RESOURCES | | | | | | |
| Deferred outflows for pensions | \$ 5,984,465 | \$ 4,395,429 | \$ - | \$ - | \$ - | \$ - |
| Deferred charge on OCIA lease restructure | - | - | - | - | - | - |
| TOTAL DEFERRED OUTFLOWS OF RESOURCES | \$ 5,984,465 | \$ 4,395,429 | \$ - | \$ - | \$ - | \$ - |
| LIABILITIES | | | | | | |
| CURRENT LIABILITIES | | | | | | |
| Accounts payable | \$ 399,470 | \$ 212,514 | \$ 3,331 | \$ 16,287 | \$ 70,448 | \$ 102,047 |
| OPEB obligation | 137,286 | 137,286 | - | - | - | - |
| Current portion of long-term debt | - | - | - | - | - | - |
| Accrued expenses | 1,454,340 | 1,589,569 | 38,289 | 37,553 | 71,121 | 52,990 |
| Unearned revenue | 1,038,025 | 1,032,258 | - | 13,786 | 181,883 | 205,987 |
| Deposits held in custody for others | - | - | - | - | 56,700 | 70,400 |
| Total current liabilities | 3,029,121 | 2,971,627 | 41,620 | 67,626 | 380,152 | 431,424 |
| NONCURRENT LIABILITIES | | | | | | |
| OPEB obligation | 988,116 | 901,636 | - | - | - | - |
| OTRS pension liability | 36,072,547 | 32,936,521 | - | - | - | - |
| Other noncurrent liabilities | 315,830 | 319,501 | 3,589 | 596 | 17,021 | 14,681 |
| Master lease obligations | - | - | - | - | - | - |
| Total noncurrent liabilities | 37,376,493 | 34,157,658 | 3,589 | 596 | 17,021 | 14,681 |
| TOTAL LIABILITIES | \$ 40,405,614 | \$ 37,129,285 | \$ 45,209 | \$ 68,222 | \$ 397,173 | \$ 446,105 |
| DEFERRED INFLOWS OF RESOURCES | | | | | | |
| Deferred inflows for pensions | \$ 4,707,187 | \$ 8,514,092 | \$ - | \$ - | \$ - | \$ - |
| Deferred credit on OCIA lease restructure | - | - | - | - | - | - |
| TOTAL DEFERRED INFLOWS OF RESOURCES | \$ 4,707,187 | \$ 8,514,092 | \$ - | \$ - | \$ - | \$ - |
| NET POSITION | | | | | | |
| Unrestricted | 5,961,936 | 5,206,554 | - | - | 4,392,569 | 3,870,151 |
| Restricted for OTRS pension liability | (34,795,269) | (37,055,184) | 655,354 | 602,682 | - | - |
| Restricted | - | - | - | - | - | - |
| Endowment | - | - | - | - | - | - |
| Capital assets, net of related debt | - | - | - | - | - | - |
| TOTAL NET POSITION | \$ (28,833,333) | \$ (31,848,630) | \$ 655,354 | \$ 602,682 | \$ 4,392,569 | \$ 3,870,151 |

CAMERON UNIVERSITY
STATEMENTS OF NET POSITION
JUNE 30, 2017
UNAUDITED-MANAGEMENT USE ONLY

| | Other Funds | | Total |
|---|----------------------|----------------------|----------------------|
| | 6/30/2017 | 6/30/2016 | |
| ASSETS | | | |
| CURRENT & NONCURRENT ASSETS | | | |
| Cash and cash equivalents | \$ 3,522,500 | \$ 2,839,948 | \$ 14,363,818 |
| Investments | - | 1,482,962 | - |
| Accounts receivable, net | 20,239 | 119,838 | 3,175,719 |
| Prepaid expenses and other assets | 10,910 | 108,910 | 1,799,420 |
| Capital assets, net | 59,550,079 | 65,196,714 | 59,550,079 |
| | <u>\$ 63,103,728</u> | <u>\$ 69,748,372</u> | <u>\$ 78,889,036</u> |
| TOTAL ASSETS | | | <u>\$ 84,134,850</u> |
| DEFERRED OUTFLOWS OF RESOURCES | | | |
| Deferred outflows for pensions | - | - | - |
| Deferred charge on OCIA lease restructure | - | 167,910 | - |
| | <u>\$ -</u> | <u>\$ 167,910</u> | <u>\$ 4,395,429</u> |
| TOTAL DEFERRED OUTFLOWS OF RESOURCES | | | <u>\$ 167,910</u> |
| LIABILITIES | | | |
| CURRENT LIABILITIES | | | |
| Accounts payable | 64,836 | 116,880 | 538,085 |
| OPEB obligation | - | - | 137,286 |
| Current portion of long-term debt | 2,169,315 | 2,054,548 | 2,169,315 |
| Accrued expenses | - | - | 1,563,750 |
| Unearned revenue | - | - | 1,219,908 |
| Deposits held in custody for others | 68,089 | 111,869 | 124,789 |
| Total current liabilities | <u>2,302,240</u> | <u>2,283,297</u> | <u>5,753,133</u> |
| NONCURRENT LIABILITIES | | | |
| OPEB obligation | - | - | 988,116 |
| OTRS pension liability | - | - | 36,072,547 |
| Other noncurrent liabilities | - | - | 336,440 |
| Master lease obligations | 20,281,266 | 23,860,638 | 20,281,266 |
| Total noncurrent liabilities | <u>20,281,266</u> | <u>23,860,638</u> | <u>57,678,369</u> |
| | <u>\$ 22,583,506</u> | <u>\$ 26,143,935</u> | <u>\$ 63,431,502</u> |
| TOTAL LIABILITIES | | | <u>\$ 63,787,547</u> |
| DEFERRED INFLOWS OF RESOURCES | | | |
| Deferred inflows for pensions | - | - | - |
| Deferred credit on OCIA lease restructure | 287,633 | 342,666 | 4,707,187 |
| | <u>\$ 287,633</u> | <u>\$ 342,666</u> | <u>\$ 8,514,092</u> |
| TOTAL DEFERRED INFLOWS OF RESOURCES | | | <u>\$ 342,666</u> |
| NET POSITION | | | |
| Unrestricted | - | - | 10,354,505 |
| Restricted for OTRS pension liability | - | - | (34,795,269) |
| Restricted | 268,578 | 172,195 | 923,932 |
| Endowment | 66,000 | 66,000 | 66,000 |
| Capital assets, net of related debt | 39,898,011 | 39,684,862 | 39,898,011 |
| | <u>\$ 40,232,589</u> | <u>\$ 39,923,057</u> | <u>\$ 16,447,179</u> |
| TOTAL NET POSITION | | | <u>\$ 12,547,260</u> |

CAMERON UNIVERSITY
STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET POSITION
FOR THE TWELVE MONTHS ENDED JUNE 30, 2017
UNAUDITED-MANAGEMENT USE ONLY

| | Other Funds | | Total | | | |
|---|-----------------------|--------------|---------------------|---------------|-----------------------|---------------|
| | 6/30/2017 | % of Budget | 6/30/2017 | % of Budget | 6/30/2016 | % of Total |
| REVENUES | | | | | | |
| Student tuition and fees, net | \$ - | 0.0% | \$ 28,473,674 | 42.0% | \$ 28,835,997 | 40.6% |
| Grants and contracts | 11,968,155 | 95.7% | 13,960,161 | 20.6% | 13,912,815 | 19.6% |
| Sales and services | - | 0.0% | 4,992,938 | 7.4% | 4,728,259 | 6.7% |
| State appropriations | 1,194,642 | 103.9% | 19,076,960 | 28.1% | 20,101,125 | 28.3% |
| Private gifts | 601,508 | 60.2% | 844,302 | 1.2% | 1,613,028 | 2.3% |
| Endowment & investment income | - | 0.0% | 496,296 | 0.7% | 1,276,879 | 1.8% |
| Other sources | - | 0.0% | 18,378 | 0.0% | 481,667 | 0.7% |
| TOTAL REVENUES | 13,764,305 | 90.5% | 67,862,709 | 100.0% | 70,949,770 | 100.0% |
| EXPENSES | | | | | | |
| Compensation | - | 0.0% | 31,757,065 | 46.2% | 34,706,908 | 47.1% |
| Scholarships & fellowships | 11,780,634 | 93.5% | 17,974,944 | 26.1% | 19,256,382 | 26.1% |
| Utilities | - | 0.0% | 1,331,916 | 1.9% | 1,493,531 | 2.0% |
| Debt service - interest & fees | 7,551 | 2.7% | 1,463,090 | 2.1% | 1,621,198 | 2.2% |
| Professional & technical fees | 49,040 | 109.0% | 879,281 | 1.3% | 931,131 | 1.3% |
| Maintenance & repair | 350,930 | 234.0% | 3,139,811 | 4.6% | 2,712,146 | 3.7% |
| Supplies & materials | 779,924 | 134.5% | 6,337,541 | 9.2% | 6,223,961 | 8.5% |
| Travel | - | 0.0% | 833,234 | 1.2% | 891,471 | 1.2% |
| Library books & periodicals | - | 0.0% | 340,985 | 0.5% | 424,433 | 0.6% |
| Communications | - | 0.0% | 274,196 | 0.4% | 303,122 | 0.4% |
| Other uses | - | 0.0% | 7,991 | 0.0% | 559,467 | 0.8% |
| TOTAL EXPENSES | 12,968,079 | 86.3% | 64,340,054 | 93.6% | 69,123,750 | 93.8% |
| NET POSITION BEFORE DEPRECIATION | 796,226 | | 3,522,655 | | 1,826,020 | |
| Less: Depreciation | 4,405,797 | 100.0% | 4,405,797 | 6.4% | 4,531,570 | 6.2% |
| CHANGE IN NET POSITION | \$ (3,609,571) | | \$ (883,142) | | \$ (2,705,550) | |

**STATE ADDENDUM
ADDITION OF ROGERS STATE UNIVERSITY
DEPUTIZATION AGREEMENT
FOR LAW ENFORCEMENT IN THE
CHEROKEE NATION**

The undersigned Oklahoma State Agency, The Board of Regents of the University of Oklahoma, on behalf of Rogers State University (RSU) hereby joins into the Deputization Agreement for Law Enforcement in the Cherokee Nation, effective on _____, 2017. The undersigned also agrees to be bound by the Law Enforcement Agreement between and among the Cherokee Nation, the United States of America, the State of Oklahoma and its Political Subdivisions, the Various Boards of County Commissioners, and Various Law Enforcement Agencies. The said Agreement having been signed and approved by the Principal Chief of the Cherokee Nation on or about the 5th day of April, 1991 and having been approved by the State of Oklahoma and filed with the Secretary of State of the State of Oklahoma on or about the 8th day of July, 1992.

The Cherokee Nation and RSU will mutually benefit in areas of response to calls, protection of life and property, investigation and prosecution and other law enforcement services normally provided by working cooperatively together.

**The Board of Regents of the University of Oklahoma
On behalf of Rogers State University**

By: _____
Chair

Date

Attest:

Secretary

Date

Rogers State University

President

Date

Director/Chief

Date

Oath Administered by:

Shannon Buhl, Marshal
Cherokee Nation Marshal Services

Date

QUARTERLY FINANCIAL ANALYSIS
For the quarter ended June 30, 2017

EXECUTIVE SUMMARY

Highlights from the Statements of Net Position as of June 30, 2017 and Statements of Revenue, Expenses and Changes in Net Position for the twelve months then ended are presented below. The statements are unaudited and are presented for management use only.

STATEMENTS OF NET POSITION

- Total assets and deferred outflows of resources of \$96.9 million exceeded related liabilities and deferred inflows of resources of \$85.0 million by \$11.9 million.
- Education & General assets and deferred outflows of \$11.0 million trailed related liabilities and deferred inflows of \$25.7 million by \$14.7 million. The Education & General net position is influenced by the University's proportionate share of the unfunded net pension obligation of the Oklahoma Teachers Retirement System. This amount is approximately \$19.1 million.
- Sponsored Program assets of \$.9 million trailed related liabilities of \$1.4 million by \$.5 million.
- Auxiliary Enterprise assets of \$8.1 million exceeded related liabilities of \$2.7 million by \$5.3 million.
- Other Fund assets and deferred outflows of resources of \$76.9 million exceeded related liabilities and deferred inflows of resources of \$55.1 million by \$21.8 million. Other Funds consist of fixed assets, net of accumulated depreciation and related master lease obligations, and other academic and administrative activities.

STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET POSITION

- Total revenues of \$56.2 million exceeded expenses of \$55.7 million, resulting in a net increase of \$.5 million.
- Education & General revenues of \$32.0 million exceeded expenses of \$31.3 million, resulting in a net increase of \$.7 million.
- Sponsored Program revenues of \$1.78 million exceeded expenses of \$1.76 million by \$24 thousand.
- Auxiliary Enterprise revenues of \$19.9 million trailed expenses of \$20.2 million by \$.3 million.
- Other Fund revenues of \$2.5 million exceeded expenses of \$2.3 million, resulting in a net increase of \$.2 million.

ROGERS STATE UNIVERSITY
STATEMENT OF NET POSITION
JUNE 30, 2017
UNAUDITED - MANAGEMENT USE ONLY

| | Education & General | | Sponsored Programs | | Auxiliary Enterprises | | Other Funds | | Total | |
|---|---------------------|-------------------|--------------------|------------------|-----------------------|------------------|-------------------|-------------------|-------------------|-------------------|
| | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 |
| ASSETS | | | | | | | | | | |
| CURRENT & NONCURRENT ASSETS | | | | | | | | | | |
| Cash and cash equivalents | 6,033,984 | 5,237,204 | 898,668 | 807,835 | 6,905,657 | 7,497,813 | 391,818 | 666,750 | 14,230,126 | 14,209,602 |
| Accounts receivable - net | 1,381,385 | 1,134,119 | 146,010 | 284,640 | 927,920 | 587,421 | - | - | 2,455,315 | 2,006,181 |
| Due From (to) Other Funds | 233,731 | 225,898 | (226,631) | (225,898) | 34,404 | - | (41,504) | - | - | 0 |
| Prepaid Expenses & Other Assets | - | - | - | - | - | - | 294,974 | 793,096 | 294,974 | 793,096 |
| Net Pension Assets | 3,312,538 | 2,582,513 | 132,049 | 81,410 | 183,441 | 108,597 | - | - | 3,628,027 | 2,772,519 |
| Deferred Outflows | 10,961,637 | 9,179,733 | 950,096 | 947,988 | 8,051,421 | 8,193,831 | 645,288 | 1,459,847 | 20,608,442 | 19,781,398 |
| Total Current & Non-current Assets | 10,961,637 | 9,179,733 | 950,096 | 947,988 | 8,051,421 | 8,193,831 | 76,286,416 | 79,378,651 | 96,894,858 | 99,160,049 |
| TOTAL ASSETS | | | | | | | | | | |
| LIABILITIES & NET ASSETS | | | | | | | | | | |
| CURRENT LIABILITIES | | | | | | | | | | |
| Accounts payable | 1,033,075 | 594,370 | 17,281 | 66,984 | 396,053 | 160,002 | 26,298 | 7,211 | 1,472,708 | 828,567 |
| OPEB Obligation | - | 67,039 | - | - | - | - | - | - | - | 67,039 |
| Current Portion of L-T Debt | 416,735 | 448,834 | 44,133 | 33,790 | 31,645 | 45,979 | 3,940,911 | 3,611,626 | 3,940,911 | 3,611,626 |
| Accrued expenses | 628,029 | 585,102 | - | - | 209,407 | 198,368 | - | - | 492,513 | 528,603 |
| Deposits held in custody for others | - | - | - | - | 204,883 | 164,280 | - | - | 837,436 | 783,470 |
| Deferred Inflows | 2,825,439 | 4,661,082 | 171,743 | 283,732 | 212,966 | 378,487 | 410,158 | - | 3,620,306 | 164,280 |
| Net Pension Liability | 19,609,629 | 18,152,714 | 1,184,550 | 1,097,609 | 1,592,682 | 1,464,165 | - | - | 22,386,841 | 5,323,301 |
| Total Current Liabilities | 24,512,908 | 24,509,140 | 1,417,706 | 1,482,116 | 2,647,615 | 2,411,281 | 4,377,368 | 3,618,836 | 32,955,597 | 32,021,373 |
| NONCURRENT LIABILITIES | | | | | | | | | | |
| OPEB Obligation | 784,948 | 351,953 | - | - | 75,086 | 60,752 | - | - | 784,948 | 351,953 |
| Other Non Current Liabilities | 368,607 | 336,508 | - | 10,342 | - | - | - | - | 443,693 | 407,602 |
| Bonds & Master Lease Obligations | - | - | - | - | - | - | 50,776,887 | 55,050,237 | 50,776,887 | 55,050,237 |
| Total noncurrent liabilities | 1,153,555 | 688,461 | - | 10,342 | 75,086 | 60,752 | 50,776,887 | 55,050,237 | 52,005,528 | 55,809,792 |
| TOTAL LIABILITIES | 25,666,462 | 25,197,602 | 1,417,706 | 1,492,458 | 2,722,701 | 2,472,033 | 55,154,255 | 58,669,073 | 84,961,125 | 87,831,165 |
| NET POSITION | | | | | | | | | | |
| Unrestricted | 4,417,705 | 4,213,415 | 24,395 | 939 | 6,950,907 | 7,455,853 | - | - | 11,393,007 | 11,670,207 |
| Restricted for OTRS Pension Liability | (19,122,530) | (20,231,284) | (1,224,244) | (1,299,932) | (1,622,187) | (1,734,055) | - | - | (21,968,961) | (23,265,270) |
| Restricted | - | - | 732,238 | 754,522 | - | - | 147,650 | 190,133 | 879,888 | 944,656 |
| Capital assets, Net of Related Debt | - | - | - | - | - | - | 21,629,799 | 21,979,291 | 21,629,799 | 21,979,291 |
| Total Net Position | (14,704,825) | (16,017,869) | (467,611) | (544,470) | 5,328,720 | 5,721,798 | 21,777,449 | 22,169,425 | 11,933,733 | 11,328,884 |
| TOTAL NET POSITION | 10,961,637 | 9,179,733 | 950,096 | 947,988 | 8,051,421 | 8,193,831 | 76,931,704 | 80,838,498 | 96,894,858 | 99,160,049 |

EXHIBIT D

3. FACULTY PERSONNEL POLICIES AND GENERAL INFORMATION

FACULTY PERSONNEL POLICY

It is the policy of the University to recognize and implement the functions assigned to it by the Oklahoma State Regents for Higher Education. These functions are teaching, research and creative/scholarly activity, and professional and University service and public outreach. The responsibility for carrying out this policy is shared by the Board of Regents, administrative officers, and General Faculty. The University recognizes the specific involvement of the faculty in the performance of these functions and, to this end, is committed to fostering a superior faculty.

Since 1942, the Regular Faculty has actively participated in the organization, formulation, and implementation of University policies through a democratically elected Faculty Senate. Today, there are two Faculty Senates, one for the Health Sciences Center and one for the Norman Campus. The charters of these two Faculty Senates can be found in the Appendices of the respective campus' Faculty Handbook.

(Regents, 1-26-99, 12-3-02)

3.1 THE GENERAL AND REGULAR FACULTY

The General Faculty of the Health Sciences Center is composed of all full-time (1.0 Full-time Equivalent [FTE], whether 9-, 10-, or 12-month appointment), part-time, and volunteer faculty members.

The Regular Faculty is composed of all full-time faculty who hold tenured, tenure track, or consecutive term appointments with the unmodified academic titles of assistant professor, associate professor, or professor. Regular Faculty may be paid all or in part by an affiliated institution such as the Veterans Affairs Medical Center or the Oklahoma Medical Research Foundation.

Additional policies related to the faculty and the Faculty Senate are contained in [Appendices A and B](#).

(Regents, 1-26-99, 12-3-02, 12-7-12)

3.2 FACULTY APPOINTMENTS TYPES

Faculty appointment types may be tenured, tenure track, consecutive term, ~~temporary limited term~~, or volunteer (see [Section 3.2.1](#)). The type of appointment will be determined by the primary academic unit in consultation with the appointee and with the approval of the dean, the Senior Vice President and Provost, the President, and if required, Board of Regents. The appointment must indicate the primary academic unit to which the faculty member is appointed.

Faculty at the Health Sciences Center are appointed on a 12-, 10-, or 9-month basis. An appointment is not a promise or guarantee to faculty of employment for or through any particular period of time. Continued employment and/or renewal are contingent upon a faculty member's satisfactory performance and/or the academic unit's needs. Termination of employment may become effective at any time, subject to notification requirements in [Section 3.2.7](#).

- (a) **Full-Time Faculty** – Full-time faculty appointments with unmodified academic titles (assistant professor, associate professor, and professor) shall be limited to those Regular Faculty who hold tenured, tenure track, or consecutive term appointments; who devote their full-time professional effort to University activities (see [Section 3.5](#)); and who are compensated by the University or University-approved sources.
- (b) **~~Temporary Limited Term~~ Faculty** may be full-time or part-time and shall have academic titles such as instructor, lecturer, or associate, or titles modified by prefixes such as visiting, adjunct, ~~or clinical, or OMRP.~~ ~~or~~ In the instance of ~~temporary limited term~~ research appointments, ~~by~~ the suffix "of Research" (see 1 below) shall be used.
 - 1) **Research** – Faculty holding ~~temporary limited term~~ research appointments have titles of assistant professor of research, associate professor of research, ~~and~~ or professor of research.

2) **Other –**

- i) Instructor and associate faculty titles are intended to designate a rank below that of assistant professors.
- ii) The title of lecturer can be used for individuals of academic achievement and standing comparable to any academic rank, including assistant professor, associate professor, and professor, regardless of rank.

(c) **Volunteer Faculty** – Volunteer faculty serve without remuneration and shall be given the same modified academic titles as ~~temporary~~ limited term faculty. The ~~additional~~ title of preceptor may also be used for volunteer faculty.

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12)

(d) **Emeritus Faculty** - The Emeritus title is granted only by the Board of Regents upon recommendation by the President of the University. The President may recommend that the title "Professor Emeritus" be granted upon the retirement of regular faculty members when so proposed by their ~~departments and colleges chair and dean~~. The title indicates retirement in good standing and ordinarily will be without the designation of any additional faculty rank (such as "assistant" or "associate") except that distinguished professor titles shall be retained when the emeritus status is recommended. For the Health Sciences Center, the President may recommend that the title Emeritus be added to the limited term or volunteer faculty title upon the retirement of limited term or volunteer faculty when proposed by their ~~departments, colleges chair, dean~~, and the Senior Vice President and Provost.

The Board of Regents may grant the title "Emeritus" to former executive officers and deans upon retirement or resignation from the position.

(President, 9-10-85, Regents 12-7-12)

3.2.2 1 Tenured, Tenure Track, Consecutive Term, and ~~Temporary~~ Limited Term Appointments

- (a) Full-time tenured, tenure track, or consecutive term appointments are Regular Faculty appointments.
- (b) Tenure track appointments are automatically renewed for the next fiscal year unless notification of non-renewal or termination is given in accordance with Section 3.2.7.
- (c) Consecutive term appointments are ~~non-~~ not tenure-track. Consecutive term appointments are automatically renewed for the next fiscal year unless notification of non-renewal or termination is given in accordance with Section 3.2.7.
- (d) ~~Temporary~~ Limited term appointments are not regular Faculty appointments:
 - (i) ~~Temporary~~ Limited term appointments may not be changed to Regular Faculty appointments until all Affirmative Action requirements have been completed (i.e., national search, appropriate advertisements) unless a waiver has been approved by the Senior Vice President and Provost and the Equal Opportunity Office.
 - (ii) Internal candidates applying for open Regular Faculty positions ~~of higher rank~~ must meet the promotion and advancement criteria stated in Section 3.9.
 - (iii) Individuals serving in ~~temporary~~ limited term appointments serve at the discretion of the chair ~~and with concurrence by the dean~~.
 - (iv) ~~Temporary~~ Limited term appointments can be terminated during the academic year with no less than 60 days written notice. An exception to the 60-day written notice requirement may be made by the dean for faculty hired primarily to spend their time in clinical practice or practice-related activities, where termination is recommended due to poor clinical performance, unprofessional behavior, or conduct that jeopardizes patient safety. In such cases, termination may be effective immediately.

- (v) ~~Temporary~~ Limited term faculty are not permitted to appeal termination to the Faculty Appeals Board.

(Regents, 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12)

~~3.2.3~~ 3.2.2 Part-Time Appointments

A part-time appointment is one at less than 1.0 Full-Time Equivalent (FTE), and has a modified title. It is considered ~~temporary~~ limited term (see 3.2.1(d)). At the time of any part-time appointment, the faculty member and the academic unit must reach a clear understanding of the terms of the part-time appointment. This understanding shall be in writing and the faculty member shall be given a copy.

(Regents, 7-15-96, 12-3-02, 12-7-12)

~~3.2.4~~ 3.2.3 Primary, Joint and Secondary Appointments

- (a) **Primary Appointment** – A faculty member must have a primary appointment in an academic unit of a college, usually called a department. A primary appointment must be in an academic unit only, not in a Center or Institute or similar entity.
- (b) **Joint Appointments** – Appointments in two ~~or more~~ academic units or colleges (joint appointments) are permissible. Joint appointments consist of a primary appointment in two academic units or colleges and cannot total more than 1.0 Full-Time Equivalent (FTE). Joint appointments must be approved by both academic units and colleges involved, the Senior Vice President and Provost, the President, and the Board of Regents consistent with the criteria below.

Before a faculty member receives a joint appointment, the appropriate academic units must mutually determine, record in writing, and secure administrative approval for the applicable length of the pre-tenure period, criteria for tenure and promotion, and conditions for reappointment or non-reappointment. The academic units must provide a written description of the faculty member's teaching, research, service, and administrative responsibilities, and other special conditions pertaining to the joint appointment. The faculty member shall receive a copy of this written description.

(Regents, 7-15-96, 12-3-02, 6-25-08, 12-7-12)

- (c) **Secondary Appointments** – In recognition of teaching, research, or service contributions outside their primary academic unit, faculty members may have one or more secondary appointments in other academic units, subject to approval of the chair of the primary department and the chair(s) of the other academic unit(s). Secondary appointments are modified by such prefixes as adjunct or clinical.

~~3.2.4~~ 3.2.4 Appointment of New Faculty

In the appointment of new faculty, action is initiated by the primary academic unit through the respective dean to the Senior Vice President and Provost and the President, in accord with the prevailing policies of the Board of Regents.

- (a) ~~**Preliminary Letter of Offer**~~ **Proposed Terms of Faculty Appointment**– The ~~appointee individual~~ may initially receive a written statement ~~or preliminary letter of offer~~ provided by the department chair or dean defining the proposed terms of the individual's appointee's initial teaching, research, professional/clinical service and administrative responsibilities and other special conditions pertaining to ~~employment~~ the appointment. The proposal does not represent a contract for employment. Initial responsibilities and/or duties as set forth in the department's ~~preliminary letter of offer or the official letter of offer~~ proposed terms of faculty appointment ~~may be changed~~ and do not constitute a guarantee or promise that the responsibilities will remain the same throughout the faculty member's employment. The department chair will also provide, or provide access to, tenured, tenure track, and consecutive term appointees with copies of the department and/or college tenure and promotion criteria where applicable to the type of appointment.
- (b) ~~**Official Letter of Offer**~~ **Official Offer of Faculty Appointment**– The ~~offer of employment~~ official offer of faculty appointment must come from the Senior Vice President and Provost or the President, or in the case of limited term appointments with a 1.0 FTE salary less than \$60,000, from the dean, and will include, when

~~applicable~~, the statement that ~~employment appointment~~ is contingent upon the approval of the Board of Regents. The official ~~letter-of-offer~~ offer of faculty appointment will specify academic rank, appointment type (limited term, consecutive term, tenure track, or with tenure, subject to the appropriate University tenure process), beginning date of employment, base salary, full-time equivalent, length of pre-tenure period if tenure track (see Section 3.8.1(b)), and any special conditions pertaining to employment. The official ~~letter-of-offer~~ offer of faculty appointment shall include ~~supplemental~~ information necessary to access an on-line copy of the *Faculty Handbook* and faculty benefits.

- (c) **Contract** – If the ~~employment~~ appointment is approved by the Board of Regents, Regular Faculty (tenured, tenure track, or consecutive term) will be furnished with a Contract of Employment for signature. Included in this contract will be the approved rank and salary. The Contract will contain a statement indicating that the ~~applicant individual~~ has read the *Faculty Handbook* and accepts employment in accord with the policies specified, with the understanding that policies of the University are subject to change by the Board of Regents or the University administration. Any exceptions to these policies that pertain to the appointment must be described in the ~~Contract~~ official offer of faculty appointment.
- (d) **Compensation** – The University recognizes that the professional effort of the faculty member may result in compensation in addition to the ~~guaranteed~~ base salary provided by the University. The conditions of such compensation are set out in each college's Professional Practice Plan and/or Faculty Compensation Plan.

(Regents, 7-15-96, 12-3-02, 6-25-08, 12-7-12)

3.2.5 Changes in Status - Tenure Track and Consecutive Term Appointments

- (a) **Tenure Track to Consecutive Term** – At the request of the faculty member and with the approval of the chair of the academic unit, dean, and Senior Vice President and Provost, faculty members who are in the tenure track may be changed to a consecutive term appointment at any time during the pre-tenure period, but prior to ~~the initiation of the procedures for tenure decision~~ submission of the faculty member's tenure documentation to the Campus Tenure Committee (see Section 3.8.5 (j)). However, a faculty member may not return to a tenure track appointment after such change to a consecutive term appointment.
- (b) **Consecutive Term to Tenure Track** – At the request of the faculty member and with the approval of the chair of the academic unit, the dean, and the Senior Vice President and Provost, faculty members ~~receiving renewable~~ initially appointed to consecutive term appointments may be changed to the tenure track, in which case all University policies relating to tenure shall apply. Upon written request from the faculty member and with the approval of the chair of the academic unit, dean, and Senior Vice President and Provost, up to three (3) years served in a consecutive term appointment may be credited toward the pre-tenure period, and all University policies relating to tenure shall apply (see Section 3.8.1(b)).
- (c) Upon the recommendation of the chair of the academic unit and dean, the Senior Vice President and Provost may approve a tenure-track faculty member's request for temporary reduction in employment from full-time to part-time, if the reduction is for less than six months. In those cases (e.g., SBIR awards) when it is recommended that a tenure track faculty member be permitted to reduce his or her employment to less than full-time for a period of six months or more and maintain a tenure-track status, specific approval by the Board of Regents is necessary. A written agreement must be reached ~~between~~ among the faculty member, the chair of the academic unit, and the dean indicating how the reduction to part-time will affect the length of the faculty member's pre-tenure period.
- (d) Before a tenure track faculty member assumes primarily administrative duties during the pre-tenure period, a written agreement must be reached ~~between~~ among the faculty member, the chair of the academic unit, the dean, and Senior Vice President and Provost as to whether the faculty member will ~~be reviewed for tenure~~ remain on the tenure track, at what time they would be reviewed, and under what conditions.

(Regents, 12-7-12)

3.2.6 Changes in Status – Tenured Appointments

- (a) A faculty member granted tenure by the University of Oklahoma who accepts an administrative post within the University retains tenured status as a member of the faculty.

- (b) A faculty member granted tenure who changes from a full-time appointment to a part-time appointment automatically forfeits tenure status (except as noted in (c) and (d) below). A faculty member granted tenure who changes from a full-time appointment to a volunteer appointment automatically forfeits tenure status.
- (c) Upon the recommendation of the chair of the academic unit and dean, the Senior Vice President and Provost may approve a tenured faculty member's request for temporary reduction in employment from full-time to part-time, if the reduction is for less than six months. In those cases, (e.g., SBIR awards) when it is recommended that a tenured faculty member be permitted to reduce his or her employment to less than full-time for a period of six months or more, and maintain a tenured status, specific approval by the Board of Regents is necessary.
- (d) A tenured faculty member retains tenure during University phased retirement.

(Regents, 12-3-02, 12-7-12)

3.2.7 Notifications of Non-Renewal or Termination of Tenure Track or Consecutive Term Appointment

Action on the non-renewal or termination of individuals having a tenure track or consecutive term appointment is initiated by the chair of the academic unit through the respective dean to the Senior Vice President and Provost, President, and Board of Regents.

Tenure track or consecutive term appointments can be terminated effective at any time and for any lawful reason, including but not limited to those in **Section 3.16.1** with the required notice as indicated in (a), (b), (c), and (d) below. All notifications of non-renewal or termination shall be given in writing by the Senior Vice President and Provost.

Notification (* See e) below) to tenure track or consecutive term faculty of non-renewal or termination:

- a) Non-renewal or termination within first year of employment *(to be effective on or before the 365th calendar day of employment) requires 90 calendar days' notice
- b) Non-renewal or termination within second year of employment * (to be effective from calendar day 366 of employment through day 730) requires 180 calendar days' notice
- c) Non-renewal or termination within third year of employment *(to be effective from calendar day 731 of employment through day 1,095) requires 270 calendar days' notice.
- d) Non-renewal or termination within fourth year of employment * (to be effective from calendar day 1,096 or beyond) requires 365 calendar days' notice.

e) * The notification period for a faculty member who changes from a limited term faculty appointment to a tenure track or consecutive term appointment will be counted from the date of the change in status and not from the date of initial employment as a limited term faculty member.

The faculty member may appeal non-renewal of employment to the Faculty Appeals Board only if notification practices prescribed in the foregoing paragraphs of this section are not followed. The faculty member may appeal termination of employment to the Faculty Appeals Board if notification practices in the foregoing paragraphs of this section are not followed or if the termination is pursuant to **3.16.1(a)-(d)**.

(Regents, 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12)

3.2.8 Resignation

A faculty member who elects to resign is expected to give at least 30 days' written notice to the department chair and to the dean.

(Regents, 7-15-96, 12-3-02, 6-25-08, 12-7-12)

3.2.9 Administrative Titles

- (a) **Academic Administrative Titles** – The following administrative titles are in addition to the academic faculty title and are established by the Board of Regents:

- University and Campus Level: President and Senior Vice President and Provost
- Center, or Institute Level: Director
- College Level: Dean
- Department, ~~or Division~~: Chair ~~or Director~~.
- ~~Section chiefs are appointed by the dean on recommendation of the chair and do not require Board of Regents' approval.~~

Academic leaders within departments (e.g. vice chairs) are appointed by the dean on recommendation of the chair and do not require Board of Regents' approval.

The prefixes Executive, Deputy, Vice, Associate, and Assistant are established by the Board of Regents to modify these titles. The name of the college, department, or division is designated in the title as a suffix.

- (b) **Non-Academic Administrative Titles** – The titles Vice President, Associate Vice President, Assistant Vice President, Vice Provost, Associate Vice Provost, Assistant Vice Provost, Associate Provost, Assistant Provost, Senior Associate Dean, Associate Dean, and Assistant Dean may also be used as administrative titles for staff appointed to these positions at the Health Sciences Center, as established by the Senior Vice President and Provost.

Administrative departments and divisions are led by Directors or Chiefs, as appointed by the Board of Regents. The usage of the prefixes Vice, Deputy, Senior, Associate, Assistant, Interim, and Acting is the same as with academic administrative titles.

The OU Physicians Council recommends the appointment of Clinical Practice Division leaders and Clinical Practice Unit leaders [also known as a clinical service chiefs] subject to the reserved powers exercised through the College of Medicine dean and the Senior Vice President and Provost. See OU Physicians By-Laws [Appendix M].

- (c) **Interim and Acting Titles** – The term “interim” may be designated by the Board of Regents when no regularly appointed individual is in office. The term “acting” may be designated by the regularly appointed individual holding the administrative title to the individual who will fulfill that role during that person's the appointed individual's absence from the campus, subject to approval by the regularly appointed individual's supervisor or dean.

(Regents 12-7-12)

3.3 ACADEMIC FREEDOM AND RESPONSIBILITY

3.3.1 Institutional Academic Freedom

The accumulation and exchange of knowledge are among the preeminent purposes of the University, and the acknowledgement of individual academic freedom is one of the cornerstones to ensure such purposes are achieved. Equally important in meeting these goals is the recognition of the right inherent in the responsibility of the Board of Regents to govern the University. “[I]t is the business of a university to provide that atmosphere which is most conducive to speculation, experiment, and creation. It is an atmosphere in which there prevail ‘the four essential freedoms’ of a university—to determine for itself on academic grounds who may teach, what may be taught, how it shall be taught, and who may be admitted to study.” Sweezy v. New Hampshire, 354 U.S. 234, 263; 77 S.Ct. 1203; 1 L.Ed.2d 1311 (1957).

3.3.2 Academic Freedom

The 1940 *Statement of Principles on Academic Freedom and Tenure with 1970 Interpretative Comments* of the American Association of University Professors has long been recognized as providing valuable and authoritative guidelines for policy and practice in American colleges and universities. The section on academic freedom below is essentially a restatement of these principles, with some modification and extension consistent with their intent and

with later declarations by the Association. In the formulation that follows, these principles have been adopted as University policy by the Regents of the University of Oklahoma.

- (a) Faculty members are entitled to full freedom in research and publication, subject to any restrictions set by law or by applicable codes of professional ethics, and subject to adequate performance of their other academic duties and to stated University policy on outside employment; but, except under conditions of national emergency, a faculty member should not undertake to do research on University time or using University facilities or funds under any agreement which would (except for a definitely and reasonably limited time) prohibit open communication of the results.
- (b) Faculty members are entitled to freedom in the classroom in discussing their subject, but it is inappropriate for a teacher persistently to intrude material which has no relation to the subject of instruction.
- (c) As members of the community, university teachers have the rights and obligations of any citizen. They measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to their institution. In speaking or acting as private persons, faculty members should avoid creating the impression of speaking or acting for their college or university. As a citizen engaged in a profession that depends upon freedom for its health and integrity, the university teacher has a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.
- (d) As citizens, university teachers should be free to engage in political activities consistent with their obligations as teachers and scholars. Subject to University policy (**See Section 3.23**) some activities, such as seeking election to an office for which extensive campaigning is not required, or service in a part-time political office, may be consistent with effective service as a member of the faculty.
- (e) Since freedom of access to recorded knowledge is essential to learning and research in a democracy, the university's right and obligation to provide a full range of materials on any subject, even though some views might be currently unpopular or controversial, or appear incorrect, shall not be infringed. The principles of academic freedom shall apply to the presence of materials and also to those who provide and those who use them.
- (f) The University endorses the *1967 Joint Statement on Rights and Freedoms of Students with 1990 Revisions* which "...asserts the right of college and university students to listen to anyone whom they wish to hear...affirms its own belief that it is educationally desirable that students be confronted with diverse opinions of all kinds, (and) therefore holds that any person who is presented by a recognized student or faculty organization should be allowed to speak on a college or university campus." Duly constituted organizations at the University may invite speakers without fear of sanctions. However, in the exercise of these rights, it is clearly recognized that:

"Membership in the academic community imposes on students, faculty members, administrators, and trustees an obligation to respect the dignity of others, to acknowledge their right to express differing opinions, and to foster and defend intellectual honesty, freedom of inquiry and instruction, and free expression on and off the campus. The expression of dissent and the attempt to produce change, therefore, may not be carried out in ways which injure individuals or damage institutional facilities or disrupt the classes of one's teachers or colleagues. Speakers on campus must not only be protected from violence but must be given an opportunity to be heard. Those who seek to call attention to grievances must not do so in ways that significantly impede the functions of the institution." (*1970 Declaration of the AAUP Council with 1990 Revisions*).

3.3.3 Academic Responsibility

The concept of academic freedom shall be accompanied by an equally demanding concept of academic responsibility. Nothing in the following statement is intended to abridge in any way the principles and procedures advanced in the *1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Comments* of the American Association of University Professors. This statement is derived in substantial measure from the June 1987 revisions of AAUP *1966 Statement on Professional Ethics*.

Faculty members have responsibilities to their students. They shall encourage in students the free pursuit of learning and independence of mind, while holding before them the highest scholarly and professional standards. Faculty

members shall show respect for the student as an individual and adhere to their proper role as intellectual guides and counselors. They shall endeavor to define the objectives of their courses and to devote their teaching to the realization of those objectives; this requires judicious use of controversial material and an avoidance of material which has no relationship to the objectives of a course.

Faculty members shall make every reasonable effort to foster honest academic conduct and to assure that their evaluations reflect, as nearly as possible, the true merit of the performance of their students, regardless of their race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran. Faculty members shall avoid any exploitation of students for private advantage and shall acknowledge significant assistance in scholarly pursuits from them.

Faculty members have responsibilities to their colleagues, deriving from common membership in a community of scholars. They shall respect and defend the free inquiry of their associates. In the exchange of criticism and ideas, they should show due respect for the opinions of others. They shall acknowledge their academic debts and strive to be objective in the professional judgment of their colleagues. Although service must be voluntary, faculty members should accept a reasonable share of the responsibility for the governance of their institution. If driven by his or her conscience into dissent, the faculty member shall take care that this dissent does not interfere with the rights of colleagues and students to study, research, and teach.

Faculty members have responsibilities to their discipline and to the advancement of knowledge generally. Their primary obligation in this respect is to seek and to state the truth as they see it. To this end, they shall devote their energies to developing and improving their scholarly competence. They shall exercise critical self-discipline and judgment in using, extending, and transmitting knowledge, and they shall practice intellectual honesty.

Faculty members have responsibilities to the educational institution in which they work. While maintaining their right to criticize and to seek revisions, they shall observe the stated regulations of the institution, provided these do not contravene academic freedom. When considering the amount and character of the work they do outside their institution, faculty members must have due regard to their paramount responsibilities within the University and the applicable University policies governing outside employment. All such work at the Health Sciences Center is governed by the Professional Practice Plans of the various colleges.

(Regents, 12-3-02, 6-25-08, 12-7-12, 6-24-15)

3.4 FACULTY ACCOUNTABILITY

A faculty member is held accountable for his or her performance in fulfilling faculty duties (Section 3.5) and in meeting the requirements of academic responsibility (Section 3.3) and University policies.

- (a) Persons who accept full-time employment at the University owe their first duty to the University. Any other employment or enterprise related to the profession for which they are employed at the University, in which they engage for income must be secondary to their University duties. During the ~~contract~~ appointment period, all outside work related to the profession for which they are employed at the University must be conducted through a University contract and all funds generated, if any, must be deposited into University accounts, per the respective colleges' Professional Practice Plans. Unless the Professional Practice Plan provides otherwise, agreements to review scholarly publications and grant submissions for which no contract or compensation is provided are not considered to be outside work. Failure to comply with the Professional Practice Plan may result in sanctions and disciplinary actions. See Section 3.16 (e).
- (b) The obligations of a faculty member to the University are not limited to meeting classes. There are obligations which include, but are not limited to, advising students; conducting research or scholarly activity; meeting clinical assignments; providing patient care and supervising students and/or trainees; reading and remaining professionally competent; attending professional meetings; and ~~cooperating~~ participating in essential committee work of the department, the college, and the University as a whole.
- (c) The most immediate agent of faculty accountability is the faculty member's chair or direct supervisor, who should maintain close and regular communication with the faculty member. Among the various mechanisms for ensuring faculty accountability, the most important include annual evaluations and such periodic evaluations as those for advancement in rank. These processes should serve to identify and reward meritorious performance as well as to identify areas that need improvement.

- (d) Meritorious, proficient and responsible faculty performance is first and foremost an individual professional obligation. But it is also the product of a cooperative effort by faculty members and administrative officers – assisting one another, informing one another, jointly seeking to assure that each faculty member's capabilities are developed fully and creatively. Both the academic unit and the individual faculty member have responsibility to take the necessary steps to overcome performance that is ~~lacking in merit or responsibility~~ marginal or needs improvement. Just as faculty members are held accountable for their performance; administrators of academic units are held accountable for their leadership in the career development of the faculty in their academic units. ~~However,~~ Career development remains primarily the responsibility of the faculty member.
- (e) Regular and frequent collegial interactions among students, staff, and faculty are essential to maintaining the integrity of the University as a scholarly community, developing a healthy institutional culture, and ensuring the success of the Health Sciences Center. To meet these goals and effectively perform one's duties and obligations to the University, faculty accountability is expected.
- (f) ~~The allegation of failure of a~~ Concerns regarding a faculty member's ~~to achieve at least adequate~~ performance may originate from the students, from faculty colleagues, staff or from administrative personnel. Whenever such ~~an allegation a concern~~ is included in the personnel record of the faculty member, or whenever the allegation is the basis for further action or administrative remedies by the department chair, dean, or Senior Vice President and Provost against a faculty member, the faculty member should be notified promptly by the individual initiating the action or administrative remedy.
- (g) Administrative remedies, including ~~reprimands, minor sanctions,~~ counseling, and career development support, reprimands and minor sanctions are available to academic units as a means of attempting to ~~rectify poor~~ remediate inadequate professional performance or breaches of academic responsibility. If ~~administrative remedies fail to correct~~ a faculty member's inadequate professional performance or breach of academic responsibility continues, then the dean or Senior Vice President and Provost may consider applying a minor sanction, such as a formal reprimand. For those cases where they are needed, the University has at its disposal the more drastic measures of abrogation of tenure, termination, severe sanctions, or summary suspension. (Section 3.16)

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12)

3.5 PROFESSIONAL ACTIVITIES OF THE FACULTY

Above all else, the University exists for learning and scholarship of a breadth and depth that result in excellence in all of the University's major functions: teaching, research and creative/scholarly activity, and professional and University service and public outreach. As such, learning and scholarship may be discipline-centered or interdisciplinary and inter-professional. Each academic unit has an obligation to contribute to each of the functions of the University. Faculty members play a central role in the realization of these functions and fulfill the obligations of the academic unit by contributing their unique expertise and competence. Decisions regarding tenure, promotions, and salary increases are based upon an assessment of the faculty member's performance and contribution to the total mission of the University (Section 3.2, 3.6, 3.8, and 3.9).

(Regents, 12-7-12)

3.5.1 Teaching

Teaching, which is the transmission of knowledge and cultural values, focuses upon helping students and trainees learn. As a part of its mission, the University is dedicated to undergraduate, graduate, professional, interdisciplinary, inter-professional, and continuing and professional education. The term teaching as used here includes, but is not restricted to, giving regularly scheduled instruction, directing graduate work, directing training grants, ~~and~~ counseling, and advising students and trainees. This includes the direction or supervision of students and trainees in reading, research, clinical rotations, internships, residencies, or fellowships. Faculty supervision, advising, mentoring, or guidance of students and trainees in recognized academic pursuits that confer no University credit also should be considered as teaching. Faculty performing non-administrative professional duties for which they are employed shall be regarded as engaged in teaching when the clear and direct purpose and function of these activities is academic instruction. Professional librarians in the discharge of their professional duties shall be regarded as engaged in teaching.

Faculty members ~~who should~~ excel in teaching and exhibit their command over the subject matter in classroom discussions, lectures, or clinical supervision. ~~and they~~ They should present material ~~to students~~ in an objective, organized way that promotes the learning process. They ~~are~~ should be recognized by their students, trainees, and University colleagues as persons who guide and inspire ~~their students learning~~. They should strive continuously to broaden and deepen their knowledge and understanding of their discipline, seek to improve the methods of teaching their subject, keep informed about new developments in their field, use appropriate instructional technologies, and prepare educational materials that are up-to-date and well-written.

Their influence and reputation as teachers may be ~~demonstrated~~ evidenced by student, trainee, and peer evaluation as well as by authoring textbooks and by lectures and publications on teaching, learning, and/or learner assessment. Additionally, reputation may be ~~demonstrated~~ evidenced by the publication of such instructional materials as laboratory or instructional manuals; teaching cases for classroom; simulation or standardized patients; and video or audio instruction such as podcasting, distance education tools, or development of multimedia instructional materials and computer-assisted learning or assessment techniques. Publication is noted to include peer review and dissemination via traditional or digital means. ~~Excellence in academic advising may serve to augment evidence of excellence in teaching.~~

(Regents, 7-15-96, 1-26-99, 12-3-02, 12-7-12)

3.5.2 Research and Creative/Scholarly Activity

Research, which is the development, validation, and dissemination of new knowledge focuses upon faculty participation in the extension of knowledge and maintenance of professional development and vitality. The term *research* as used here is understood to mean systematic, original investigation directed toward the ~~enlargement~~ expansion of human knowledge or the solution of contemporary problems. *Creative/Scholarly activity* is understood to mean significantly original or imaginative accomplishment within the framework of the academic unit(s). Examples of scholarly ~~achievement~~ activity might also include synthesis of new ideas as gleaned from published data, team science, individual or team-based technology transfer successes, patent awards, health system research, new application of information technology to improve education or health care, community-engaged scholarship, etc. The criteria for judging the original or imaginative nature of research or creative/scholarly activity must be the generally accepted standards prevailing in the applicable discipline or professional area. To qualify as research or creative/scholarly activity, the results of the endeavor must be disseminated either through publication in peer reviewed journals or presentation at national or international symposia, conferences, and professional meetings and must be subject to critical peer evaluation by established authorities outside the University of Oklahoma in a manner appropriate to the discipline or professional area. It is expected that the significance of the research or creative/scholarly activity will be evaluated at the national and international levels. One element of such an evaluation would be the ability of the faculty member to successfully compete for, and acquire, peer-reviewed, extramural grant or contract funding.

(Regents, 7-15-96, 12-3-02)

3.5.3 Professional and University Service and Public Outreach

- (a) Professional and University service and public outreach, which ~~is~~ require the application of knowledge gained through research or creative/scholarly activity, focus upon resolving contemporary problems, identifying new areas for inquiry and development, and sharing knowledge with the larger community. Except as noted in (b) and (c) below, the term professional service always refers to activities directly related to the faculty member's discipline or profession.

Included in professional service are such activities as continuing education; artistic or humanistic presentations; official service in relevant commissions, advisory boards, or agencies (public or private) related to the faculty member's discipline or profession; service to professional communities outside the University; consultation; and participation in a specialized professional capacity in programs sponsored by student, faculty, or community groups.

Professional service also includes editing professional journals or other publications; ~~developing and preparing proposals for training grants or other purposes~~; writing book reviews in professional journals; and reviewing research papers and manuscripts submitted for publication.

Other examples of professional service include clinical service contributions such as health care delivery; clinical leadership as evidenced by serving as head of a division, department, or specific clinic service; acquisition and introduction or development of new health care techniques, procedures, or clinical approaches; demonstrable improvement (quality, utilization, access) in delivery of health care; dissemination and implementation in community practice; and contribution to clinical service lines.

Examples of public outreach include such activities as development of community health-related outreach programs; participation in approved, non-compensated, community health related public outreach efforts; improvement in clinical management; and management of facility-based functions such as quality improvement, infection control, utilization review.

- (b) The nature of the academic enterprise is such that the faculty properly shares in responsibilities involving the formulation of the University's policies by participation in University governance. The faculty has a major responsibility in making and carrying out decisions affecting the educational and scholarly life of the University. Faculty members have a responsibility to contribute to the governance of the University through timely participation on committees, councils, or other advisory groups at the department, college, or University level, and through service within the University that reflects an application of specialized knowledge or skill to the University's affairs.
- (c) Other areas of activity in which faculty members may have assignments include:
 - 1) **Administration.** Many faculty members are called upon to perform administrative tasks. These include service in such positions as department chair, associate or assistant dean, or director of a program, ~~or special center, or institute.~~
 - 2) **Public Relations.** On occasion, the University's interests are served by requesting faculty members to perform public relations tasks that might not necessarily involve the faculty member's discipline. These may include participation in a professional capacity in programs sponsored by student, faculty, or community groups or appearances as a University representative before government bodies or citizen groups.

(Regents, 12-7-12)

3.6 FACULTY EVALUATION

The evaluation of faculty performance is a continuous process. The fundamental purpose of periodic performance reviews is to identify areas of faculty accomplishments and areas of faculty performance deficiencies and provide such faculty opportunities and incentives to correct the deficiencies. An annual review of each faculty member's performance is the responsibility of the chair or director of the specific academic unit with review by the dean. The chair or director must provide direct, balanced, and thorough feedback in writing to the faculty member relative to the faculty performance evaluation each year. The evaluation should contain sufficient specificity to identify areas of strength and those areas where improvement is needed. A systematic procedure for accomplishing such evaluations shall be developed in each academic unit with the participation and approval of the dean and Senior Vice President and Provost.

The criteria for evaluation shall be carefully and clearly stated and must be in accord with **Sections 3.4 and 3.5.** Specific faculty assignments within an academic unit and the specific mission of a particular academic unit may modify the relative weight given to any specific area of professional activity from time to time depending on University or academic unit needs. Such modifications should be conveyed in writing by the head of the academic unit prior to implementation. ~~, but only after approval in writing by the dean and Senior Vice President and Provost.~~

Tenure decisions, non-renewal of tenure track and consecutive term appointments, salary adjustments, and promotions in rank shall be based on systematic evaluations of faculty performance in the areas specified by the department chair and will include teaching, research and creative/scholarly activity, and professional and University service and public outreach, as well as the needs of the department and college. An assessment of the faculty member's overall contribution to the college and the mission of the University, as well as that person's adherence to the standards of faculty accountability as noted in **Section 3.4,** must be included in any faculty evaluations.

(Regents, 12-3-02, 6-25-08, 12-7-12)

3.7 SALARY ADJUSTMENTS

- (a) The most frequent reflection of a continuing faculty evaluation system is in the annual recommendations for merit salary increases. Deserving faculty should be rewarded, within the limits of the financial resources of the University, for meritorious excellent performance as set out in the specific criteria for evaluation of faculty performance (Sections 3.4 and 3.5).
- (b) ~~Under no circumstances will merit increases in salary be based upon race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran.~~ Moved to (d) below
- (b) In certain circumstances, merit salary increases may cause the salary of a faculty member to equal or exceed the salary of faculty in higher ranks. ~~Such a situation is acceptable, provided the salary levels are equitable reflections of the respective merits in effort and achievement of the faculty.~~
- (c) Faculty assignment of administrative or managerial responsibilities may require additional salary adjustment commensurate with assigned duties.
- (d) Under no circumstances will merit increases in salary be based upon race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran.

(Regents, 12-7-12, 6-24-15)

3.7.1 Procedures for ~~Recommendations on~~ Salary Adjustments

Procedural guidelines for salary recommendations are as follows:

- (a) The chair of the academic unit will annually collect (1) achievement data from all academic unit faculty and (2) evaluations of each ~~individual's~~ faculty member's performance from those who are in supervisory positions and from other sources.
- (b) For each ~~faculty member~~ recommended salary adjustment, the chair will prepare a recommendation justification for the recommendation based upon a ~~comparison of faculty~~ on the faculty member's performance of their education, research and creative/scholarly activity, professional associations, and university service and public outreach, or administrative responsibilities, as well as on the faculty member's clinical service contributions based on the College's professional practice plan. ~~with University and departmental criteria and forward a document recommendation to the dean.~~
- (c) The dean will review each recommendation and notify the chair of any changes or adjustments made.
- (d) The salary recommendations from the college will be forwarded from the dean to the Senior Vice President and Provost for additional discussion, further recommendations, and administrative action.
- (e) The chair will discuss with each faculty member the reasons for the salary recommendation that was made. ~~These discussions should take place as soon as feasible following final approval of the budget by the Board of Regents.~~

(Regents 12-7-12)

3.7.2 ~~Adjustments of Salary Inequities~~

- (f) Upon occasion, adjustments in salary may be needed to correct inequities caused by annual variations in available funds, changing conditions in the academic profession or in the economy, or other elements beyond the University's control. The responsibility for ~~making~~ recommending adjustments, where needed, lies primarily with the dean. After consultation with the appropriate academic unit, the dean recommends to the Senior Vice President and Provost specific salary adjustments to correct evident inequities. Such adjustments should be made as funds are available. ~~, without causing disruption to the merit reward system.~~

(Regents, 12-3-02, 6-25-08)

3.8 FACULTY TENURE

The granting of tenure implies a mutual responsibility on the part of the University and the tenured faculty member. Tenure is designed as a means to protect the academic freedom of faculty members and to assure freedom of scholarship and teaching by professional scholars and teachers. The right to academic freedom does not diminish the faculty member's responsibilities under Section 3.4, Faculty Accountability. [moved from line 717 below] In granting tenure to a faculty member, the University makes a commitment to the faculty member's continued employment subject to certain qualifications (Section 3.16). The University expects that tenured faculty members will maintain the level of performance by which they initially earned tenure. Only the portion of annual base salary (for example, in the College of Medicine, the University base [X1]) paid by the University of Oklahoma is committed in the award granting of tenure unless otherwise agreed to in writing by the chair of the academic unit, the dean of the college, the Senior Vice President and Provost, the President, and the Board of Regents.

3.8.1 Definitions

- (a) The term **academic year** refers to the period July 1 through June 30.
- (b) The term **tenure** means continuous reappointment to an achieved academic rank. Tenure must be granted or denied by specific action of the Board of Regents.

~~Tenure is designed as a means to protect the academic freedom of faculty members and to assure freedom of scholarship and teaching by professional scholars and teachers. The right to academic freedom does not diminish the faculty member's responsibilities under Section 3.4 Faculty Accountability. [moved to line 701].~~

- (c) The term **pre-tenure period** refers to the period of employment at the University of Oklahoma in a tenure track appointment prior to the time the faculty member is evaluated for the granting of tenure. Full-time tenure track faculty will generally have a pre-tenure period of six (6) years. Thus, the tenure application will be submitted no later than the fall of the seventh academic year. In certain circumstances, and in consultation with the faculty member, the chair of the academic unit and dean may request an extension of the pre-tenure period not to exceed three (3) years. If a pre-tenure extension is granted, the tenure application must be submitted no later than the fall of the last extension year.
- (d) The term **prior service** means academic employment at an institution of higher education (including the University of Oklahoma).

3.8.2 Fiscal Responsibility

In each case where a tenure-track position is proposed, there must be assurance from the chair of the academic unit to the dean that continuing financial support (for the College of Medicine, annually allocated funds) is identified to fund the salary line. The Senior Vice President and Provost, in conjunction with the respective deans, shall determine whether funds are sufficiently secure to support the awarding of tenure.

3.8.3 Pre-tenure Period

- (a) Full-time tenure track faculty will generally have a pre-tenure period of six (6) years. Thus, the tenure application will be submitted no later than the fall of the seventh academic year. In certain circumstances, and in consultation with the faculty member, the chair of the academic unit and dean may request an extension of the pre-tenure period not to exceed three (3) years. If a pre-tenure extension is granted, the tenure application must be submitted no later than the fall of the last extension year.
- (b) The first year of the pre-tenure period for a faculty member whose effective date of service is between July 1 and December 31 will be that academic year. If the effective date of service is between January 1 and June 30, the first year of the pre-tenure period will begin with the next academic year.
- (c) For assistant professors, the pre-tenure period may include up to a total of three years in prior full-time service in a consecutive term or tenure track appointment at the OUHSC University or in comparable professorial ranks at another institution. For associate professors and professors, up to a total of four years of prior service at OUHSC the University or in professorial rank at another institution may be included. The

faculty member must request in writing at the time of the first regular tenure track appointment that prior service be included. Inclusion of prior service requires approval by the chair of the academic unit, the dean, and the Senior Vice President and Provost.

- (d) ~~Prior full-time service in a temporary appointment with titles such as instructor, lecturer, or associate or in a comparable non-professorial rank at other institutions of higher education may be counted as part of the pre-tenure period if requested by the applicant and approved in writing by the chair of the academic unit, dean, and Senior Vice President and Provost at the time of the first regular appointment.~~
- (e) (d) A new faculty member appointed at the rank of associate professor or professor may be considered for tenure from the date of appointment provided the faculty member prepares and timely submits the appropriate documentation, per [Section 3.8.5](#), no later than the next annual tenure and promotion cycle. The determination of tenure shall be made as specified in [Section 3.8.4](#) and [Section 3.8.5 \(b\) through \(r\)](#).
- (f) (e) **Early Tenure Review:** Tenure may be ~~awarded to~~ recommended by an academic unit for faculty members of high merit prior to the end of the pre-tenure period. An academic unit's recommendation to ~~award grant~~ early tenure should be based on exceptional performance for at least two years at the University. ~~of Oklahoma.~~ If early tenure is not ~~awarded, granted~~ the faculty member may, subject to contract continuation or renewal, continue to serve in the pre-tenure period and be considered for tenure ~~again at the end of the pre-tenure period~~ without prejudice.
- (g) (f) ~~Whenever~~ a non-tenured part-time faculty member changes from part-time to full-time tenure track status, specific written understanding among the faculty member, chair, and dean must be approved by the Senior Vice President and Provost at the time of the change as to how, if any at all, the period of part-time service may be counted toward satisfying the pre-tenure period. ~~for tenure.~~
- (h) (g) A maximum of one year of leave of absence without pay may be counted as part of the pre-tenure period, provided the chair of the academic unit ~~in question~~ records in advance of the leave in writing the agreement with the faculty member ~~as to count the leave of absence, including how the professional activities carried out during the leave will be appropriately evaluated by the chair and secures approval by the dean and Senior Vice President and Provost.~~
- (i) (h) If a tenure track faculty member takes extended leave, for six or more consecutive months, the pre-tenure period prior to a tenure decision may be extended for one year at the written request of the faculty member with the approval of the chair of the academic unit, dean, and Senior Vice President and Provost.
- (j) (i) A faculty member at any rank who is denied tenure shall be retained until the end of the academic year following that year in which tenure was denied (i.e., the terminal year) unless the faculty member is dismissed according to [Section 3.16](#). An appeal of denial of tenure shall not have the effect of extending the faculty member's terminal year.

Under certain extraordinary circumstances due to the University's clinical care, service, or teaching obligations, a faculty member who has been denied tenure may be granted a consecutive term or temporary appointment upon recommendation by the chair of the academic unit, dean, and Senior Vice President and Provost and approved by the Board of Regents.

- (k) (j) Faculty members ~~awarded~~ granted tenure will normally commence their tenured appointments in the academic year immediately following the Board of Regents' action.

3.8.4 Criteria for the Tenure Decision

The ~~choices~~ decision that the University makes in granting tenure ~~are~~ is crucial to its endeavors toward academic excellence. A decision to grant tenure must reflect an assessment of high professional competence and academic performance measured against national standards in the discipline or professional area. Tenure should never be regarded as a routine award based upon length of service.

The tenure decision shall be based on a thorough evaluation of the candidate's total contribution to the college and the mission of the University and of the candidate's adherence to the fundamentals of faculty accountability as noted

in [Section 3.4](#). While specific responsibilities of faculty members may vary because of special assignments or the particular mission of the academic unit, all evaluations for tenure shall address the manner in which each candidate has performed in:

- (1) Teaching ([Section 3.5.1](#))
- (2) Research and Creative/Scholarly Activity ([Section 3.5.2](#))
- (3) Professional and University Service and Public Outreach ([Section 3.5.3](#))

All candidates for tenure must have demonstrated a record of substantial accomplishment in each of the three areas (teaching, research and creative/scholarly activity, and professional and University service and public outreach) and evidence of excellence in two areas. ~~Above all else, it is essential to any recommendation that tenure be granted. In order for tenure to be granted, that~~ the faculty member has must clearly demonstrated document a record of scholarly attainment in teaching, research and creative/scholarly activity, and professional and University service and public outreach.

Each college, with the ~~participation and~~ approval of the dean and the Senior Vice President and Provost, shall establish and publish specific criteria for evaluating ~~faculty performance in that college, including specific expectations for evaluation of~~ faculty performance in teaching, research and creative/scholarly activity, and professional and University service and public outreach. The ~~document~~ criteria must be distributed made available to the faculty in that college. ~~These criteria must be in accord with and may not supersede the criteria described in this section. The criteria for tenure will be in full force unless an exception is specified in writing.~~ ~~[moved to end of paragraph]~~ ~~#~~ should be noted that The criteria which the departments and colleges establish normally reflect more specific standards for both promotion and tenure than those described in general terms in the *Faculty Handbook*, [Section 3.8.4](#). These department and college criteria must be in accord with and may not supersede the criteria described in this section. The criteria for tenure will be in full force unless an exception is specified in writing. Consequently, all faculty should also become familiar with the departmental, college, and University criteria.

Any exception ~~that to~~ faculty will be evaluated evaluation on their performances in each of the three areas of teaching, research and creative/scholarly activity, and professional and University service and public outreach must be documented in writing at the time the ~~assignment~~ exception is made. The exception must be agreed upon by the faculty member and the department chair, and approved in writing by the dean and Senior Vice President and Provost.

As part of the overall tenure process, the department chair should provide the opportunity for faculty to receive advice on a regular basis as they develop their careers. Annual written evaluations of faculty by department chairs are essential to the faculty development process and are an annual requirement that each department chair must fulfill. ([Section 3.6](#)).

If the criteria for tenure are changed by the Board of Regents during a faculty member's pre-tenure period, the faculty member may elect to be evaluated under the approved criteria in effect at the ~~start~~ beginning of the faculty member's pre-tenure period.

The ~~award~~ granting of tenure carries with it the expectation that the University will continue to need the services of the faculty member and that the financial resources will be available for continuous employment. It also carries the expectation that the faculty member will maintain or improve upon the level of ~~attainment~~ professional competence and academic performance required for tenure. The performance of all faculty, both prior to and following the granting of tenure, is to be evaluated annually as part of the University's faculty evaluation process ([Section 3.6](#)).

3.8.5 Procedures for Tenure Decision

- (a) The chair of the academic unit shall notify a faculty member who is eligible for tenure consideration at least six months before the date tenure materials are to be submitted to the department chair.
- (b) The chair of the academic unit will request the candidate for tenure to submit material ~~which that~~ will be helpful to an adequate consideration provide a thorough representation of the faculty member's performance or professional activities in relation to the tenure criteria. It is the responsibility of the candidate to provide accurate, thorough, and clear evidence of ~~achievements~~ accomplishments for review

at the departmental, college, and University levels. The candidate is advised to consult with the chair and any other senior colleagues concerning the materials to include.

- (c) Responsibility for gathering complete documentation of professional activity rests with the individual faculty member. The chair shall assist the faculty member, upon request, in determining what to include in the tenure documentation. The chair also may solicit information to include with the candidate's faculty member's tenure documentation. The candidate faculty member is entitled to review the information in his/her tenure file. However, letters of evaluation and/or recommendation that are solicited in confidence or sent with the expectation of confidentiality shall be deemed confidential and unavailable to the employee faculty member unless otherwise ordered by a court of law.
- (d) ~~In general,~~ Documentation of the individual's faculty member's academic accomplishments should include, but not be limited to the following:
- 1) Complete and up-to-date curriculum vita, including a summary of college and university degrees earned; all professional employment; all professional honors and awards; and an up-to-date list of ~~books and journal~~ professional publications by author in sequence. Manuscripts in press or submitted for publication and abstracts should be listed separately.
 - 2) Letters of evaluation of academic performance in teaching, research and creative/scholarly activity, and professional and University service and public outreach should be solicited by the chair after consulting with the candidate. Where relevant, letters of evaluation should in particular address the candidate's role in interdisciplinary/team-based research. ~~Normally,~~ There should be three letters of evaluation from individuals outside the University of Oklahoma who are considered established authorities in the discipline and who are in a position to evaluate the candidate's academic performance and suitability for tenure. These letters may be solicited from individuals who were not suggested by the candidate. There should also be three internal (or local) letters of evaluation particularly relevant to teaching and service.
 - 3) Documentation of teaching accomplishments should reflect the candidate's contribution, quality, innovation, and impact of teaching. This might include summary documentation of teaching evaluations by students; notation of teaching awards; and description of teaching responsibilities, materials, and techniques which are unique and demonstrate innovative approaches or outstanding quality in undergraduate, graduate, or professional instruction (e.g., integration of multimedia into courses, development of web-based content and course materials, computer software development, creation of innovative laboratory exercises, ~~and~~ simulation techniques, and interdisciplinary education).
 - 4) Documentation of research and creative/scholarly accomplishments should reflect the level and quality of the candidate's research and creative/scholarly activity. Recognition of research and creative/scholarly accomplishments could be demonstrated by invitations to chair chairing or organize organizing symposia or edit editing books or journals in the professional or inter-professional discipline; publications of publishing books, book chapters, policy briefs, and articles in peer-reviewed journals; publication of publishing abstracts; participation participating as a presenter in national/international symposia, conferences, and professional meetings; as well as the candidate's ability to acquire extramural grant or contract funds, as a principal or co-principal investigator, or as a multiple-principal investigator on interdisciplinary and team-based research extramural grants or contracts funded through peer review mechanisms; and entrepreneurial activity including patents, copyrights, and trademarks.
 - 5) Documentation of professional and University service and public outreach, which may include clinical service contributions, should reflect the level and quality of the candidate's professional, inter-professional, and/or clinical service contributions. Documentation might consist of leadership positions in local, state, or national associations; service on advisory boards for granting agencies; outstanding college or University committee work; consultantships; clinical and administrative leadership as evidenced by serving as head of a division, department, ~~or~~ specific clinic service, research center, or core facility; evidence of acquisition, introduction, or development of new health care techniques, procedures, or clinical or professional practice

approaches; development and evaluation of community health-related outreach programs; improvement in clinical, administrative unit, center or facility management; documentation of increased referrals or professional service contracts; demonstrable improvement (quality, utilization, access) in delivery of health care or other professional services; and publication related published manuscripts and abstracts, including those of clinical case studies, monographs, reviews, reports to administrative agencies, and book chapters.

- (e) The chair of the academic unit is responsible for providing copies of the candidate's complete tenure file to each of the ~~voting members~~ tenured faculty of the academic unit at least two weeks prior to the vote.
- (f) All tenured faculty in the academic unit who are available shall meet for a discussion of the candidate's qualifications for tenure. The candidate shall not be present during the discussion of his or her qualifications but shall be available to enter the meeting on invitation to answer questions or clarify ~~circumstances relevant to the~~ qualifications.

Formal consideration for tenure shall originate with the polling by secret ballot of all tenured ~~members~~ faculty of the candidate's academic unit, including, when practical, those who are on leave of absence. The chair of the academic unit or other administrative personnel required to submit a separate tenure recommendation shall not participate in this vote.

At times the small number of tenured members of an academic unit (fewer than five) prevents appropriate academic unit tenure review. In such instances, the dean of the college, in consultation with the chair of the academic unit involved, shall establish an *ad hoc* tenure review committee ~~to serve as the candidate's academic unit for purposes of voting on tenure, by selecting a sufficient number of tenured University faculty to constitute a total of five members to serve as the candidate's academic unit tenure review committee.~~

When a tenure proceeding is initiated prior to the last pre-tenure year (see Section 3.8.3 (f)) and the result of the faculty vote is negative, that information shall not be forwarded, and ~~the tenure consideration will be deferred considered at the end of the pre-tenure period without prejudice. The result of the faculty vote taken during the last pre-tenure year will be forwarded to the dean, and a tenure consideration will proceed.~~

- (g) The chair shall submit a separate tenure recommendation with supporting reasons.
- (h) All recommendations concerning tenure shall be in writing and, with exception of the faculty recommendation resulting from the confidential poll within the department, reasons for the recommendation must be stated at the time recommendations are made. At the time recommendations are made at each stage of the review process (chair, dean, Campus Tenure Committee, Senior Vice President and Provost, President), written notification of such recommendation must be provided to the chair and to the ~~individual~~ candidate by the person or committee making the recommendation.
- (i) Copies of the academic unit's and chair's recommendations and all appropriate documentation upon which recommendations were based will be forwarded to the appropriate dean. Each dean will have an advisory council for tenure review and may also request information and advice from any source.
- (j) Upon receipt of the advisory council recommendation, and after due deliberation, the dean may recommend to grant tenure, to deny tenure, or to defer tenure consideration for a specified period of time. The dean will attach a recommendation with supporting reasons to the tenure materials, including the recommendation of the advisory council; forward all materials to the Campus Tenure Committee, and notify the candidate and the chair of the academic unit of the recommendation. ~~After due deliberation, the dean may recommend to grant tenure, to deny tenure, or to defer tenure consideration for a specified period of time. [moved to 1st sentence]~~
- (k) The Campus Tenure Committee will be composed of thirteen tenured faculty members recommended by the Faculty Senate (two from each college, excluding the Graduate College, and one from the Tulsa campus) on staggered three-year terms, and approved selected by the President. ~~from nominations from the Faculty Senate. To avoid a conflict of interest, Campus Tenure Committee members from the originating academic~~

~~unit shall not recuse themselves from the discussion and from the vote on candidates from their own academic unit.~~

- (l) In determining its recommendation, the Campus Tenure Committee may request information or advice from any source. ~~To avoid a conflict of interest, Campus Tenure Committee members from the originating academic unit shall not vote on candidates from their own academic unit.~~ [Moved to end of K]. The tenure file will be returned to the academic unit for remedy or correction if there are deficiencies found in the academic unit's recommendation.
- (m) The Campus Tenure Committee shall provide the Senior Vice President and Provost with input as to whether the academic unit's recommendation is consistent both as to substance and process with the approved tenure criteria **Section 3.8.4**.
- (n) The Campus Tenure Committee will attach its recommendation to the tenure materials; forward all materials to the Senior Vice President and Provost with supporting reasons; and notify the candidate, the chair of the academic unit, and the college dean of its recommendations.
- (o) The Senior Vice President and Provost may request information and advice from any source prior to making a recommendation.
- (p) If the Senior Vice President and Provost plans to submit a recommendation contrary to that of the Campus Tenure Committee, the Senior Vice President and Provost shall notify the chair of the Campus Tenure Committee in time to allow a thorough discussion between them before this recommendation is made.
- (q) After due deliberation, the Senior Vice President and Provost may recommend to grant tenure, to deny tenure, or to defer tenure consideration for a specified period of time. The recommendation of the Senior Vice President and Provost will be submitted to the President.
- (r) If the President plans to submit a recommendation contrary to that of the Senior Vice President and Provost and/or the Campus Tenure Committee, the President shall notify the appropriate party(ies) in time to allow a meeting between the President and ~~that party~~ the party(ies) prior to ~~his~~ submitting a recommendation.
- (s) The President will notify the faculty member, chair, dean, and Senior Vice President and Provost by May 31 of the tenure decision, except when an appeal is pending.
- (t) The faculty member under review may appeal in writing to the Faculty Appeals Board at any time during the tenure review process if the faculty member believes that procedural violations have occurred or academic freedom ~~was~~ has been violated. Appeals on these bases must be made within 30 calendar days after the faculty member's discovery of the alleged violation.

If the faculty member believes he/she has been discriminated against during the tenure review process, ~~the~~ faculty member may appeal discrimination on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran to the University ~~Equal Opportunity~~ Institutional Equity Officer. Appeals on these bases must be made within 180 calendar days after the faculty member's discovery of the alleged violation.

The tenure review process is suspended while an appeal to either the Faculty Appeals Board or University ~~Equal Opportunity~~ Institutional Equity Officer is pending. ~~Where~~ When the tenure appeal prevents the tenure process from being completed before the end of the terminal year (**Section 3.8.3(i)**), the appeal shall not extend the faculty member's terminal year, even if the appeals process is not completed at the end of the terminal year. If the appeal is ultimately granted, the tenure review process will resume where it was suspended. If the faculty member is ultimately granted tenure at the completion of the tenure review process and that faculty member had been dismissed at the end of the terminal year, should tenure ultimately be granted, the faculty member will be reinstated with back pay of base salary and applicable fringe benefits that would have been earned from the date of termination to the date of reinstatement.

~~(u) The President will notify the faculty member, chair, dean, and Senior Vice President and Provost by May 31 of the tenure decision, except when an appeal is pending. [Moved to new (s)]~~

(Regents, 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 6-24-15)

3.9 FACULTY PROMOTION

A promotion reflects a positive appraisal of high professional competence and accomplishment as judged and evaluated by individuals in the faculty member's profession at the local, regional, national, or international level as appropriate to the rank being sought, and by individuals within the University (see [Section 3.9.1](#)). Promotion decisions are to be made independently from tenure decisions.

3.9.1 Criteria for Promotion

Decisions to promote a faculty member must be made in light of a thorough evaluation of the faculty member's performance in all the areas of faculty activity ([Sections 3.5.1, 3.5.2, and 3.5.3](#)) as specified in the department and college promotion and tenure criteria and procedures. Promotion criteria for tenure track faculty must mirror those criteria for tenure contained in [Section 3.8.4](#).

Internal candidates applying for an open position of higher rank must meet the promotion and advancement criteria stated in [Section 3.9](#).

Each department and college must have a document that sets forth the standards and procedures governing promotion of faculty within that department and college. The department and college documents may specify standards that are more specific than those of the University, provided they do not conflict with the standards of the University, and the procedures must be consistent with the procedures described herein. The document must be approved by the faculty of the college, by the dean, and the Senior Vice President and Provost. The document must be distributed or made available to the faculty of the academic unit.

The candidate's performance ~~should~~ will be measured against the following institutional criteria, in addition to the criteria defined in the department and college promotion documents:

- (a) Promotion to assistant professor is usually based on an advanced degree and/or certifications(s) that are standard prerequisites for an academic appointment in the discipline, appropriate experience, and promise for academic accomplishment.
- (b) While early consideration is possible, promotion to associate professor is usually based on five (5) or more years as an assistant professor; a sustained record of academic accomplishment in teaching, research and creative/scholarly activity, and professional and University service and public outreach; and strong academic performance and promise. This record of accomplishment must document an emerging reputation of local, regional, ~~or~~ national, or international scope in the candidate's academic field. Professional publications ~~will be~~ are an important element in assessing regional or national recognition. although ~~Other factors will~~ may also be considered, such as presentations at conferences and leadership roles in professional societies.
- (c) While early consideration is possible, promotion to professor is a high honor and is usually based on five (5) or more years as an associate professor and demonstration of superior achievements and continued excellence in their academic endeavors. Faculty ~~at promoted to~~ promoted to this rank should have fully achieved national or international recognition for work in their respective disciplines, as evidenced by major contributions to teaching, research and creative/scholarly activity, and professional and University service and public outreach.
- (d) Length of time in a given rank is not in itself a sufficient reason for promotion.
- (e) Promotion should indicate that the faculty member ~~is of~~ has comparable ~~status with~~ accomplishments to others in the same rank and discipline at peer institutions.

3.9.2 Procedures for Promotion

- (a) The process regarding advancement in rank shall originate in the academic units, according to timelines determined by the Senior Vice President and Provost.
- (b) The college dean or the Senior Vice President and Provost may require the chair of an academic unit to initiate consideration of promotion for an individual faculty member. In such a case, the academic unit must forward a recommendation to the dean or Senior Vice President and Provost, whether or not it is favorable.
- (c) Primary responsibility for gathering complete information on professional activity rests with the individual faculty member. In general, documentation of the individual's academic accomplishments should include, but not be limited to the following:

- 1) Complete and up-to-date curriculum vita, including a summary of college and university degrees earned; all professional employment; all professional honors and awards; and an up-to-date list of ~~books and journal~~ professional publications by author in sequence. Manuscripts in press or submitted for publication and abstracts should be listed separately.
- 2) Letters of evaluation of academic performance in teaching, research and creative/scholarly activity, and professional and University service and public outreach will be solicited by the chair after consulting with the candidate. Where relevant, letters of evaluation should in particular address the candidate's role in interdisciplinary/team-based research. Normally, There should be three (3) letters of evaluation from individuals outside the University of Oklahoma who are considered established authorities in the discipline and who are in a position to evaluate the candidate's academic performance and suitability for promotion. These letters may be solicited from individuals who were not suggested by the candidate. There should also be three (3) internal (or local) letters of evaluation particularly relevant to teaching and service. However, Letters of evaluation and/or recommendation that are solicited in confidence or sent with the expectation of confidentiality shall be deemed confidential and unavailable to the employee unless otherwise ordered by a court of law. [moved from prior 3) below].
- ~~3) Examples of documentation of teaching, research and creative/scholarly activity and professional and University service and public outreach accomplishments are noted in Section 3.8.5 (d) (3)(4)(5). However, letters of evaluation and/or recommendation that are solicited in confidence or sent with the expectation of confidentiality shall be deemed confidential and unavailable to the employee unless otherwise ordered by a court of law. [moved to 2 above]~~

- (d) All faculty who hold Regular Faculty appointments in the primary department who are of equal or higher rank to that for which the candidate is being considered and who are available shall meet for a discussion and vote on the candidate's qualifications for promotion.

Formal consideration for promotion shall originate with the polling by secret ballot of all faculty of equal or higher rank to which the candidate is being considered in the candidate's academic unit, including when practical, those who are on leave of absence. The chair of the academic unit or other administrative personnel required to submit a separate promotion recommendation shall not participate in this vote.

At times, the small number of members of an academic unit (fewer than five) prevents appropriate academic unit promotion review. In such instances the dean of the college, in consultation with the chair of the academic unit involved, shall establish an *ad hoc* promotion review committee ~~to serve as the candidate's academic unit for purposes of voting on promotion. by selecting a sufficient number of University faculty of equal or higher rank to that for which the candidate is being considered to constitute a total of five members to serve as the candidate's academic unit promotion review committee.~~

- (e) The chair shall submit a separate promotion recommendation with supporting reasons.
- (f) All recommendations concerning promotion shall be in writing and, with exception of the faculty recommendation resulting from the confidential poll within the department, reasons for the recommendation must be stated at the time recommendations are made. At the time recommendations

are made at each stage of the review process (chair, dean, Senior Vice President and Provost, President), written notification of such recommendation must be provided to the chair and to the individual candidate by the person or committee making the recommendation.

- (g) Copies of the academic unit's and chair's recommendations and all appropriate documentation upon which recommendations were based will be forwarded to the appropriate dean. If the college has a promotion's committee the dean will provide the committee with the promotion materials. If not, the dean will proceed per the procedures noted below.
- (h) Upon receipt of the college promotion committee recommendations, as applicable, the dean will attach a recommendation with supporting reasons to the promotion materials, including the recommendation of the college promotion committee, and forward all materials to the Senior Vice President and Provost.
- (i) The Senior Vice President and Provost may request information and advice from any source prior to making a recommendation.
- (j) After due deliberation, the Senior Vice President and Provost will make a recommendation to the President.
- (k) The President will notify the faculty member, chair, dean, and Senior Vice President and Provost by May 31 of the promotion decision, except when an appeal is pending.

Whenever possible, a promotion should be accompanied by an appropriate increase in salary. Promotions should not be delayed because of budgetary constraints. ~~Conversely, p~~ Promotions should be earned on their own right and not be used as substitutes for salary increases.

(Regents, 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12)

3.10 SABBATICAL LEAVE POLICY

Sabbatical Leave Application Deadlines: Applications must be submitted to the department chair or director by February 1 for sabbaticals beginning in the following academic year or later and no later than July 15 for sabbaticals beginning the following spring semester. The application must be approved by the dean and the Senior Vice President and Provost.

(a) Purpose

Sabbatical leaves of absence are among the most important means by which an institution's academic program is strengthened and by which a faculty member's teaching effectiveness and scholarship are enhanced. ~~and scholarly usefulness enlarged.~~ The major purpose is to provide opportunity for continued professional growth and new or renewed intellectual achievement through study, research, writing, collaboration, and training.

A faculty member does not automatically earn a sabbatical leave. Instead, it is an investment by the University in the expectation that the sabbatical leave will significantly enhance the faculty member's ability to contribute to the ~~objectives-~~ mission of the University. There should be a clear indication that the ~~improvements~~ experiences sought during a sabbatical will benefit the work of the faculty member, department, college, and the University. Only sabbatical leave proposals that meet this criterion will be considered and approved by the University. Sabbatical leaves are supported as an investment in the future of the faculty member, the University, and ~~the future of the faculty member's students at~~ of the University.

The purposes for which a sabbatical leave may be granted may include, but are not limited to:

- 1) Research on significant problems and issues.
- 2) Important creative or descriptive work in any means of expression; for example, writing or ~~painting~~ developing innovative programs.
- 3) Postdoctoral study at another institution to update teaching skills or scientific capabilities.

- 4) Other projects ~~satisfactory~~ that contribute to the University's mission.

~~It should be demonstrated~~ The proposal shall document that such work cannot occur as effectively during the regular work schedule of the faculty member.

Normally, the University will not grant a sabbatical for the purpose of pursuing work on the terminal degree in the faculty member's academic field.

Adherence to the plan submitted by the faculty member is expected. Within two months of returning from leave, the faculty member shall submit to ~~the Senior Vice President and Provost through~~ the chair or director ~~and college dean~~ a report of activities undertaken, which will be used in evaluating future applications for sabbatical leaves.

A faculty member who is on sabbatical leave shall not be penalized on matters of salary adjustment. The report on the sabbatical will be used in consideration for merit raises in subsequent years.

(b) Conditions of Award

Approval of a sabbatical leave of absence with full or partial ~~pay~~ base salary depends on the ability of the faculty member's college to absorb the financial obligation and on the college's ability to provide teaching without loss of quality.

A faculty member applying for a sabbatical leave and receiving a stipend for the same period from another institution or agency may still receive a sabbatical provided that ~~it appears to~~ the Senior Vice President and Provost deems that ~~it the additional stipend is in the best interest of the University and~~ will be needed to prevent financial loss to the faculty member obtaining the sabbatical.

Normally, faculty on sabbatical leave at full ~~pay~~ base salary may not receive additional compensation from within the University for teaching in Advanced Programs, Liberal Studies, Intersession, or other University programs, or for participating in the faculty professional practice plans, since such activities would diminish the sabbatical time for study and creative activity. However, the Senior Vice President and Provost may approve exceptions provided that it appears to be in the best interest of the University. Faculty on sabbatical shall resign from all councils, standing committees, and administrative advisory committees of the University, except graduate students' committees, in order to devote their full time to their projects. The obligation to supervise and advance the work of graduate students shall continue during the sabbatical leave.

As a condition of receiving approval of a sabbatical leave, the sabbatical recipient shall sign a statement of commitment to return to the University for one year following the sabbatical or to remit the salary and cost of benefits received from the University during the sabbatical leave, unless this requirement is waived by the President in writing.

(c) Benefits Payable

- 1) Employment benefits for faculty members on ~~full~~ sabbatical with full base salary will continue at full benefits levels.
- 2) Employment benefits for faculty members on sabbatical leave at less than full base salary will be as follows:
 - 1) Health, Accidental Death/Dismemberment, and Dental insurance will continue at full benefit level.
 - 2) Social Security contributions will be based on the actual salary paid.
 - 3) The ~~normal amount contributed to the~~ Defined Contributions Plan will be computed by reducing the salary that is exempt (~~normally the first \$9,000~~) in the same proportion to the sabbatical FTE. For example, for 1.0 FTE employees the first \$9,000 of salary is exempt from contributions. Thus, for a faculty member on sabbatical leave at half pay (.50 FTE) for a year, the exempt salary that is exempt from contributions will be reduced to \$4,500.

- 4)iv) Faculty should consult the Office of Human Resources for information regarding the Defined Benefits Plan.

(d) Eligibility

The semesters that are counted toward eligibility for sabbaticals are the fall and spring semesters only and ~~do not include~~ the summer term or intersessions.

- 1) After six years of service, faculty with 12-month Regular Faculty appointments may be granted a sabbatical leave at half-pay of base salary for a period not to exceed 12 months or at full-pay base salary for a period not to exceed six months. After six years of service, faculty with nine- or ten-month Regular Faculty appointments may be granted a sabbatical leave at half-pay of base salary for a period not to exceed two semesters or at full-pay base salary not to exceed one semester. The term "six years of service" refers to full-time appointments in a Regular Faculty appointment at the University, but not counting leaves of absence without pay. The term "six years of service" also includes other full-time service at the University that has been included in the probationary period for tenure. Such service at other institutions of higher learning shall not be included.
- 2) A faculty member's eligibility to apply for subsequent sabbatical leaves is established by length of service following return from the previous sabbatical leave in accord with the schedule referred to above. Occasional exceptions to the rule may occur when a faculty member who is otherwise formally ~~determined to merit~~ approved for a sabbatical leave is obliged to postpone it for the convenience of the University. ~~In exceptional cases, the President may determine the period of delay be considered as part of the period of service establishing eligibility to apply for the next sabbatical leave.~~

(e) Procedures

The procedure to be followed in applying for a sabbatical leave shall be as follows:

- 1) The faculty member shall submit the sabbatical leave application to the department chair or director. ~~After recommending approval or disapproval, the~~ The department chair or director shall submit the application and his/her recommendation to the college dean by February 1 for sabbaticals beginning in the following academic year or later and no later than July 15 for sabbaticals beginning the following spring semester. The dean will hold all applications for comparative review and recommend, by ranking in order of merit, to the ~~appropriate~~ Senior Vice President and Provost. ~~The Senior Vice President and Provost may seek the advice of the Council on Faculty Awards and Honors.~~ The Senior Vice President and Provost will recommend to the President, who will make recommendations to the Board of Regents for the April and September meetings, respectively.

(Regents, 5-11-78, amended 9-9-82, 4-12-84, 1-17-85, 7-23-87, 1-24-95, 1-27-04, 6-23-04, 6-25-08, 12-7-12)

(See Section 6 – Benefits, for additional Leave Policies)

3.11 AWARDS

The University recognizes outstanding teaching, research and creative/scholarly activity, and professional and University service and public outreach, by its faculty by presenting several annual awards to deserving nominees. Some awards are privately funded, and criteria and method of selection are set forth in joint University-donor contracts. The Senior Vice President and Provost, of the respective campus, will solicit recommendations for awards and announce appropriate schedules for processing the nominations.

3.11.1 Regents' Awards

The Regents' Award is an annual University-funded award that may be given for superior accomplishments of full-time Regular faculty in any of the following:

Superior Teaching
Superior Research and Creative/Scholarly Activity
Superior Professional and University Service and Public Outreach

(a) Nomination Procedure

- 1) The Senior Vice President and Provosts will solicit recommendations for the awards during the fall semester and announce appropriate schedules for processing the nominations.
- 2) An academic unit may submit no more than a total of two names for ~~all~~each of the Regents' Awards. The name of each person recommended for nomination by the academic unit should be supported by substantiating statements as described under Criteria for Selection. The suggested nominations and supporting information are to be sent to the dean of the academic unit. The dean will transmit to the appropriate Senior Vice President and Provost names of nominees and all substantiating data and will append, for each nominee, his or her own statement of endorsement. The Vice President for Research from each campus shall share in the evaluation of nominees for the Regents' Award for Superior Research and Creative/Scholarly Activity. The University Council on Faculty Awards and Honors will consider the nominations and make its recommendations through the Senior Vice President and Provosts to the President.

(b) Criteria for Selection

~~Substantiating data~~ Supporting documentation should relate directly to the individual's ~~effectiveness~~ accomplishments in the award area for which ~~he or she~~ the individual is under consideration (teaching, research and creative/scholarly activity, and professional and University service and public outreach). ~~The data documentation~~ should be derived from as many as possible of the following sources of evaluation: faculty colleagues; undergraduate, ~~and~~ graduate, and professional students; residents; fellows; alumni; departmental chairs; and personnel committees; as well as from off-campus sources where appropriate.

(c) Selection Procedure

- 1) The University Council on Faculty Awards and Honors shall consider only formal nominations. The Council may seek additional data about the nominees from such sources as ~~seen~~are appropriate.
- 2) The Council shall recommend to the President, through the Senior Vice President and Provosts, as many as nine faculty members for the awards, with the understanding the majority of the awards will be given for Superior Teaching. The Council also shall transmit all substantiating materials pertaining to all nominees. The Senior Vice President and Provosts will review the nominees and forward their recommendations, along with all substantiating materials, to the President, who will make recommendations to the Board of Regents for consideration.
- 3) The final selection of the recipients will be made by the Board of Regents.

(d) Announcement

The recipients of the Regents' Award for Superior Teaching, Regents' Award for Superior Research and Creative/Scholarly Activity, and Regents' Award for Superior Professional and University Service and Public Outreach will be announced by the Board of Regents at the ~~spring meetings of the faculty~~ Spring General Faculty Meeting.

(e) Perquisites

Each award will consist of affixing the recipient's name to a permanent plaque in a prominent and suitable location and a cash award of \$10,000. A certificate suitable for framing will be presented to the recipient.

(Regents, 5-11-78; amended 9-11-86, 6-27-95, 1-26-99, 1-27-04, 01-26-11, 12-7-12)

3.11.2 Provost's Research Awards

The Provost's Research Award recognizes meritorious research. Two awards may be given each year to full-time, regular faculty members; one each for junior (assistant professors) and senior (associate professors and full professors) faculty. The awards are given for significant personal achievement of original research. The awards are \$2,000 each. ~~and are unrestricted.~~

(a) Nominations

Nominations will be solicited during the fall semester and can be made by any full professor. They should be made by ~~means of~~ a letter to the Vice President for Research describing the research achievement, ~~and~~ enclosing the relevant research publication(s), three to five ~~referee~~ reference letters ~~and letters of support~~, as appropriate; and a curriculum vitae. ~~They~~ Nominations will be evaluated by the Health Sciences Center Research Council, and the two judged best for each award will be forwarded to the Senior Vice President and Provost, along with an evaluation which gives the reasons for the recommendations. Nominations are due in January of each year.

(b) Selection

The selections are made by an ad hoc committee consisting of the chair of the Health Sciences Center Research Council, the Vice President for Research, and the Senior Vice President and Provost.

(c) Recipients

The recipients of the Provost's Research Award will be announced by the Senior Vice President and Provost at the ~~spring meeting of the General Faculty~~ Spring General Faculty Meeting.

(Senior Vice President and Provost, 8-27-98)

3.11.3 Provost's Teaching Awards

The Provost's Teaching Awards recognize meritorious excellence in teaching. The awards are given for significant personal contributions to the quality, scope, and outcomes of teaching learner assessment and learner mentoring in the health professions, public health, or biomedical sciences.

Two awards are given each year to full-time, ~~Regular~~ faculty members.

- One award will be given to an **early career faculty member** who is within the first nine (9) years of the academic appointment and, at the time of nomination, holds the academic rank of instructor in an HSC undergraduate program, or assistant professor, or associate professor. If the nominee is an associate professor, he/she must have achieved that rank no more than 3 years prior to the date of the nomination.
- One award will be given to a **seasoned/senior career faculty member** who holds the rank of associate professor or professor, ~~and~~ has served as a faculty member in an HSC academic program for nine (9) or more years, and has established a record of teaching contributions commensurate with the length of the academic appointment and bearing evidence of excellence including long-term outcomes of mentoring learners.

The awards are \$2,000 each. ~~and unrestricted.~~

(a) Nominations

Nominations will be solicited during the fall semester and can be made by any full-time faculty member. They should be made by ~~means of~~ a letter to the Vice Provost for Academic Affairs and Faculty Development describing the nominee's teaching achievements, ~~and~~ enclosing three to five reference letters, including at least one from a faculty colleague and one from a former student, ~~and as well as~~ a detailed curriculum vitae.

Nominations will be evaluated by the Educators Excellence Advisory Panel, which includes at least two former recipients of ~~institutional~~ University teaching awards. The Panel may also consist of individuals who have received research or professional service awards and/or participated in Educators for Excellence. The two nominations judged best for each award will be forwarded to the Senior Vice President and Provost, along with an evaluation ~~which that~~ gives the reasons for the recommendations. Nominations are due in December of each year.

(b) Selection

The selections are made by an ad hoc committee consisting of the chair of the Educators for Excellence Advisory Panel, the Vice Provost for Academic Affairs, and the Senior Vice President and Provost.

(c) Recipients

The recipients of the Provost's Teaching Award will be announced by the Senior Vice President and Provost at the ~~spring meeting of the~~ Spring General Faculty Meeting.

(Senior Vice President and Provost, 9-24-15)

3.12 DISTINGUISHED PROFESSORSHIPS

Recipients of distinguished professorships are deemed to have achieved ~~unusual~~ distinction in teaching, research and creative/scholarly activity, ~~and~~ or professional and University service and public outreach. The University awards the following distinguished professorships to full-time Regular faculty:

David Ross Boyd Professorships
George Lynn Cross Research Professorships
Regents' Professorships
Presidential Professorships
David L. Boren Professorships

(Regents, 5-12-66; amended 5-11-78, 9-26-95, 1-27-04, 12-7-12)

3.12.1 David Ross Boyd Professorship

(a) Criteria for Selection

To qualify for a David Ross Boyd Professorship, a faculty member must be at the rank of Professor, have consistently demonstrated outstanding teaching, guidance, and leadership for students in an academic discipline or in an interdisciplinary program within the University. Among more specific criteria that may be considered are the degree to which the candidate:

- 1) establishes, communicates, and fulfills appropriate course and program goals;
- 2) utilizes formats and techniques that are appropriate to the students served;
- 3) measures student performance appropriately and fairly;
- 4) establishes relationships with students that facilitate mutual respect and communication;
- 5) stimulates an intellectual inquisitiveness and communicates methods of pursuing that inquiry;
- 6) brings about change in students' knowledge, motives, and attitudes;
- 7) fosters the professional development of colleagues, serves as a model for colleagues and students, and contributes to the success of students.

(b) Nomination Procedure

- 1) **Initiation.** The Senior Vice President and Provost, of each campus will solicit recommendations for the professorship for his or her respective campus by September and announce appropriate schedules for processing the nominations.
- 2) **Recommendations.** Any Norman campus academic unit may submit to the college dean the name of one tenured faculty member with the rank of professor. Any Health Sciences Center

academic unit may submit to the college dean the name of one tenured or one consecutive term faculty member with the rank of professor. The recommending unit will be responsible for assembling the supporting documentation. The dean of the college will review the recommendations and add his or her comments to the recommendation(s) considered to be most worthy. The dean will submit all the recommendations and supporting documentation to the Senior Vice President and Provost of his or her campus. The respective Senior Vice President and Provost will forward the materials to the University Council on Faculty Awards and Honors.

- 3) **Supporting Documentation.** Recommendations are to be accompanied by specific evidence that the nominee meets the criteria for selection. Whenever possible, surveys of representative groups of ~~present~~ current and former students should be made and reported.

(c) Selection Procedure

- 1) **Review.** The Council on Faculty Awards and Honors shall recommend to the President, through each ~~the~~ Senior Vice President and Provost, only those nominated faculty considered by the Council to be most highly qualified and most deserving of being awarded the David Ross Boyd Professorship. The Council also shall transmit all substantiating materials pertaining to all nominees.
- 2) **Selection.** ~~The~~ Each Senior Vice President and Provost will review the nominees from the respective campus and forward recommendations, along with all nominations and all substantiating materials pertaining to all nominees, to the President, who will make recommendations to the Board of Regents.

(d) Perquisites

In the year of designation as a David Ross Boyd Professor, the ~~person~~ faculty receiving the professorship will receive a one-time cash award of \$7,000 and a permanent salary increase of 7% of the University base salary, or \$7,000, whichever is greater, starting in the subsequent fiscal year.

(e) Term of the Award

The term of a David Ross Boyd Professor is continuous until retirement or separation from the University.

(Regents, 5-11-78, 3-15-89, 9-26-95, 1-27-04, 6-25-08, 03-25-09, 12-7-12, 9-18-14)

3.12.2 George Lynn Cross Research Professorship

(a) Criteria for Selection

To qualify for a George Lynn Cross Research Professorship, a faculty member must have demonstrated outstanding leadership over a period of years in his or her field of learning or creative activity and have been recognized by peers for distinguished contributions to knowledge or distinguished creative work.

(b) Nomination Procedure

- 1) **Initiation.** The Senior Vice President and Provost, of the respective campus, will solicit recommendations for the professorship ~~by September~~ and announce appropriate schedules for processing the nominations.
- 2) **Recommendations.** Any academic unit may submit to the appropriate campus' Vice President for Research the name of any tenured faculty member with the rank of professor who is deemed to meet the criteria for selection. The respective Vice President for Research will request that the appropriate academic unit chair/director and college dean review and comment on those recommendations.
- 3) **Supporting Documentation.** Recommendations are to be accompanied by specific indications that the person being recommended meets the criteria for selection. The appropriate Vice

President for Research, consulting with knowledgeable persons both within and outside the University, will develop a list of external evaluators to aid in the review process. The specific procedures for evaluating those being recommended will be developed by the Vice President for Research in consultation with the appropriate campus' Research Council.

- 4) **Evaluations.** The Vice President for Research will present to the appropriate Research Council all nominations with the supporting documentation and the comments of the academic unit chair/director and college dean. In addition, the Vice President for Research will present to the Research Council the external evaluations and his or her own evaluation.

(c) Selection Procedure

- 1) **Final Nomination.** The Research Council shall recommend to the President, through the appropriate Senior Vice President and Provost, all those nominated faculty deemed by the Research Council to fully meet the criteria for selection as George Lynn Cross Research Professors. The Research Council also shall transmit all substantiating materials pertaining to all nominees. The Council on Faculty Awards and Honors will be informed of those recommended by the Research Council.
- 2) **Selection.** The Senior Vice Presidents and Provosts will review the nominees and forward their recommendations, along with all nominations and all substantiating materials pertaining to all nominees, to the President, who will make recommendations to the Board of Regents.

(d) Perquisites

In the year of designation as a George Lynn Cross Research Professor, the person receiving the professorship will receive a one-time cash award of \$7,000 and a permanent salary increase of 7% on the University base salary, or \$7,000, whichever is greater, starting in the subsequent fiscal year.

(e) Term of the Award

The term of a George Lynn Cross Research Professor is continuous until retirement or separation from the University.

(Regents, 5-11-78, 3-15-89, 6-27-95, 9-26-95, 1-27-04, 6-23-04, 6-25-08, 3-25-09, 12-7-12)

3.12.3 Regents' Professorship

(a) Criteria for Selection

To qualify for a Regents' Professorship, a faculty member must have rendered outstanding service to the academic community or to an academic or professional discipline, through extraordinary achievement in academic administration or professional service.

(b) Nomination and Selection Procedures

Nominees for Regents' Professorships shall be presented to the Board of Regents by the President after conferring with the Chair of the Board of Regents, the Chair of the appropriate Faculty Senate, and the University Council on Faculty Awards and Honors. Recommendations for the appointment may be made to the President by any academic unit, administrative officer, or faculty member, but such recommendations are not required.

(c) Perquisites

In the year of designation as a Regents' Professor the person receiving the award will receive a one-time cash award of up to \$7,000 and a permanent salary increase of 7% on the University base salary, or \$7,000, whichever is greater, starting in the subsequent fiscal year. Persons named Regents' Professors on or after Spring 1996 are not eligible for consideration as Presidential Professors.

(d) Term of the Award

The term of a Regents' Professorship is continuous until retirement or separation from the University.

(Regents, 5-11-78, 3-15-89, 9-26-95, 1-27-04, 3-25-09, 12-7-12)

3.12.4 Presidential Professorship

(a) Criteria for Selection

Presidential Professors are those full-time faculty members who excel in all their professional activities and who relate those activities to the students they teach and mentor. These professors inspire their students; mentor their undergraduate, graduate, and/or professional students; ~~in the process of research and creative/scholarly activity within their discipline,~~ and exemplify to their students (both ~~past and present~~ current and former) and to their colleagues (both at the University and within their disciplines nationwide) the ideals of a scholar through their endeavors in teaching, research and creative/scholarly activity, and professional and University service and public outreach.

~~To support this charge, a~~ Nomination materials will include:

- 1) The nominee's ~~mini-vita~~ and faculty evaluations for the previous three years (or since beginning at the University, if the nominee has been at the University less than three years), and the nominee's complete vita.
- 2) A narrative assessment (no more than 5 double-spaced pages) of:
 - (a) The impact of the nominee's research and creative activity on his/her students.
 - (b) The nominee's contribution to the undergraduate instructional enterprise including such examples as:
 - (1) The effectiveness of lower-division and upper-division undergraduate courses developed and taught by the nominee.
 - (2) The extent of the nominee's involvement with undergraduates in advising and mentoring within the academic discipline. This could include the quantity and quality of the independent study enrollments (3990, 4990, 3960, 3980, etc.), Undergraduate Research Opportunities Program (UROP) and Undergraduate Research Day (URD) sponsorships, Research Experience for Undergraduates (REU) sponsorships, placement of undergraduates in quality graduate programs, number of academic advisees, and the sponsorship of academic clubs or academic ~~honorary~~ honor societies.
 - (3) The extent of the nominee's involvement with the planning and review of the undergraduate program within the academic unit. This could include chairing an undergraduate studies or program committee that undertook major changes in the undergraduate program or other leadership roles within the academic unit, college, or University that resulted in an updated and improved undergraduate program.
 - (4) The extent of the nominee's involvement with undergraduates through University-wide programs such as the freshman Gateway course, freshman seminars, the residence hall adopt-a-faculty program, or other programs outside the classroom.
 - (c) The nominee's contribution to the graduate/professional instructional enterprise, including such examples as:
 - (1) The effectiveness of graduate/professional courses developed and taught by nominee.
 - (2) The extent of the nominee's advising and mentoring involvement with graduate/professional students within the academic discipline. This could include numbers of theses and dissertations supervised, publications co-authored with graduate/professional students, number of

graduate/professional students supported through external grants and contracts, and the job placement of the nominee's graduate/professional students.

- (3) The extent of the nominee's involvement with the planning and review of the graduate/professional degree program within the academic unit. This could include chairing a graduate/professional studies or program committee that undertook major changes in the graduate/professional program or other leadership roles within the academic unit, college, or University that resulted in an updated and improved graduate/professional program.
- (d) Up to five letters from among current undergraduates or alumni, current or former graduate/professional students, University colleagues, or colleagues within the nominee's academic discipline from other campuses. Among all these letters, there should be commentary attesting to the nominee's ability to excel in all professional activities and ~~relate~~ relating those activities to the students they teach and mentor. However, any one reference is unlikely to be able to attest to all aspects of a nominee's professional activities.

(b) Selection Committee

The Health Sciences Center selection committee will be chaired by the Senior Vice President and Provost and the Vice President for Research, who serve as non-voting members. Thirteen members of the selection committee will be chosen as follows:

- 1) The President will select six faculty and three academic administrators from among current members on the Research Council, University Council on Faculty Awards and Honors – Health Sciences Center Campus members, and Deans' Council. ~~In the initial year, three appointees will be asked to serve a one-year term, three appointees will be asked to serve a two-year term, and three appointees will be asked to serve a three-year term. The selection committee will be composed of six faculty and three academic administrators serving three-year staggered terms, two faculty-at-large serving two-year staggered terms, and two outside individuals serving two-year staggered terms. [moved from 3) below]~~
- 2) The President will also select two faculty at-large from the HSC campus tenure track, tenured, and consecutive term faculty to serve. ~~In the initial year, one~~ One will be asked to serve a one-year term, and the other a two-year term.
- 3) The President will also select two distinguished outside individuals to serve. ~~In the initial year, one will be asked to serve a one-year term, and the other a two-year term.~~
~~In subsequent years, the selection committee will be composed of six faculty and three academic administrators serving three-year staggered terms, two faculty at-large serving two-year staggered terms, and two outside individuals serving two-year staggered terms.~~
- 4) Faculty members who are nominees must recuse themselves from the selection committee during that particular year; the President will replace them so as to maintain the composition of the selection committee.

(c) Selection Procedure

- 1) **Initiation.** The President's Office – in conjunction with the Senior Vice President and Provost of the Norman Campus and the Senior Vice President and Provost of the Health Sciences Center – (a) will review the number of vacant Presidential Professorships, (b) will hold three vacancies each year for recruitment leverage, and (c) will issue a call for nominations by September 30. Separate selection committees will be constituted on the Norman and Health Sciences Center campuses.
- 2) **Nominations.** Nominations should be prepared by chairs, directors, ~~and Committee A~~ or other faculty groups and forwarded to both the appropriate dean and Senior Vice President and Provost. Self-nominations will not be accepted. Deans will forward the nominations with their

own comments to their campus Senior Vice President and Provost. Each Senior Vice President and Provost will convene his or her campus' selection committee.

- 3) The Selection Committees' selections for the Presidential Professors must be forwarded by February 15 to the President's Office along with all nominations and all substantiating materials pertaining to all nominees. The President will make recommendations to the Board of Regents during the March Board of Regents' meeting.
- 4) The final selections will be announced at the Spring General Faculty Meeting.

(d) Perquisites

~~The Professorship is awarded for a four-year term.~~ Assistant and Associate Professors receive \$5,000 per year, and Professors receive \$10,000 per year. To be eligible for continued funding in any given year, a faculty member must be ~~considered as a full-time employee, continuing member of the University~~

Decisions regarding merit increases in University base ~~faculty~~ salary in the academic year will be made independently of faculty status as a Presidential Professor.

Presidential Professors will be given the option each year of receiving the professorship funding as:

- 1) a (taxable) salary supplement plus associated fringe benefits paid in two installments, (one in the fall semester and one in the spring semester), or as a summer salary, or
- 2) a faculty development grant within their departmental account(s) for use in travel, graduate student stipends, instructional enhancement, and research development, or
- 3) a combination of 1 and 2.

(e) Term of Award

The Presidential Professorship is granted for a four-year term. ~~with the~~ The faculty member ~~receiving~~ receives the funding each year based on faculty rank.

(Regents, 9-26-95, 1-27-04, 6-23-04, 6-25-08, 12-7-12)

3.12.5 David L. Boren Professorship

(a) Criteria for Selection

To qualify for the David L. Boren Professorship, a faculty member at the rank of professor must have demonstrated consistent outstanding teaching, research and creative/scholarly activity, professional and University service and public outreach, and leadership. The holders of this distinctive honor should represent the best of the OU spirit as it has come to be under the remarkable leadership of President David L. Boren---caring for students, advancing the frontiers of knowledge, and making a positive difference in the world. Among more specific criteria that may be considered are the degree to which the candidate:

- 1) inspires inquisitiveness and intellectual curiosity among students;
- 2) brings about change in students' knowledge, motives, and attitudes;
- 3) fosters the professional development of colleagues and serves as a model for colleagues and students;
- 4) contributes to scholarship or creative activity that is viewed as seminal within one or more fields, recognized via awards or other measures of excellence at the national or international levels;
- 5) publishes or exhibits scholarship or creative activity in high quality venues and has their work cited frequently;
- 6) has a strong sense of community and is instrumental in the creation, organization, and mobilization of other individuals, groups, and resources that are involved in projects benefitting the community.

(b) Nomination Procedure

- 1) **Initiation:** The Senior Vice President and Provosts of the Norman and HSC campuses will solicit recommendations for the professorship by September each year and announce appropriate schedules for processing the nominations.
- 2) **Recommendations:** Any academic unit may submit to the college dean the name of **one Regular Faculty member** with the **rank of professor**. The recommending unit will be responsible for assembling the supporting documentation. The dean of the college will review the recommendations and add his or her comments to the recommendation(s) considered to be the most worthy. The dean will submit the recommendations and supporting documentation to the respective Senior Vice President and Provost. The Senior Vice President and Provost will forward these materials to the University Council on Faculty Awards and Honors.

(c) Supporting Documentation

Recommendations are to be accompanied by specific evidence that the nominee meets the criteria for selection. Whenever possible, surveys of representative groups of current and former students should be made and reported.

(d) Selection Procedure

- 1) **Review:** The Council on Faculty Awards and Honors shall recommend to the President, through the Senior Vice President and Provost of the respective campus, only those nominated faculty considered by the Council to be most highly qualified and most deserving of being awarded the David L. Boren Professorship. The Council also shall transmit all substantiating materials pertaining to all nominees.
- 2) **Selection:** The Senior Vice President and Provost will review the nominees from his or her campus and forward recommendations, along with all nominations and all substantiating material about nominees, to the President, who will make recommendations to the Board of Regents at its March meeting.

(e) Perquisites

In the year of designation as a David L. Boren Professor, the recipient will receive a one-time cash award of \$10,000 and a permanent increase on the University base salary, or a minimum of \$10,000, whichever is greater, starting in the subsequent fiscal year.

(f) Term of the Award

The term of the David L. Boren Professor is continuous until retirement or separation from the University.

3.12.5 3.12.6 **Presentation to Board of Regents**

All nominations shall be ~~made known~~ sent to the Board of Regents at least twenty (20) days prior to the time that nominees' names appear on an agenda for action.

(Regents, 5-12-66, amended 5-11-78, 9-26-95, 1-27-04)

3.13 ENDOWED CHAIRS AND ENDOWED PROFESSORSHIPS

An endowed chair or endowed professorship is a faculty position supported by an endowment. ~~in perpetuity~~. An endowed chair requires a minimum \$1 million endowment and an endowed professorship requires an endowment of a minimum of \$500,000. Endowed faculty positions allow the Health Sciences Center to recruit or retain educators, clinicians, scholars, and researchers who are leaders in their fields of study.

Faculty may be appointed to endowed chairs and professorships established at the Health Sciences Center.

(a) Criteria for Selection

Specific criteria for the selection of occupants may be established for particular chairs as appropriate. To qualify for an endowed chair or endowed professorship, a faculty member must be distinguished within a particular academic field or an interdisciplinary program unless an exception is approved by the Senior Vice President and Provost. The term of an endowed chair is governed by the terms of the donor agreement or, in the absence of such specifications, is determined by the dean. [moved from (c) below]

(b) ~~Search Committee~~ Appointment Process

~~The appropriate dean and appropriate chair/director will appoint the Search Committee.~~ Once a candidate has been identified, the dean will consult with the Senior Vice President and Provost. The Senior Vice President and Provost, after consultation, may make a recommendation to the President. The President may approve and forward the appointment to the Board of Regents or reject it and request further searching.

(c) Term of the Award

~~For endowed chairs only, the appointee will generally be a tenured faculty member—endowed professorships do not carry such stipulations. The term of an endowed chair is governed by the terms of the donor agreement or, in the absence of such specifications, is determined by the dean.~~[Moved to (a) above]

~~(d)~~ (c) Vacancy

If the endowed position is vacant, the accumulated interest earnings cannot be expended unless ~~there is~~ the Senior Vice President and Provost requests and receives written approval by the donor(s).

(Regents, 6-15-78; Presidential Clarification, 9-15-92; Regents, 6-27-95, 1-26-99, 1-27-04, 6-23-04, 12-7-12)

3.14 COLLEGE AWARDS FOR FACULTY AND STAFF

Colleges that wish to use private funds to give faculty or staff merit awards for outstanding performance. must secure the Senior Vice President and Provost's approval of the selection procedure and the amount of awards prior to any advertising or announcement. ~~As a general rule, awards are given once a year and are limited to less than 10 percent of the recipient's salary. Annual deadlines will be established for the submission of criteria and awards. Announcements of recipients will not be made until the President has approved the annual recommendation. These awards will be made from absolutely unrestricted funds or funds designated specifically for faculty/staff awards. Recipients will be issued an IRS Form 1099 with the payment from The University of Oklahoma Foundation.~~

(Regents, 12-19-90, 3-7-91, 1-27-04)

3.15 FACULTY SCHOLARSHIPS AND FELLOWSHIPS

The University is often called upon to recommend faculty members for scholarships or fellowships, such as Fulbright Scholarships, American Council of Learned Societies Fellowships, Social Science Research Fellowships, and Guggenheim Fellowships.

~~The Council on Faculty Awards and Honors assists the President of the University, when requested, in the determinations of nominations for local, national, and international awards and honors.~~

(Regents, 5-11-78, 12-7-12)

3.16 ABROGATION OF TENURE, TERMINATION OF EMPLOYMENT, SEVERE SANCTIONS, SUMMARY SUSPENSION, AND OTHER DISCIPLINARY ACTIONS IMPOSED FOR FAILURE TO COMPLY WITH THE UNIVERSITY COMPLIANCE PROGRAM, PROFESSIONAL PRACTICE PLAN POLICIES, BILLING COMPLIANCE POLICIES, OR OTHER FEDERAL OR STATE MANDATES

- (a) **Abrogation of Tenure** - Only the Board of Regents has the power to abrogate tenure.

The University strives to exercise great care in selecting its faculty appointees and in conferring tenure only upon those faculty members who have demonstrated their merit for continuous appointment. For that reason, abrogation of tenure should be an exceptional event. When the President decides to recommend abrogation of tenure to the Board of Regents, the President must so notify the faculty member in writing. (See Section 3.14.1(b))

While abrogation of tenure generally will be required infrequently, the University must be prepared for such an eventuality so that both the integrity of the University and the rights of faculty members ~~may be~~ are preserved. The Faculty Appeals Board is the appropriate body to hear appeals regarding abrogation of tenure. The Board of Regents shall give all reasonable consideration to the recommendations of the Faculty Appeals Board Hearing Committee.

- (b) **Termination of Employment**

The Senior Vice President and Provost, or the dean with approval from the Senior Vice President and Provost, has the power to terminate employment. The Faculty Appeals Board is the appropriate body to hear permissible appeals related to termination of employment under enumerated circumstances:

Improper conduct described in Section 3.14.1 sub-sections (e), (f), (g), or (h) below may result in immediate termination of employment. The faculty member may request a Faculty Appeals Board hearing following termination under Section 3.14.1 (e), (f), (g), or (h).

~~The notice requirements for~~ For consecutive term or tenure track faculty ~~the notice requirements~~ contained in Section 3.2.7 (a) through (d) are not applicable to terminations under Section 3.14.1 (e) through (h).

- (c) **Severe Sanctions**

The Senior Vice President and Provost, or the dean with approval from the Senior Vice President and Provost, has the power to impose severe sanctions. See Section 3.14.1 for grounds for severe sanctions. [moved from below]

Faculty members who engage in improper conduct may be subject to severe sanctions short of termination or abrogation. The imposition of such severe sanctions should be viewed as a serious step usually undertaken only after administrative remedies and/or minor sanctions have failed.

~~See Section 3.16.1 for grounds for severe sanctions.~~ Severe sanctions may include, but are not limited to, loss of prospective University privileges for a stated period (for instance, loss of eligibility for a sabbatical leave of absence, loss of remunerated consultative privileges, loss of remunerated private practice privileges); a fine; or a reduction in salary. The Faculty Appeals Board is the appropriate body to hear appeals regarding severe sanctions.

- (d) **Summary Suspension**

~~Upon consultation with or recommendation by the department chair, the~~ The Senior Vice President and Provost, or the dean, with approval from the Senior Vice President and Provost, has the power to impose summary suspension. The period of suspension should be determined based on the circumstances giving rise to the suspension, including but not limited to summarily suspending a faculty member from some or all duties. ~~or assignment~~ Assigning the faculty member to other duties in lieu of suspension, is justified if immediate harm to the faculty member, others, or the University is threatened by that faculty member's continued performance of regular duties.

Summary suspension may be with or without pay. A faculty member who has been summarily suspended is not entitled to receive University compensation from consultative privileges or Professional Practice Plan privileges. If suspension is with pay, compensation will consist only of University base salary during the period of summary suspension.

Summary suspension does not remove from the University the obligation to provide due process within a reasonable period of time following the suspension, upon the faculty member's request for a Faculty Appeals Board hearing. The Faculty Appeals Board is the appropriate body to hear appeals regarding summary suspension.

(e) Disciplinary Actions for Failure to Adhere to University Compliance Program, Professional Practice Plan Policies, Billing Compliance Policies, or Other University, Federal or State Mandates:

The Senior Vice President and Provost, or the dean with approval from the Senior Vice President and Provost, has the power to impose disciplinary actions under this sub-section.

An employee's failure to adhere to the University Compliance Program, Professional Practice Plan Policies, Billing Compliance Policies, or other federal or state mandates requires that the University take quick and decisive action such as imposing fines upon, suspending the billing privileges of or otherwise sanctioning or terminating University faculty who have been determined to be out of compliance.

Disciplinary actions imposed under this sub-section (e) are not considered severe sanctions for purposes of this policy and are not appealable to the Faculty Appeals Board.

(f) Minor Sanctions

The ~~Dean, or the~~ chair of the academic unit with approval from the dean, has the power to impose minor sanctions.

A faculty member against whom the imposition of minor sanctions is sought must be informed in writing of the basis for the action. While it is not possible to specify all grounds for which minor sanctions may be sought, they include, but are not limited to, the following:

- (1) ~~Neglect in the of duty to or inability~~ Neglect or failure to carry out normal and expected satisfactory teaching, research, or service responsibilities, including patient care
- (2) Unprofessional conduct adversely affecting the functioning of the area, department, college, or University
- (3) Failure to adhere to University policy

Minor sanctions may include, but are not limited to, suspension of clinic assignments, suspension of travel privileges for not more than 30 days, and/or restitution to the University. A faculty member who believes the sanctions are unfair/unsupported may appeal the sanction(s) imposed to the Senior Vice President and Provost within 15 University business days of notice of the sanction(s). The Senior Vice President and Provost will review the sanction(s) imposed, meet with the faculty member if requested, and decide to affirm, modify, or revoke the minor sanctions. The decision of the Senior Vice President and Provost is final.

(Regents 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12)

3.16.1 Grounds for Abrogation of Tenure, Termination of Employment, and Severe Sanctions

A faculty member against whom the imposition of abrogation of tenure, termination of employment, or a severe sanction is sought must be informed in writing of the basis for the action. The Faculty Appeals Board is the appropriate body to hear permissible appeals related to abrogation of tenure, termination of employment, and severe sanctions ~~under enumerated above circumstances~~. While it is not possible to specify all grounds for which abrogation of tenure, termination of employment, or severe sanctions may be sought, they include, but are not limited to the following:

- (a) Professional incompetence or dishonesty;
- (b) Substantial, manifest, or repeated failure to, and/or refusal to fulfill professional duties and responsibilities;
- (c) Substantial, manifest, or repeated failure to, and/or refusal to adhere to University policies;

- (d) Personal behavior preventing the faculty member from satisfactory fulfillment of professional duties or responsibilities;
- (e) Being placed on the United States Department of Health and Human Services' list of excluded individuals and entities, in which case the University will take quick and decisive action by terminating the faculty member's employment.*
- (f) Violations of law to which the faculty member has pleaded guilty or nolo contendere or that have been adjudicated before a court of competent jurisdiction that prevent the faculty member from satisfactorily fulfilling professional duties or responsibilities, or violations of a court order when such violations relates to the faculty member's proper performance of professional responsibilities. In such case the University will take quick and decisive action by terminating the faculty member's employment*.
- (g) Loss or suspension of a professional license; loss or suspension of prescribing authority; or ~~privileges at a facility; loss of OU Physicians credentialing privileges~~ voluntary or involuntary loss of clinical privileges; inability to obtain or maintain enrollment as a provider with an insurer; or inability to obtain or maintain professional liability insurance coverage in which case the University will take quick and decisive action by terminating the faculty member's employment.*
- (h) For faculty hired primarily to spend their time in clinical practice or practice-related activities, or those who now spend their time primarily in clinical practice or practice-related activities, poor clinical performance, unprofessional behavior, or conduct that jeopardizes patient safety may result in the University's taking quick and decisive action by terminating the faculty member's employment.*

* Improper conduct, violations, or loss noted in sub-sections (e), (f), (g), or (h) above may result in immediate termination. The faculty member may request a Faculty Appeals Board hearing following termination under (e), (f), (g), or (h).

~~The notice requirements for~~ For consecutive term or tenure track faculty, the notice requirements contained in Section 3.2.7 (a) through (d) are not applicable to terminations under Section 3.14.1 (e) through (h).

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12)

3.17 APPEALS AND GRIEVANCES

All faculty, whether tenured or not, are entitled to academic freedom as set forth in Section 3.3 and to academic due process.

The following procedures cover alleged prohibited discrimination, including sexual, racial, or ethnic harassment; alleged violations of academic freedom or academic due process; the alleged failure to follow University policy; or alleged unfairness in the application of University policy unresolved through the administrative process. The procedures also cover permissible appeals related to abrogation of tenure, termination of employment actions (~~under enumerated~~ enumerated circumstances enumerated in Section 3.14), severe sanctions, and summary suspension. The faculty member may seek redress through the appropriate grievance procedures if such alleged violations occur in the course of performing professional duties or in the process of being considered or evaluated for recommendations regarding reappointment, salary increase, promotion, or tenure. Grounds for appeal may also include other personnel decisions in which a faculty member has reason to believe there has been discrimination; sexual, racial, or ethnic harassment; or violation of due process or academic freedom; or if there are other appealable grievances that have not been resolved administratively.

Faculty members serving as section chiefs, chairs, directors, deans, or in other administrative positions who are relieved of their administrative responsibilities may not appeal their removal from their administrative positions. ~~file an appeal when the appeal is based upon actions related to their administrative performance.~~

There are two appeal processes for the issues described above: the Faculty Appeals Board (Section 3.16) and the Committee on Discrimination and Harassment (Appendix H, VII C 1(b) and Appendix J, VII B 2(b)).

- (a) **Faculty Appeals Board** – The Faculty Appeals Board is the appropriate body to hear appeals regarding alleged violations of academic freedom, academic due process, alleged failure to follow University policy, or alleged unfairness in the application of University policy, or other appealable grievances (other than alleged prohibited discrimination) that have not been resolved administratively. It is also the appropriate appeal process for abrogation of tenure, termination of employment actions (under enumerated circumstances enumerated in Section 3.14), severe sanctions, and summary suspension. (Section 3.19)
- (b) **Committee on Discrimination and Harassment** – The Committee on Discrimination and Harassment is the appropriate appeals process for complaints involving discrimination and harassment based on race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran. Such appeals must be filed with the University Equal Opportunity Institutional Equity Officer (Appendices H and J).

(Regents, 1-26-99, 12-3-02, 12-7-12, 6-24-15)

3.18 THE FACULTY APPEALS BOARD

- (a) The Faculty Appeals Board is a standing body appointed by the Faculty Senate that responds to requests for a hearing with regard to alleged violations of academic freedom or academic due process, other appealable grievances concerning the alleged failure to follow University policy, or alleged unfairness in the application of University policy unresolved through administrative procedures, tenure abrogation, termination of employment actions (under enumerated circumstances), severe sanctions, and summary suspension. The Faculty Appeals Board considers all such matters brought before it in a timely manner by individual faculty members. It is the responsibility of the Faculty Appeals Board Chair to ensure that all matters are handled in a timely manner.
 - 1) In cases related to alleged violation of academic freedom or academic due process or in cases related to other grievances concerning the alleged failure to follow University policy or alleged unfairness in the application of University policy, the faculty member ~~will be~~ is considered the complainant and the administration the respondent.
 - 2) In cases related to abrogation of tenure, termination, severe sanctions, or summary suspension, the administration ~~will be~~ is considered the complainant, and the faculty member is the respondent. The written notice provided to the faculty member outlining the charges will serve as the complaint.
- (b) The Faculty Appeals Board of the Health Sciences Center shall consist of forty tenured faculty members representing fairly the existing colleges on the Health Sciences Center campus. The members shall be appointed from among all full-time faculty whose duties are primarily non-administrative (i.e., not at the level of Assistant/Associate Dean, Dean, Assistant/Associate/Vice Provost, or Senior Vice President and Provost). All terms shall be four years.
- (c) Each Faculty Appeals Board shall have a chair and vice chair designated by the Faculty Senate. The chair and vice chair ~~should~~ must be from separate colleges.
- (d) All responsibilities of the chair will be relinquished and passed to the vice chair if the appeal at issue is from a faculty member in the same college as the chair.
- (e) All members of the Board are eligible for re-election. Terms of service shall begin July 1 and end June 30 except that if a hearing is in progress at this time, any retiring member of the Board who is on the Hearing Committee shall be continued on the Committee until the case in progress is closed.
- (f) If a member of the Board, not serving on a Hearing Committee, ceases to be a full-time member of the faculty or if his or her duties become primarily administrative, the Senate shall elect a replacement to complete the term.
- (g) Members on the Board who have an appeal pending before the Board shall be suspended from all Board activities until the appeal is resolved.

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12)

3.19 FACULTY APPEALS BOARD PROCESS**3.19.1 Initiation of Appeal and Request for a Hearing**

- (a) **Request for Hearing - Academic Freedom, Academic Due Process or Other Appealable Grievances Concerning the Alleged Failure to Follow University Policy or Alleged Unfairness in the Application of University Policy:**

Deadline to request a hearing: Within 45 University business days after he/she became or should have become aware of the alleged violation.

Any faculty member who believes that either academic freedom or academic due process has been violated or alleges other grievances concerning the failure to follow University policy or unfairness in the application of University policy should first seek prompt redress through regular administrative channels, which include the chair, dean, and Senior Vice President and Provost. Seeking redress through regular administrative channels does not extend the 45 day time allowed for filing an appeal.

If the administrative review does not provide a satisfactory result, and if the faculty member wishes to continue the appeal, he/she may submit, as the complainant, a written ~~complaint~~ statement outlining the specific points of appeal and requesting a formal hearing to the Chair of the Faculty Appeals Board no later than ~~45~~ 30 University business days after he/she became or should have become aware of the alleged violation.

- (b) **Request for Hearing - Abrogation of Tenure, Appealable Termination of Employment, Severe Sanctions, or Summary Suspension:**

Deadline to request a hearing: Within 45 University business days of the date of the written notice provided to the faculty member.

Any faculty member who chooses to ~~appeal~~ exercise due process rights for an appealable termination of employment, severe sanctions, summary suspension, or the decision by the President to recommend abrogation of tenure to the Board of Regents must submit, as the respondent, a written request for hearing to the Chair of the Faculty Appeals Board within ~~15~~ 45 University business days of the date of the written notice of the action provided to the faculty member.

- (c) The time intervals specified in the preceding and following sections should be maintained unless waived by the Chair of the Faculty Appeals Board for unusual circumstances or in order to allow continuing progress towards informal resolution of the complaint.
- (d) The Faculty Appeals Board process is a lay process that relies on peer review and the common sense, sound judgment, good character, and sense of fairness of each Hearing Committee member. The Faculty Appeals Board procedures should strive to diminish formality and rigidity. The process is not to be considered a trial but is a system of internal review to effect a just and fair disposition of a grievance.
- (e) From time to time, compliance with applicable State and/or Federal law(s) may require modification of the Faculty Appeals Board process, which includes modification of the related hearing procedures.

- (f) **Responsibilities of the Faculty Appeals Board Chair**

1) The Faculty Appeals Board Chair, within 15 University business days of receipt of written request for a hearing, has the responsibility to determine if the complaint is appealable under University policy and for example, whether the deadlines under sections 3.17.1.(a) and (b) has been met. and whether the complaint alleges failure to follow University policy or unfairness in the application of University policy. If the complaint is timely and appealable, the process will continue. If the complaint is not timely and/or appealable, the Chair shall so notify both the complainant and the respondent and the process will end.

2) Within 10 University business days of determining a complaint is timely and appealable, the Faculty Appeals Board Chair shall, prior to initiating the formal hearing process, hold a pre-hearing

conference by meeting with the complainant and respondent, either together or separately, to discuss the points of the complaint. The intent will be to resolve differences where possible and to seek a resolution and/or dismissal of the appeal.

- 3) Ordinarily the University General Counsel or a member of his/her staff not otherwise involved will serve as the legal advisor to the Faculty Appeals Board. If the Chair of the Faculty Appeals Board ~~determines that some other course is desirable,~~ reasonably believes that the University General Counsel's office has a conflict of interest that would prevent the office from objectively advising the Faculty Appeals Board, he/she may request a meeting with the President or his designee to discuss the concern and to request other counsel. ~~In such instances when the Chair of the Faculty Appeals Board continues to desire outside counsel following a meeting with the President or his designee, if the President agrees, he may appoint other counsel, with the concurrence of the Chair of the Faculty Appeals Board,~~ to advise the Hearing Committee.

3.19.2 Formal Hearing Procedure

To initiate the hearing procedure, the Chair of the Faculty Appeals Board will request statements from both the complainant and the respondent per (a) and (b) below and concurrently begin the process for selection of Hearing Committee members per (c) (1) through (9) below.

All matters brought to the Faculty Appeals Board shall be handled according to the following procedures, which are designed to ensure fairness and due process.

- (a) The Chair of the Faculty Appeals Board will request the complainant to submit to both the Chair and the respondent, within 10 University business days, a written statement embodying:
 - 1) Relevant policies of the administrative or academic unit, the College, the Senior Vice President and Provost's Office, the President's Office, and the Board of Regents.
 - 2) The written complaint (**Section 3.17.1(a)(b)**).
 - 3) A summary of the evidence upon which the complaint is based.
 - 4) A list of witnesses proposed to be called, a brief summary of the testimony of each proposed witness, and a copy of exhibits proposed to be presented.
- (b) The Chair of the Faculty Appeals Board will, upon receipt of the complainant's statement, request the respondent to submit to both the Chair and the complainant, within 10 University business days, a written statement including:
 - 1) Relevant policies of the administrative or academic unit, the College, the Senior Vice President and Provost's Office, the President's Office, and the Board of Regents.
 - 2) The written response outlining the specific points of defense.
 - 3) A summary of the evidence to be used in refuting the charges.
 - 4) A list of proposed witnesses to be called, a brief summary of the testimony of each proposed witness, and a copy of exhibits proposed to be presented.
- (c) Selection of Hearing Committee:
 - 1) Within five University business days after receipt of the faculty member's request for a hearing, the Chair of the Faculty Appeals Board will proceed with the selection of the Hearing Committee by submitting the list of names of the eligible Board members to both parties. The list shall not include a member or alternate of the same academic unit or one who is related by consanguinity or affinity to the respondent or complainant. Members and alternates currently serving on another hearing shall also be ineligible. A member or alternate of the Hearing Committee may

disqualify himself or herself on personal initiative or in response to such challenge for cause as is provided for in this section. The Chair of the Faculty Appeals Board shall also determine, in consultation with the legal counsel to the Faculty Appeals Board, that no one on the list has a bias related to the person(s) or issue at hand.

- 2) Within five University business days after submitting the list of eligible Board members to both parties, the Chair of the Faculty Appeals Board will select seven members of the Board to constitute the Hearing Committee, three additional members to serve as alternates, and ten members to be available to serve as alternates (alternate pool) should replacements become necessary through personal disqualification, challenge of individuals initially selected, or other cause.

The selection of members and alternate members of the Hearing Committee shall be made by lot and shall be made in the presence of the Chair of the Faculty Senate or a designated representative. The complainant and the respondent shall be invited to be present or to send a representative. The Chair of the Faculty Appeals Board shall notify members in writing of their selection to the Hearing Committee and of the parties involved and provide a brief description of the general nature of the issue. Members who cannot serve objectively must so notify the Chair within five University business days.

- 3) Within five University business days of notice of the initial selection of the Hearing Committee, the complainant or the respondent may submit a written request to the Chair of the Faculty Appeals Board asking that members or alternates of the Hearing Committee be disqualified on grounds of bias or personal interest in the case. If, however, a challenge for cause is disputed by either of the parties, the Faculty Appeals Board Chair shall decide whether cause has been shown and, if so, replace the member or alternate, in accordance with (1) and (2) above.
- 4) After challenges for cause have been acted on, the complainant and the respondent, each may make a maximum of two peremptory challenges of members or alternates selected for the Hearing Committee within five University business days of the date the parties are notified that such challenges for cause are resolved. Replacements shall be made in accordance with (1) and (2) above.

A finalized list of Hearing Committee members and alternates will be given to all parties within five University business days of resolving any challenges of the membership of the Hearing Committee or alternates by the complainant or the respondent. If no challenges are offered, the finalized list must be completed within 20 University business days of the initial selection of the Hearing Committee and alternates by the Chair of the Faculty Appeals Board.

All decisions regarding initial disqualifications shall be made prior to the first meeting of the Committee. Within 10 University business days after the Hearing Committee and the alternates have been finalized, the Chair of the Faculty Appeals Board shall select from the Hearing Committee the individual to serve as the Chair, who shall then set the date of the hearing. Every reasonable effort should be made by the Hearing Committee and both parties to hold the hearing as soon as possible.

- 5) Members of the Hearing Committee who are subsequently ineligible, ill, or otherwise unable to serve, shall be replaced from among alternate members by the Chair of the Faculty Appeals Board. Alternates who are subsequently ineligible, ill, or otherwise unable to serve, or who become members of the Hearing Committee will be replaced from among the alternate pool (**Section 3.17.2(c)(2)**) by the Chair of the Faculty Appeals Board.
- 6) If a member of a Hearing Committee ceases to be a tenured, full-time member of the faculty, he or she shall be replaced from among the alternates by the Chair of the Faculty Appeals Board.
- 7) If the duties of a Hearing Committee member become primarily administrative, the member shall inform the Chair of the Faculty Appeals Board. The Chair of the Faculty Appeals Board will inform

all parties. The member will continue to serve unless either party objects in writing to the Chair of the Faculty Appeals Board within five University business days of receipt of notice.

- 8) Three alternate members shall be maintained according to selection procedures in Section 3.17.2(c)(2). Alternate members shall attend all meetings of the Hearing Committee.

3.19.3 Hearing Regulations

The following regulations shall apply:

- (a) The Chair of the Hearing Committee, after consulting with the legal counsel assigned to the Committee, shall have the final decision on any procedural issues raised that are not addressed by the *Faculty Handbook*.
- (b) The parties shall have the right to attend the hearing and to be accompanied by a colleague or counsel to advise them. The names of such colleague or counsel shall be provided to the Chair of the Hearing Committee at least 15 University business days prior to the hearing. The party appealing is responsible for obtaining and paying for costs for such his/her representation ~~are borne by the respective parties.~~ Representatives may not question witnesses or address the Hearing Committee. All hearings will be closed to the public.
- (c) The Chair of the Hearing Committee shall serve as liaison for communication between the complainant or respondent and the Hearing Committee. Communications related to evidence and hearing procedures should be directed to the Chair of the Hearing Committee. Neither party shall communicate orally or in writing with individual Hearing Committee members during the hearing procedure. To ensure that information provided to the Hearing Committee by either party is part of the official documentation of the proceeding, the Chair of the Hearing Committee shall provide each party ~~is provided~~ with a copy.
- (d) The written statements of both parties, as provided in Section 3.17.2 (a) and (b) and evidence taken or considered beyond the written statements shall be heard by the entire Committee at the hearing and not beforehand.
- (e) The principles of confrontation shall apply throughout the hearing. Both parties shall have the right to present, examine, and cross-examine witnesses, and each other.
- ~~(f) The principles of confrontation shall apply throughout the hearing. [moved to (e)]~~
- (f) The Senior Vice President and Provost's Office shall make available to the parties such authority as it possesses to require the presence of witnesses.
- (g) The report of the Hearing Committee, which shall include findings and recommendations, will be submitted to the Senior Vice President and Provost within 10 University business days of the conclusion of the hearing, regardless of whether the written transcript of the hearing is available. The Senior Vice President and Provost shall forward the Hearing Committee's findings and recommendations, as well as his recommendation, to the President.
- (h) The Chair of the Hearing Committee is responsible for maintaining a full and accurate record of the proceedings. This shall consist of a recording or, at the option of either party, a written transcript taken by a court reporter and shall include copies of all exhibits and other materials distributed at the hearing.
- (i) Either party may request a copy of the recording of the proceedings. The recording will be maintained in the Office of the Legal Counsel for a period of five years. The full cost of recording the proceedings shall be borne by the University.
- (j) ~~The Board of Regents of the~~ The University of Oklahoma shall not be liable for any costs whatsoever incurred by the appealing faculty member except as set forth in this section.

3.19.4 Disposition of Charges

The President shall transmit to the Board of Regents the full record of the hearing and the findings and recommendations of the Hearing Committee, ~~together with his/her recommendations, and the Senior Vice President and Provost's and Presidential~~ recommendations. The Board of Regents shall come to a decision in the case based upon the materials submitted plus any additional information which it wishes to consider, or it may return the matter to the Hearing Committee with written directions as to how to proceed.

- (a) When the Board of Regents reviews the matter, the principals shall have the opportunity to present written argument. Oral arguments will be presented only upon request by the Board of Regents.
- (b) If the Board of Regents chooses to return the matter to the Hearing Committee, the Committee shall review the matter in light of the Board of Regents' directions, receive new evidence or information, if necessary, and submit a final report of its findings and recommendations to the President for transmittal to the Board of Regents, as before. The work of the Hearing Committee is finished when the President communicates in writing the final decision of the Board of Regents to the Chair of the Hearing Committee and the principals in the case.
- (c) The full record shall be deposited in the office of the Vice President for University Governance and Secretary of the University. Parties to the case may request copies or excerpts from the full record after the completion of the Committee's work. The costs shall be borne by the requesting party.

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12)

3.20 NON-DISCRIMINATION POLICY AND SEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY AND GRIEVANCE PROCEDURES

These policies, in their entirety, and the associated complaint and grievance procedures, are contained in **Appendices H and J**.

The University, in compliance with all applicable federal and state laws and regulations, does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes but is not limited to admissions, employment, housing, financial aid, and educational services. Please refer to **Appendices H and J** for a more detailed explanation of the University's Institutional Equity Office's Equal Opportunity policies and procedures and Institutional Equity and Title IX policies and procedures. Or, contact the Equal Opportunity and Title IX Office on the Health Sciences Center campus directly at: (405) 271-2110. ~~Room 127, Basic Medical Sciences Building.~~

The investigative process, findings and recommendations, and appeals processes for claims brought under the Non-Discrimination Policy and/or the Sexual Misconduct, Discrimination and Harassment Policy, are handled through the University Offices of Equal Opportunity and Institutional Equity and Title IX. Hard copies of the procedures may be found on the Health Sciences Center campus at (405) 271-2110.

(Regents, 7-22-81, 9-17-81, 9-9-82, 9-27-95, 1-14-97, 1-26-99, 1-27-04, 9-19-11, 12-7-12, 6-24-15)

3.21 POST-DOCTORAL FELLOW GRIEVANCE PROCEDURE

Because of the post-doctoral fellows' positions as employees who are also receiving education, any grievance brought by a fellow, other than those clinical trainees in the College of Medicine, (See College of Medicine Residents' Handbook), regarding his or her rights as a fellow or any allegation of wrongful administrative action resulting in probation, suspension, or dismissal of post-doctoral education shall be brought under this policy. The Post-Doctoral Fellow Grievance Procedure can be found in its entirety in **Appendix N**.

3.22 FACULTY PARTICIPATION IN COMMENCEMENT

It is the responsibility of all full-time faculty members to participate in the commencement involving their programs.

3.23 CANDIDACY FOR POLITICAL OFFICE

Any employee of the University who becomes a candidate in any primary or general election for any county, state or federal office shall, prior to announcing candidacy for any said offices, offer his/her resignation to the Board of Regents, without reservation (See Section 3.3.2 (d)).

In making the announcement of the adoption of ~~the~~ this resolution, the Board of Regents stated: "In adopting this resolution, the Board of Regents does not want to be understood as offering discouragement to faculty members or employees from becoming candidates for public office. As an American citizen, an employee may regard it his or her duty to become a candidate."

(Regents, 9-14-43, 1-27-04)

3.24 PROFESSIONAL PRACTICE PLANS

All colleges on the Health Sciences Center campus have Professional Practice Plans in effect. Faculty are obligated to comply with the Plan of their college/primary appointment. Failure to comply with the Professional Practice Plan may result in disciplinary action up to and including abrogation of tenure (See Section 3.14.1).

Copies of Professional Practice Plans are included for each college in Appendix M.

Each college plan stipulates procedures and processes related to time restrictions, deposit and disbursement requirements and restrictions, governance structure, etc.

Exclusion of specific honoraria provided by Federal agencies: Applicable to all colleges, honoraria received for reviewing federal grants and/or serving on federal external advisory/leadership committees/panels are not to be considered Professional Practice Plan income/revenue nor included within the scope of the Professional Practice Plan and, thus, are to be income exclusions.

3.25 ETHICS IN RESEARCH POLICY

(a) **Introduction**

Research and other scholarly activity at The University of Oklahoma must be above reproach. Each member of the University community has the responsibility to ensure the integrity and ethical standards in any activity with which he or she is associated directly, or any activity of which there is sufficient knowledge to determine its appropriateness. Misconduct in the conduct of research undermines the scholarly enterprise and erodes the public trust in the University community to conduct research and communicate results using the highest standards and ethical practices. The University of Oklahoma is responsible both for promoting scholarly practices that prevent misconduct and for developing policies and procedures for dealing with allegations or other evidence of scholarly or research misconduct.

This policy establishes uniform policies and procedures for investigating and reporting instances of alleged or apparent misconduct involving research, including, but not limited to, research or research training, applications for support of research or research training, or related research activities that are supported with funds made available under the Public Health Service Act. The policies and procedures outlined below apply to faculty, staff and students. They are not intended to address all scholarly issues of an ethical nature. For example, discrimination and affirmative action issues are covered by other University policies.

(b) **Definition of Scholarly Misconduct**

Scholarly misconduct involves any form of behavior that entails an act of deception whereby one's work or the work of others is misrepresented. Other terms, such as research fraud, are here subsumed within the term "scholarly misconduct" as defined below. The term scholarly misconduct will be used to encompass scientific as well as other types of scholarly misconduct. Scholarly misconduct is distinguished from honest errors and ambiguities of interpretation that are inherent in the scholarly process. Further, scholarly misconduct involves significant and intentional breaches of integrity which may take numerous forms such as, but not limited to, those outlined below:

- (b)(1) Falsification of data ranging from fabrication to deceptive selected reporting of findings and omission of conflicting data.

- (b)(2) Plagiarism and other improper assignment of credit, such as excluding others or claiming the work of others as one's own; presentation of the same material as original in more than one publication; inclusion of individuals as authors who have not made a definite contribution to the work published; and submission of multi-authored publications without the concurrence of all authors.
- (b)(3) Improper use of information gained by privileged access, such as through service on peer review panels, editorial boards or policy boards of research funding organizations.
- (b)(4) Serious deviation from the scientific method accepted in proposing or carrying out research, deliberate manipulations or improper reporting of results.
- (b)(5) Material failure to comply with federal, state or institutional rules governing research: Including, but not limited to, failure to file conflict of interest reports and/or to undergo prescribed training, serious or substantial violations involving the use of funds, care of animals, protection of human subjects, or use of investigational drugs, recombinant products, new devices, or radioactive, biological and/or chemical materials.
- (b)(6) Inappropriate behavior in relation to misconduct: Including inappropriate accusations of misconduct; failure to report known or suspected misconduct; withholding or destruction of information relevant to a claim of misconduct; and retaliation against persons involved in the allegation or investigation of misconduct.

(c) **Process for Handling Allegations of Scholarly Misconduct**

- (c)(1) Initiation of an allegation of misconduct. Initial allegations or evidence may be reported by anyone to any faculty member or administrator, who must then report the allegations to the Senior Vice President and Provost and to the Vice President for Research. If the person to whom the report would normally be given is involved in some way in the misconduct, the next higher academic officer should be informed. The Senior Vice President and Provost or Vice President for Research shall take interim administrative actions, as appropriate, to protect Federal funds and insure that the purposes of the Federal financial assistance are carried out during the inquiry and investigation stages.

The Senior Vice President and Provost or Vice President for Research shall informally review any allegations of scholarly misconduct, confer with the dean of the college in which the allegation is alleged to have occurred and Legal Counsel and determine whether the allegation warrants initiation of the inquiry process according to the policies and procedures for scholarly misconduct or whether other University policies or procedures should take precedence. The Senior Vice President and Provost or Vice President for Research will counsel the individual(s) making the allegation, as to the policies and procedures to be used. If the reporting individual chooses not to make a formal allegation but the Senior Vice President and Provost or Vice President for Research believes an inquiry is warranted, an inquiry shall be initiated. The institution will pursue an allegation of misconduct to its conclusion, even if the person against whom the allegation is made (hereinafter referred to as the "Respondent") leaves or has left the institution before the case is resolved.

Interim administrative action prior to conclusion of either the inquiry or the investigation may be indicated as the institution is responsible for protecting the health and safety of research subjects, patients, students, staff, and Federal funds as well as the public interest. Such action may range from restriction on some activities to full suspension of the Respondent. Notification of external sponsors and the NIH Office of Research Integrity, if appropriate, should be initiated by the Provost.

(c)(2) **Inquiry**

- (a) The first step of the review process is an inquiry which has as its purpose fact finding in an expeditious manner to help determine if an allegation is deserving of further formal investigation, and if formal investigation is not warranted, to make recommendations concerning the disposition of the case.
- (b) An Inquiry Committee composed of no fewer than three tenured faculty with no real or apparent conflict of interest, with no appointment in the department of either the individual(s) making the allegation or the

Respondent, with appropriate expertise for evaluating information relevant to the cases shall be appointed by the Senior Vice President and Provost or Vice President for Research within fifteen University business days after receipt of an allegation.

- (c) The Senior Vice President and Provost or Vice President for Research shall notify the Respondent, in writing, of the allegations and the procedures which will be used to examine the allegations. The Respondent will be informed of the proposed membership of the Inquiry Committee to identify in advance any bias or conflict of interest.
- (d) Where the individual(s) making the allegation seeks anonymity, the Inquiry Committee shall operate in such a way as to maintain the anonymity to the degree compatible with accomplishing the fact-finding purpose of the inquiry. Such anonymity cannot, however, be assured. Further, this anonymity may be neither desirable nor appropriate where individual testimony is important to the substantiation of the allegations.
- (e) Information, expert opinions, records, and other pertinent data may be requested by the Inquiry Committee. All involved individuals are obligated to cooperate with this Committee by supplying such requested documents and information. Uncooperative behavior by any involved individual may result in immediate implementation of a formal investigation or institutional sanctions.
- (f) All material will be considered confidential and shared only with those with a need to know. The Provost or Vice President for Research and the members of the Inquiry Committee are responsible for the security of relevant documents.
- (g) All and any forms of evidence may be gathered by, the Inquiry Committee, which will also conduct interviews of all individuals possessing relevant information but in particular the Respondent and the individual(s) making the allegation.
- (h) All individuals may have the assistance of personal legal counsel, at their expense, at both the inquiry and investigative stages; however, principals are expected to speak for themselves at the interviews.
- (i) The review by the Inquiry Committee should be completed and a written report filed within sixty University business days of written notification to the Respondent that an Inquiry Committee is being named. The written report shall contain what evidence was reviewed, summarize relevant interviews and include the findings and recommendations of the Inquiry Committee. If this deadline cannot be met, a request for extension and a report of reasons and progress to date, together with the anticipated time frame, should be filed with the Senior Vice President and Provost and the Vice President for Research and all individuals with a need to know should be informed.
- (j) The written report of the Inquiry Committee will be conveyed to the Senior Vice President and Provost or the Vice President for Research, who shall give a copy of the written report of inquiry to the Respondent and provide the Respondent with access to all evidence. The Respondent shall be given the opportunity (ten University business days) to comment in writing upon the findings and recommendations of the Inquiry Committee. These comments may be made part of the record.
- (k) If, after reviewing the outcome of the inquiry, the Vice President for Research, in consultation with the Senior Vice President and Provost determines the need for a formal investigation, the Senior Vice President and Provost or Vice President for Research will initiate that action within fifteen University business days by appointment of a Committee of Investigation, and by immediately notifying, among others with a need to know, the Director of the National Institutes of Health (NIH) Office of Research Integrity, if appropriate, and the funding source, if any, that an investigation is being undertaken. This notification is expected to occur within twenty-four hours of the determination of the need for a formal investigation. Under certain circumstances, the University may be expected to notify the sponsoring agency or funding source at a point prior to the initiation of an investigation. Factors used in determining the timing of such notification include the seriousness of the possible misconduct; the presence of an immediate health hazard; and consideration of the interests of the funding agency, the scientific community, the public, and the individual who is the subject of the inquiry and his/her associates.

- (l) If, after reviewing the outcome of an inquiry, the Senior Vice President and Provost or Vice President for Research determines that a formal investigation is unwarranted, or if the inquiry is terminated for any reason, the Senior Vice President and Provost or Vice President for Research shall:
- a. notify all involved individuals and make diligent efforts to restore the reputations of persons alleged to have engaged in misconduct when allegations are not confirmed,
 - b. undertake diligent efforts to protect the positions and reputations of those persons who, in good faith, have made allegations of scientific misconduct
 - c. send a report to the NIH Office of Research Integrity stating the intent to terminate the procedure without an investigation and including a description of the reason for such termination.

If the Inquiry Committee finds the allegations not to have been brought in good faith, sanctions may be recommended against the individual(s) making the allegation.

- (m) Records of the inquiry are confidential to the maximum extent possible and are to be passed on to the Committee of Investigation only if a formal review is initiated. The records of inquiry shall contain sufficiently detailed documentation of the inquiry to permit a later assessment of the reasons for determining that an investigation was not warranted, if necessary. If a formal review is not initiated, the records shall be kept by the Senior Vice President and Provost or Vice President for Research for at least three years after completion of the inquiry and shall, upon request, be provided to authorized Department of Health and Human Services personnel.

(c)(3) **Investigation**

- (a) The Senior Vice President and Provost or Vice President for Research shall appoint a Committee of Investigation of no fewer than three senior faculty with no real or apparent conflict of interest, hold no appointment in the department of either the individuals making the allegation or Respondent, and have appropriate expertise for evaluating the information relevant to the case. Preferably, at least one member should not be associated with the institution.
- (b) The Senior Vice President and Provost or Vice President for Research shall notify the Respondent, in writing, that there will be an investigation, specifically listing the areas to be reviewed and describing the procedures to be used during the investigation. The Respondent will be informed of the proposed membership of the Committee of Investigation to identify any bias or conflict of interest.
- (c) The purpose of the Committee of Investigation is to further explore the allegation(s) and to determine whether scholarly misconduct has been committed, and, if so, the extent of the misconduct. The investigation normally will include examination of all documentation, including but not necessarily limited to relevant research data and proposals, publications, correspondence, and memoranda of telephone calls. Interviews should be conducted of all individuals involved. The interviews should include the Respondent and the individual(s) making the allegation, as well as other individuals who might have information regarding key aspects of the allegations.

Respondent shall be given the opportunity to address the allegations and evidence at the interviews. Complete summaries of these interviews should be prepared, provided to the interviewed party for comment or revision, and included in the investigatory file. The Committee of Investigation may request the involvement of outside experts. The investigation must be sufficiently thorough to permit the Committee of Investigation to reach a firm conclusion about the validity of the allegations and the scope of the wrongdoing or to be sure that further investigation will be unlikely to alter an inconclusive result. In the course of an investigation, additional information may emerge that may justify broadening the scope of the investigation beyond the initial allegation. Should this occur the Respondent is to be informed, by the Vice President for Research in writing of any significant new directions in the investigation. In addition to making a judgment on the veracity of the charges, the Committee of Investigation may recommend sanctions to the Senior Vice President and Provost or Vice President for Research.

- (d) All individuals involved in the investigation are obligated to operate in timely fashion by producing any additional data requested for the investigation. Copies of all materials obtained by the Committee of Investigation shall be provided to the Respondent and, as judged appropriate by the Committee of Investigation, to other concerned individuals.
 - (e) The proceedings of the Committee of Investigation are confidential and will be closed. A tape recording of proceedings may be made.
 - (f) Every effort should be made to complete the investigation within 120 University business days; however, it is acknowledged that some cases may render this deadline difficult to meet. In such cases, the Committee of Investigation shall compile a progress report, identify reasons for the delay, and request an extension from the Senior Vice President and Provost or Vice President for Research. The Senior Vice President and Provost or Vice President for Research shall convey to the funding or other relevant agency such information as may be required by it, at intervals as required by the agency.
 - (g) All significant developments during the formal investigation as well as the interim and final findings and recommendations of the Committee of Investigation will be reported by the Senior Vice President and Provost or Vice President for Research, among others, to the research sponsor, the NIH Office of Research Integrity, and others if appropriate.
 - (h) Upon completion of the investigation, the Committee of Investigation shall deliberate and prepare its findings and recommendations. The Committee of Investigation shall submit to the Senior Vice President and Provost and Vice President for Research a full written report which details the Committee of Investigation's findings and recommendations and the documentation to substantiate the findings. This report shall be sent to the Respondent by the Senior Vice President and Provost or Vice President for Research. The Respondent shall be given twenty University business days to comment in writing on the allegations, evidence, findings, and recommendations of the Committee of Investigation. The Senior Vice President and Provost shall then make the decision regarding the findings and recommendations, and if applicable, application of sanctions. The Senior Vice President and Provost shall inform the Respondent in writing of his determination and any sanctions, as well as the appeal process. If the sanctions involve the recommendation for termination of employment, the Senior Vice President and Provost will comply with the University termination procedures.
 - (i) When appropriate, the Senior Vice President and Provost will submit the final report of the investigation to the Director of the NIH Office of Research Integrity and the funding agency. In cases involving a recommendation for severe sanctions, the notification will state, "These sanctions are being recommended and, following University policy, appropriate procedures to appeal the case may be initiated by the Respondent." On occasion they may request for an extension. The final report must describe the policies and procedures under which the investigation was conducted, how and from whom information was obtained relevant to the investigation, the findings and the basis for the findings and include the actual text or accurate summary of the views of any individual(s) found to have engaged in misconduct, as well as a description of any sanctions taken by the University.
 - (j) If the formal investigation is terminated for any reasons without completing all requirements for an investigation, the Senior Vice President and Provost shall send a report to the NIH Office of Research Integrity including a description of the reasons for such termination.
 - (k) After the investigation has been completed, the Committee of Investigation shall deliberate and prepare its findings and recommendations.
- (c)(4) **Resolution**
- (a) Finding of absence of scholarly misconduct. All research sponsors and others initially informed of the investigation shall be informed in writing that allegations of misconduct were not supported. If the allegations are deemed to have not been made in good faith, appropriate disciplinary action should be taken against the individuals making the allegation. If the allegations, however incorrect, are deemed to have been made in good faith, no disciplinary measures are indicated and an effort should be made to prevent retaliatory actions. In publicizing the findings of no misconduct, the institution should be guided

by whether public announcements will be harmful or beneficial in restoring any reputations that may have been lost. Usually, such decisions should rest with the person who was wrongfully accused. Diligent efforts, as appropriate, should be undertaken to restore the reputations of persons alleged to have engaged in misconduct when allegations are not confirmed and to protect the positions and reputations of those persons who, in good faith, make allegations.

(b) Findings of scholarly misconduct. The Senior Vice President and Provost or the Vice President for Research is responsible for notification of all federal agencies, sponsors, or other entities initially informed of the investigation of the finding of scholarly misconduct. The institution should take action appropriate for the seriousness of the misconduct, including but not limited to the following:

1. **Notification:** Consideration should be given to formal notification of the following, among other appropriate entities:

- Sponsoring agencies, funding sources
- Co-authors, co-investigators, collaborators
- Department, School, or Institution
- Editors in journals in which fraudulent research was published
- Editors of other journals or publications, other institutions, other sponsoring agencies, and funding sources with which the individual has been affiliated
- State professional licensing boards
- Professional societies

2. **Institutional Disciplinary Action** including, but not limited to the following:

- Removal from particular project
- Special monitoring of future work
- Letter of reprimand
- Probation for a specified period with conditions specified
- Suspension of identified duties or privileges for a specified period, with or without salary
- Termination of employment

(c) **Appeal**

Individuals may appeal the finding of the Committee of Investigation and/or the sanction. A written statement of the grounds for the appeal must be submitted to the President within thirty University business days of written notification of the results of the investigation. Grounds for appeal include new previously unconsidered evidence which was not available earlier, sanctions not in keeping with the findings, conflict of interest not previously known among those involved in the investigation, or other lapses in due processes. Upon receipt of a written appeal, the President will evaluate the evidence and make a determination. At the President's discretion, the investigation may be reopened. The President's decision will be binding on all parties and will be conveyed to all involved in a timely fashion. In case of termination of employment, the decision may be appealed according to University policies.

4. STUDENT POLICIES AND SERVICES

4.1 STUDENT ADMISSION

Policies and procedures as they relate to student admission may be obtained from the appropriate college or by contacting the Office of Admissions and Records.

4.2 STUDENT ENROLLMENT

Policies and procedures as they relate to student registration, adding/dropping courses, and student withdrawals may be obtained from the current *Student Handbook* or by contacting the Office of Admissions and Records.

4.3 ENROLLMENT TO AUDIT COURSES

Auditing a class is permitted in all courses, subject to approval of the instructor and the dean of the college in which the course(s) is offered. Enrollment exclusively as an auditor requires one to meet the University's and or program's minimum admission requirements. Enrollment to audit must be completed by the last day of enrollment in any term. Further information may be obtained from the *Student Handbook* or by contacting the Office of Admissions and Records.

4.4 ENROLLMENT AS A SPECIAL STUDENT

Any person who is admissible to the University of Oklahoma and who wishes to take courses without the intention of pursuing a degree may do so under the classification of Special Student. Enrollment as a Special Student requires one to meet the University's and or program's minimum admission requirements.

Enrollment as a Special Student is limited to 12 credit hours or three (3) terms, whichever comes first. Credit earned as a Special Student may be petitioned to be counted toward a degree program provided the criteria for full standing admission is met at the time of admission.

Special students are not eligible for financial aid. International students attending on an F1 visa are not eligible to enroll as a Special Student. For additional information on procedures and policies, contact the Office of Admissions and Records.

~~**4.5 ENROLLMENT AS AN UNCLASSIFIED GRADUATE STUDENT**~~

~~A student in an unclassified status is not a candidate for a degree, nor does unclassified status offer assurance of further admission to a degree program. Persons who have earned a baccalaureate degree or the equivalent with at least a 3.00 grade point average over the last 60 hours of graded undergraduate work, or a 3.00 grade point average on 12 hours or more of graduate work, or certification of award of a graduate or professional doctoral degree from an accredited college or university may be admitted to the Graduate College in unclassified status.~~

~~Further information may be obtained from the Office of Admissions and Records or the Graduate College.~~

4.5 HEALTH SCIENCES CENTER STUDENT ENROLLMENT IN NORMAN CAMPUS COURSES

OUHSC students desiring to enroll in courses on the Norman campus must receive permission from their HSC college. Norman campus courses will be listed on the HSC student's transcript. For further information, contact the HSC Office of Admissions and Records at 271-2359.

4.6 NORMAN CAMPUS STUDENTS ENROLLING IN HEALTH SCIENCES CENTER COURSES

Norman campus students desiring to enroll in courses on the Health Sciences Center campus must secure special permission from the HSC instructor before beginning the enrollment process and should do so in the Norman campus Office of Admissions and Records at 325-3572.

4.7 OTHER ENROLLMENT OPPORTUNITIES

Information on independent study ~~through correspondence~~, courses taught off-campus, and intersession courses may be obtained from a current class schedule or by contacting the Office of Admissions and Records.

4.8 FULL-TIME STUDENTS

To be considered full-time, an undergraduate student must be enrolled in at least six (6) hours in a summer session and at least twelve (12) hours in a fall or spring semester.

Full-time enrollment for graduate students is nine (9) semester hours during each of the fall and spring semesters and four (4) semester hours during the summer sessions. Students may not carry more than sixteen (16) hours per semester for graduate credit or more than nine (9) semester hours per summer session without the permission of the dean.

A graduate assistant holding a 0.50 FTE appointment will be required to enroll in at least ~~five~~ six (6) hours during each of the fall and spring semesters and at least ~~two three (3)~~ three (3) hours for summer ~~semester. sessions to be classified as a full-time graduate student. Students may not carry more than sixteen hours per semester for graduate credit or more than nine semester hours per summer session without the permission of the Graduate Dean.~~

Many professional programs, i.e., dental, medical, physician assistant or associate, and pharmacy, require students to be enrolled full-time. In the event the students are required to repeat one or more courses, the enrollment status will be determined on a percentage basis. Students should contact their colleges for full-time requirements.

4.9 GRADING SYSTEM AND REPORTING OF GRADES

Grade reports at the end of a semester or a summer term must be filed with the Office of Admissions and Records no later than the date specified ~~in the call for grades on the academic calendar. It is especially important that final grade reports for degree candidates be filed 96 hours after the last day of classes, so records may be cleared and diplomas may be issued.~~ Final grade reports must be filed 96 hours after the last day of classes. Clinical rotation grades are due 6 weeks after the last date of the clinical rotation.

The University of Oklahoma Health Sciences Center (OUHSC) is excluded from participation in the Oklahoma State Regents for Higher Education (OSRHE) Academic Forgiveness Provision, including repeat, reprieve, and renewal. Therefore, all grades earned will be included in grade point calculations when applying for acceptance to an OUHSC program. OUHSC student undergraduate coursework is included in this policy. (OSRHE Approved, 6-21-93)

4.10 ACADEMIC CALENDAR STANDARDS

All classes are expected to meet for sixteen (16) weeks unless specific approval has been received from the OSRHE. With the exception of the College of Medicine that uses clock hour calculation, the semester-credit-hour is the standard unit of credit used to evaluate a student's educational attainment and progress. Courses offered during academic terms shorter than a semester observe the same standards involving instructional hours per semester-credit-hour as those courses offered during a standard academic semester. Organized examination days may be counted as instructional days.

The semester-hour of credit is calculated as follows:

- a) One semester-hour of credit is normally awarded for completion of a course meeting for 800 instructional minutes, (50 minutes per week for 16 weeks), exclusive of enrollment, orientation and scheduled breaks.
- b) Laboratory credit is normally awarded at a rate not to exceed one-half the instructional rate. One (1) semester-hour of credit is normally awarded for completion of a laboratory meeting a minimum of 1600 minutes (100 minutes per week for sixteen weeks).
- c) Clinical credit is normally calculated at three (3) clinical hours equaling one credit hour.

4.11 FINAL EXAMINATIONS

A final examination schedule is printed each semester and published on the Admissions and Records website. ~~It is important to note that faculty.~~ Faculty are not permitted to deviate from the printed final examination schedule without permission from the college dean and the Vice Provost for Academic Affairs.

A student will not be expected to take more than two final examinations in one day. In cases where a student has three or more exams scheduled for the same day, instructors must offer make-up exams. Contact the Office of Admissions and Records for procedural instructions.

4.12 CLASS ATTENDANCE

Only ~~those~~ students who are officially enrolled (either for credit or audit) and have paid the required tuition/fees may attend class. The individual instructor is responsible for communicating the specific policy concerning attendance requirements.

4.13 RESIDENT STATUS

Students who are not residents of Oklahoma must pay non-resident tuition in addition to other fees. Members of the armed forces stationed in Oklahoma and their dependents are ordinarily eligible for in-state tuition rates.

It is the responsibility of each applicant to submit any question about resident status to the Office of Admissions and Records for a decision. The Oklahoma State Regents for Higher Education policy governs ~~concerning~~ resident status for all state-supported institutions of higher education in Oklahoma. This policy may be found online at: <http://www.okhighered.org/>. Additional information and the Petition for Oklahoma Residency is found on the Admissions and Records website.

4.14 WAIVER OF FEES

No student fee, resident or-non-resident, may be assessed or waived unless by general policy or by specific authorization of the Oklahoma State Regents for Higher Education. Further information may be obtained from the Vice Provost for Academic Affairs.

4.15 TUITION WAIVER FOR GRADUATE ASSISTANTS

Graduate students with at least a .50 FTE graduate assistantship are eligible for tuition waivers irrespective of Oklahoma residency status. Graduate assistants involved in teaching must be proficient in both oral and written English. The ability to communicate course material effectively in understandable English is required of all graduate teaching assistants awarded these waivers. Scholarships awarded to graduate students meeting the above criteria shall not be subject to the limit of three percent of the Educational and General Budget – Part I.

(State Regents' Policies and Procedures, Adopted 4-29-68, revised 12-17-90, 5-31-96)

4.16 ACADEMIC APPEALS POLICY AND PROCEDURES

The Academic Appeals policy provides students with an appeal mechanism by which they can request a hearing before an Academic Appeals Board for appeals related to: an academic evaluation in a course; a thesis or dissertation defense or a general or comprehensive exam; suspension or dismissal under the Student Professional Behavior in an Academic Program Policy; academic program-related decisions resulting in the student being dismissed from a program or being required to repeat a semester or year. The sole basis for an appeal is an alleged prejudiced or capricious evaluation or decision. The policy and procedures regarding academic appeals are detailed in the Academic Appeals Policy and Procedures (**Appendix C**). Further information may be obtained from the Vice Provost for Academic Affairs.

4.17 ACADEMIC INTEGRITY

Academic Integrity means honesty and responsibility in scholarship. The basic assumptions regarding student academic work at the University of Oklahoma are:

- (a) Students attend the University of Oklahoma in order to learn and grow intellectually.
- (b) Academic assignments exist for the sake of this goal and grades exist to show how fully the goal is attained.
- (c) A student's academic work and grades should result from the student's own effort to learn and grow. Academic work completed any other way is pointless, and grades obtained any other way are fraudulent.

Academic integrity means understanding and respecting these basic truths, without which no University can exist. Academic misconduct violates the assumptions at the heart of all learning. It destroys the mutual trust and respect that should exist between student and professor. Academic misconduct is unfair to students who earn their grades honestly.

(Regents, 12-3-02)

4.18 ACADEMIC MISCONDUCT CODE

The Academic Misconduct Code describes academic misconduct as including cheating, plagiarism, fabrication, fraud, destruction, bribery or intimidation, assisting others in any act proscribed by this Code, or attempting to engage in such acts. The policy and procedures regarding dishonest work and definitions of each types of academic misconduct are detailed in the Academic Misconduct Code ([Appendix C](#)).

It is the responsibility of each faculty member and each student to be familiar with the definitions, policies, and procedures concerning academic misconduct as cited in [Appendix C](#). Further information may be obtained from the Vice Provost for Academic Affairs.

(Regents, 1-26-99, 12-3-02, 6-25-08)

4.19 COMPLETION OF ACADEMIC WORK FOR OTHERS

- 1) A staff or faculty member who writes, compiles, or otherwise completes academic work for use by or sale to students of the University shall be discharged from employment.
- 2) Any student who writes, compiles, or otherwise completes academic work for sale to or use by students of the University or and (3) any student who sells academic work or uses a commercial term paper to complete academic assignments is subject to the Academic Misconduct Code.

(Regents, 12-3-02)

4.20 STUDENT PROFESSIONAL BEHAVIOR IN AN ACADEMIC PROGRAM POLICY

As a distinct learning community within the University, the OUHSC has established the Student Professional Behavior in an Academic Program Policy and adopted procedures for addressing standards of ethical and professional behavior for OUHSC students. The policy and procedures identify student responsibilities and rights in conjunction with standards of fairness, privacy, and due process. The policy and procedures are detailed in the Student Professional Behavior in an Academic Program Policy ([Appendix C](#)). Further information may be obtained from the Vice Provost for Academic Affairs.

4.21 STUDENT RIGHTS AND RESPONSIBILITIES CODE

The purpose of the Student Rights and Responsibilities Code is to establish specific student rights and responsibilities while maintaining an environment conducive to the University of Oklahoma's mission. The processes and procedures of this Code establish and enforce standards of conduct through educational experiences, fostering student learning and development while maintaining student retention. The Code and the Procedures are detailed in [Appendix C](#).

4.22 ETHICS IN RESEARCH

Students are governed by the Policy on Ethics in Research ([Section 3.25](#)).

4.23 INTELLECTUAL PROPERTY POLICY

The terms of the Intellectual Property Policy are a part of any relationship of the University with any member of the faculty, staff, or student body. The policy, as amended from time to time, shall be deemed to be a part of the conditions of enrollment and attendance at the University by all students engaged in research using University resources and facilities (Appendix D).

4.24 NON-DISCRIMINATION POLICY AND GRIEVANCE PROCEDURE

This policy, in its entirety, is contained in Appendix J.

The University in compliance with all applicable federal and state laws and regulations does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes but is not limited to admissions, employment, financial aid, and educational services. Please refer to the University's Equal Opportunity Office's policies and procedures for a more detailed explanation and complaint procedure (Appendix J). Or, contact the Equal Opportunity Office on the Health Sciences Center campus directly at: (405) 271-2110, Room 127 Basic Medical Sciences Building.

(Regents, 7-22-81, 9-17-81, 9-9-82, 9-27-95, 1-14-97, 1-27-04, 9-19-11, 6-24-15)

4.25 OFFICE OF EQUAL OPPORTUNITY

The University of Oklahoma in compliance with all applicable federal and state laws and regulations does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran in any of its policies, practices or procedures. This includes but is not limited to admissions, employment, financial aid and educational services.

4.26 RELEASE OF STUDENT INFORMATION AND ACCESS TO STUDENT RECORDS

Information maintained by the University of Oklahoma about students and in some instances former students is covered under the Family Educational Rights and Privacy Act (FERPA). FERPA information is defined as either directory or confidential. Any office gathering such information and/or having custody of it shall release it only in accordance with this policy or as otherwise required by law. When a student enrolls at the university and furnishes data required for academic and personal records, there is an implicit and justifiable assumption of trust placed in the University as custodian of such information. This relationship continues with regard to any data subsequently generated during the student's enrollment.

While the University fully acknowledges the student's rights of privacy concerning this information, it also recognizes that certain information is part of the public record and may be released for legitimate purposes in accordance with applicable law. With these considerations in mind, the University adopts the following policy concerning the release of information contained in student records:

4.26.1 Directory Information

This is information which routinely appears in student directories and alumni publications and may be freely released. Upon written request by the student, directory information will be treated as confidential and released only with the student's consent except where disclosure is required or permitted by law. Students may at any time request that directory information be treated as confidential. Students should contact the Registrar at their specific campus location for the appropriate forms. Students should be advised that by withholding directory information, University officials are prohibited from releasing any form of information without their consent, or as permitted or required by law. This means the status of students who apply for an auto loan, good student discount, or apartment lease, or who need employment verification, enrollment verification, or loan deferments, for example, will only be verified by University officials when accompanied by a release from the student.

Directory information includes the following:

The University of Oklahoma, in compliance with the Family Educational Rights and Privacy Act (FERPA), has designated specific information as Directory Information:

- Name
- Home & Permanent Address
- Email Address
- Telephone numbers
- Major field of study
- Class year
- Enrollment status
- Anticipated degree date
- Participation in officially recognized University activities
- Degrees and awards received (including outstanding or recognized academic achievement)
- Most recent previous educational institution attended

Although not specifically included within the definition of directory information, the University permits faculty to post individual student grades and interim class evaluations provided the information is identified by code numbers and does not identify the student. Students who do not want this information released or posted must notify their instructor or the Registrar's office.

4.26.2 Confidential Information

This is all other information contained in the student's educational record that can be released only upon the written consent of the student, with the following exceptions defined in the Family Educational Rights and Privacy Act of 1974, as amended, which waive the requirement for prior student consent.

4.26.3 Disclosure of Education Records is Permitted

- (a) To school officials who have a legitimate educational interest in the records. School officials are defined as follows:
- A person employed by the University in an administrative, supervisory, academic or research, or support staff position, including law enforcement personnel and health or medical staff.
 - A person serving on the Board of Regents.
 - A person or company under contract to the University to perform a service or function (such as attorney, auditor, or collection agent), instead of using University employees or officials. ~~contracted in place of using University employees or officials.~~
 - A person who is employed by the University law enforcement unit.
 - A person who is assisting another school official in performing his/her tasks including but not limited to a student serving on an official committee, such as a disciplinary or grievance committee.

A school official has a legitimate educational interest if the official is:

- Performing a task that is necessary to fulfill his or her professional responsibilities for the University.
 - Performing a task related to a student's education
 - Performing a task related to the discipline of a student
 - Providing a service or benefit relating to the student or student's family, such as health care, counseling, job placement, scholarship, or financial aid
 - Maintaining the safety and security of the campus
- (b) To officials of other institutions in which a student seeks or intends to enroll on the condition that the ~~University~~ institution makes a reasonable attempt to inform the student of the disclosure, unless the student initiates the transfer, or this type of disclosure is covered under the University's annual notification.
- (c) To certain officials of the Department of Education, the Comptroller General, Attorney General of the United States, and state and local educational authorities, in connection with audit or evaluation of certain

state or federally supported education programs, or for enforcement of, or compliance with, federal legal requirements that relate to these programs.

- (d) In connection with a student's request for or receipt of financial aid to determine the eligibility, amount, or conditions of the financial aid, or to enforce the terms and conditions of the aid.
- (e) To state and local officials or authorities if specifically required by a state law that was adopted before November 19, 1974.
- (f) To organizations conducting certain studies, as further detailed under FERPA, for or on behalf of the University.
- (g) To accrediting organizations to carry out their functions.
- (h) To parents of an eligible student who is claimed as a dependent for income tax purposes. (proof of dependency is required.) Parents of international students are excluded. International students sign a I-20 granting specific agencies access to educational records.
- (i) To comply with a judicial order or a lawfully issued subpoena, provided that the University institution makes a reasonable effort to notify the student of such prior to compliance in accordance with FERPA.
- (j) The Attorney General of the U.S. or his designee.
- (k) To appropriate parties in a health or safety emergency.
- (l) To individuals requesting directory information so designated by the University.
- (m) To notify the alleged victim or general public of the final results of any disciplinary proceeding conducted by the University against an alleged perpetrator of a crime of violence or non-forcible sex offense and the student has committed a violation of the University's rules or policies with respect to the allegation.
- (n) To parents regarding the student's violation of any federal, state, or local law, or of any rule or policy of the University institution governing the use or possession of alcohol or controlled substance if the University institution determines that the student has committed a disciplinary violation with respect to the use or possession and the student is under the age of 21 at the time of the disclosure to the parent.
- (o) The disclosure concerns sex offenders and other individuals required to register under section 170101 of the Violent Crime Control and Law Enforcement Act of 1994, 34 U.S.C. 14071 and the information was provided to the University under 42 U.S.C. 14071 and applicable federal guidelines.

Confidential information shall be transferred to a third party, however, only on the condition that such party will not permit any other party to have access to the information without the written consent of the student.

4.26.4 Record of Requests for Disclosure

The Registrar maintains a record of all requests for and/or disclosures of information from a student's education records. The record indicates the name of the party making the request, any additional party to whom it may be disclosed, and the legitimate interest the party has in requesting or obtaining the information. The record may be reviewed by the eligible student.

When a student signs a release authorizing another party access to his or her educational record, that signed release, including identification of the individual and organization to which access has been authorized and the use of the data gathered, is maintained by the Registrar. Student requests for copies of their own educational records (such as transcripts) are also retained by the Registrar simply as a record of the request having been completed.

4.26.5 Procedures to Inspect Education Records

Students may inspect and review their education records upon request to the appropriate records custodian or appropriate University staff person. Refer to the section within this policy that defines the type of records along with the location and name of the custodian.

Students should submit to the records custodian or an appropriate University staff person a written request which identifies as precisely as possible the record or records he or she wishes to inspect.

The records custodian or an appropriate University staff person will make the needed arrangements for access as promptly as possible and notify the student of the time and place where the records may be inspected. Access must be given in 45 calendar days or less from the date of receipt of the request.

When a record contains information about more than one student, the student may inspect and review only the records which relate to him or her. Information that identifies the other student must be redacted.

4.26.6 Correction of Education Records

Students have the right to challenge and request amendment of the contents of records that they believe are inaccurate, misleading or in violation of their privacy rights.

1. A student must ask the appropriate University official to amend a record. In so doing, the student should identify the part of the record to be amended and specify why the student believes it is inaccurate, misleading, or in violation of his or her privacy rights.
2. Within a reasonable period of time, the University will either comply with the request or not comply. If it decides not to comply, the University will notify the student of the decision and advise the student of his or her right to a hearing to challenge the information believed to be inaccurate, misleading, or in violation of the student's privacy rights.
3. Upon request, the University will arrange for a hearing and notify the student reasonably in advance of the date, place, and time of the hearing.
4. The hearing will be conducted by the Registrar or Vice Provost for Academic Affairs. The student shall be afforded a full and fair opportunity to present evidence relevant to the issues raised in the original request to amend the student's education records. The student may be assisted by one or more individuals, including an attorney retained at his or her expense. The University may be represented by University Legal Counsel.
5. The University will prepare a written decision based solely on the evidence presented at the hearing. The decision will include a summary of the evidence presented and the reasons for the decision and shall be delivered to all parties concerned who have a legitimate education interest.
 - (a) If the University decides that the information in the student's record is inaccurate, misleading, or in violation of the student's right of privacy, it will amend the record and notify the student, in writing, that the record has been amended.
 - (b) If the University decides that the challenged information is not inaccurate, misleading, or in violation of the student's right of privacy, it will notify the student that he or she has a right to place in the record a statement commenting on the challenged information and/or a statement setting forth reasons for disagreeing with the decision.
 - (c) The statement from the student will be maintained as a part of the student's education records as long as the contested portion is maintained. If the University discloses the contested portion of the record, it must also disclose the student's statement.

4.26.7 Limitations on Right of Access

The University reserves the right to refuse to permit a student to inspect the following records:

1. The financial statement of the student's parents.
2. Letters and statements of recommendation for which the student has waived his or her rights of access, or which were maintained before January 1, 1975.
3. Records related to an application to attend the University of Oklahoma or a component unit or campus of the University if that application was denied.
4. Those records that are excluded from the FERPA definition of education records.

4.26.8 Refusal to Provide Copies

The University has a policy that denies students copies of their educational records, including transcripts, under certain conditions. While the University cannot deny students access to their education records, students will be denied copies of those records in the following situations.

1. The student has an unpaid financial obligation to the University.
2. There is an unresolved disciplinary action against the student.
3. The education record requested is an exam or set of standardized test questions.

4.26.9 Parental Access to Student Academic Records

Parents of a dependent student may have access to grades and other confidential academic information under guidelines provided in the Family Educational Rights and Privacy Act of 1974. Access to this information is limited to parents who claim the student as a dependent for income tax purposes. Each request for parental access must include a copy of the top portion of the parent's most recent tax return, showing the student's identifying information.

Requests from parents for specific grade or other academic information are addressed to the Office of Admissions and Records.

4.27 OKLAHOMA OPEN RECORDS ACT

The University of Oklahoma follows the Oklahoma Records Act. The University of Oklahoma Board of Regents has approved a policy concerning the implementation of that act at the University. For information concerning that policy, contact the University's Open Record Officer.

4.28 E-MAIL

E-mail is an electronic form of memos, letters, or voice mail and should be used in the same manner as these three modes of communication. E-mail messages should not contain information that one would not want made public. (See Acceptable Use Policy in [Section 7.3.1](#))

4.29 HSC STUDENT AFFAIRS

HSC Student Affairs is dedicated to the support and enhancement of the academic mission of the University. The office provides student life programming and services to both current and prospective students. Programming is structured to complement the student's academic experience, celebrate the rich diversity of the campus, provide opportunities to develop leadership skills and participate in community service, and offer an entertaining and safe social atmosphere. Services are offered to ensure the physical, emotional, and mental health of all students and provide guidance toward a career as a health care professional.

Service areas include:

- Campus Life
- David L. Boren Student Union
- Multicultural Student Services
- Professional Services (e.g. HSC Writing Center)
- Recreational Services (e.g. IM Sports)
- Recruitment Services
- Student Counseling Services
- Student Health Services
- Student Organization (e.g. Student Government)
- University Village Apartments

HSC Student Affairs is located in Suite 300 of the David L. Boren Student Union. To contact HSC Student Affairs please call (405) 271-2416 or email students@ouhsc.edu. For more information regarding HSC Student Affairs, please visit <http://students.ouhsc.edu/>.

4.30 STUDENT COUNSELING SERVICES

Student Counseling Services at the Health Sciences Center provides confidential individual, couples, group, and crisis counseling to HSC students. Costs for services are included in student fees. Testing and assessment services are also available for an additional fee. Outreach presentations and workshops on a variety of topics such as Study Skills, Stress Management, Test Anxiety, and Relationship Workshops are also available to students. In addition, presentations can also be given to faculty and staff on topics such as Recognizing and Assisting Distressed Students and Suicide Prevention/QPR training.

Counseling services are available to students in the David L. Boren Student Union. ~~and in the Family Medicine Center.~~ To schedule an appointment for counseling, testing, or an outreach presentation, please call (405) 271-7336, Monday through Friday, 8 a.m. to 5 p.m. Appointments hours are 8 a.m. to 5 p.m., Monday through Friday with extended hours on various days of the week.

For more information on Student Counseling Services, visit <http://students.ouhsc.edu/SCS.aspx>

4.31 OFFICE OF FINANCIAL AID

Information on scholarships and financial aid may be obtained from the Office of Student Financial Services at (405) 271-2118 or by visiting the David L. Boren Student Union, Suite 301. For more information, please visit <http://www.ouhsc.edu/financialservices/SFA/>.

4.32 STUDENT ORGANIZATION ADVISORS

Students are represented at the college level by their respective college student councils. Faculty or staff advisors for these student councils are recommended by the council and approved by the dean of the respective college. Students are represented at the campus level by the University of Oklahoma Health Sciences Center (OUHSC) Student Association, whose membership is composed of representatives of the college student councils. The faculty or staff advisor for this organization is the Vice President for Student Affairs or his/her designee.

The advisor should attend the meetings of the organization; be active with the group in formulating and executing its policies and program activities, including social functions, in keeping with the purpose of the organization and the functions of the University; be aware of University policies and regulations concerning student organizations; and supervise the funds of the organization in accordance with the following regulations established by the Board of Regents. Advisors should also be aware of the University of Oklahoma's Travel Policy when arranging travel plans for a Registered Student Organization. Undergraduate, graduate and professional students traveling in connection with events and activities of a Registered Student Organization or Registered Sports Club must follow the procedures of this policy if the travel is 1) out-of-state and/or 2) requires an overnight stay. Further information for OU Travel Policies can be found at <http://students.ouhsc.edu/FormsandPolicies.aspx>.

Regulations of the Board of Regents make it mandatory for all student organizations to keep their accounts in the

University. All state funds received by the organization must be deposited in its University account. All expenditures must be supported by written voucher and made by University check after approval of the faculty or staff advisor.

For more information regarding the process of student organization registration or for a complete listing of registered student organizations on campus, please visit <http://students.ouhsc.edu/StudentOrganizations.aspx>.

4.33 SERVICES FOR STUDENTS WITH A DISABILITY

The University of Oklahoma is committed to the goal of achieving equal educational opportunity and full participation for students with disabilities. Consistent with the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990, as amended, The University of Oklahoma ensures that no "qualified individual with a disability" will be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination solely on the basis of disability under any program or activity offered by The University of Oklahoma.

Accommodations on the basis of disability are available by contacting the Disability Resource Center (DRC) by email, drc@ou.edu, or by calling (405) 325-3852 Voice or (405) 217-3494 (VP).

Students requesting disability-related services or accommodations are required to submit appropriate documentation to substantiate the disability. DRC staff will review the documentation and send an e-mail to the student's university e-mail account that explains the eligibility determination. Students can expect to receive an initial response within 15 University business days of the Center's receipt of the documentation. Students with disabilities will then schedule an appointment for an initial intake procedure with the Disability Resource Center staff. During this appointment DRC staff and the student will engage in an interactive process and discuss any history of accommodation, strengths and limitations, and review policies/procedures.

Information on policies and registration with DRC may be found on the DRC website at www.ou.edu/drc. Also, see **Section 5.3** for the Reasonable Accommodation Policy.

4.34 VETERANS SERVICES

The Office of Admissions and Records provides certification of enrollment for students at the OUHSC who receive financial assistance through the Veterans Administration. Veterans enrolling at the Health Sciences Center for the first time are expected to complete the necessary paperwork at the Office of Admissions and Records.

4.35 INTERNATIONAL STUDENT SERVICES

The Office of Academic Affairs at the Health Sciences Center complies with immigration and federal laws governing the international students by providing necessary documents for admission, departure, and reentry to the United States; extension to stay; transfer to other colleges and universities; change of visa status; employment on and off campus; post-graduate applications for practical training; letters of certification for foreign exchange; etc.

International students are required to maintain health, hospitalization, and repatriation insurance while enrolled at the Health Sciences Center.

Further information may be found in the *Student Handbook* or by contacting the Office of Admissions and Records at (405) 271-2359.

HSC Student Affairs is dedicated to the support and success of international and all multicultural students. For more information regarding programming geared for International students, please visit <http://students.ouhsc.edu/Services/MSS.asp>.

4.36 STUDENT HEALTH INSURANCE

All students enrolled at the Health Sciences Center are required to have health insurance upon and during enrollment. Students may either purchase the Student Health Insurance offered through the University or show proof of coverage by an outside approved health insurance provider to their college student services office. At the beginning of each academic year, and periodically throughout the year, students may be asked to show proof of health insurance coverage. Students will have ten University business days to provide proof of coverage after request for such is made.

~~If not compliant within ten days, students may be suspended from classes and/or rotations until proof of coverage is provided. Additional information may be obtained by contacting the student services office within the individual's college or HSC Student Affairs.~~

~~For more information, please visit <http://students.ouhsc.edu/HRS.asp>.~~

All OUHSC students are required to have health insurance upon entering and during enrollment. At the beginning of each academic year, and periodically throughout the year, students may be asked to show proof of health insurance. Student will have 10 University business days to provide proof after the request is made. If non-compliant within 10 days, students may be suspended from classes and/or rotations until proof of coverage is provided. Additional information may be obtained by contacting the student services office within the individual's college of HSC Student Affairs.

Students may participate in the student sponsored health insurance policy, Academic HealthPlans, or show proof of acceptable insurance coverage by a recognized health insurance provider to the college Student Services Office.

Enrollment forms and the Summary of Benefits for the Academic HealthPlans Student Health Insurance Policy are available online at <http://ouhsc.myahpcare.com/> or at HSC Student Affairs in the David L. Boren Student Union, Suite 300.

Further details are available on the [Student Affairs](#) website.

4.37 STUDENT HEALTH SERVICES

Health services for all Health Sciences Center students are offered in the Student Health Clinic housed in the OU Physicians Building, located at 825 NE 10th Street, Suite 4A, Oklahoma City, OK 73104. ~~Family Medicine Center, located at 900 NE 10th Street in Oklahoma City.~~ A variety of medical services is provided. The Student Health Clinic serves as the repository for all mandatory health history forms.

Each student, at the time of registration for each semester, is charged a fee to defray the costs of these services, without regard to the number of hours for which he or she is enrolled. Students should contact their respective college student services office to obtain health history and immunization requirements.

For more information, please visit <http://students.ouhsc.edu/SHWC.aspx>.

4.38 UNIVERSITY HEALTH CLUB

The University Health Club (UHC) is available to all HSC students, residents, faculty, and staff, and is housed in the Harold Hamm Diabetes Center located at 1000 N. Lincoln Blvd.

The University Research Park Health Club (URPHC) is available to all HSC students, residents, faculty, and staff, and is housed in the University Research Park located at 865 Research Parkway.

Health Club memberships are available for faculty, staff, students and residents. For information on memberships, fees, and hours of operation, please visit <http://www.ouhsc.edu/uhc/> or contact the University Health Club at (405) 271-1650.

4.39 ENGLISH LANGUAGE PROFICIENCY

The Oklahoma State Legislature requires that all instructors now employed or being considered for employment at institutions within the Oklahoma State System of Higher Education shall be proficient in speaking the English language. Students having concerns with regard to an instructor's English proficiency are to report their concerns to the Vice Provost for Academic Affairs.

4.40 HONORS PROGRAM

The OUHSC Honors Program offers academically superior students the opportunity to do undergraduate work in specially-designed courses that lead to a degree with Honors, High Honors, or Highest Honors. The educational opportunities include special sections, independent study and research, and interdisciplinary study. The aim of this program is to challenge academically superior students and to enable them to attain deeper understanding of and greater degree of commitment to their intellectual goals. In order to graduate with a degree with honors, students must satisfy requirements both of the college and of the department in which they are majoring.

Students who successfully complete all requirements of the Honors Program and who attain an overall grade average of at least 3.75 will be graduated with Highest Honors; those with overall grade averages of at least 3.50, but less than 3.75, will be graduated with High Honors; and those with overall grade averages of at least 3.25, but less than 3.50, will be graduated with Honors.

The Robert M. Bird Health Sciences Library is responsible for the informational materials and services that are needed to support the research and educational programs on the Health Sciences Center campus and serves as the major resource for health information in Oklahoma. The Library supports graduate, professional, and undergraduate levels in medicine, nursing, pharmacy, dentistry, public health, communication sciences, radiologic technology, nutritional sciences, occupational therapy, and physical therapy.

APPENDIX C

ACADEMIC APPEALS POLICY AND PROCEDURES

The Academic Appeals policy is established to provide students with an appeal mechanism by which they can request a hearing before an Academic Appeals Board. An Academic Appeals Board shall be established in each college of the University consisting of an equal number of students and faculty. Faculty members of the Board will be chosen by the faculty of the college for a three-year term. Student members of the Board will be appointed for a term of one year by the dean of the college, upon recommendations from the college student association president.

It shall be the primary function of a Board, through an appointed Hearing Panel, to adjudicate appeals as described below: ~~NOTE: For purposes of this policy, prejudice is defined as resulting from or having a bias against. Capricious is defined as not logical or reasonable, impulsive or unpredictable.~~ [moved to #1 below]

- 1) Appeals of an academic evaluation in a course or course component, appeals related to a thesis or dissertation defense, or appeals related to a general or comprehensive exam* ~~[see Note #2]~~, in which the student alleges there was a prejudiced or capricious evaluation by the instructor(s) or evaluator(s). ~~Note #1: For purposes of this policy, prejudice is defined as resulting from or having a bias against. Capricious is defined as not logical or reasonable, impulsive or unpredictable.~~
 - a. ~~Note #2: *~~ Any thesis, dissertation, or general or comprehensive exam appeals by a Graduate College student must be submitted to the Graduate College Dean and shall be heard by the Graduate College Appeals Board. [See 4.16.2 1) (d)]
- 2) Appeals of suspension or dismissal under the Student Professional Behavior in an Academic Program Policy, the basis of which the student alleges is prejudiced or capricious.
- 3) Appeals of academic program-related decisions resulting in the student being dismissed from a program or being required to repeat a semester or year, the basis of which the student alleges is prejudice or capricious.

~~Note: 1) Any thesis, dissertation, or general or comprehensive exam appeals by a Graduate College student must be submitted to the Graduate College Dean and shall be heard by the Graduate College Appeals Board. [See 4.16.2 1) (d)] [moved to #1 above]~~

All students may obtain assistance in interpretation of appeals policies and procedures in their respective college student affairs office or in the Office of the Vice Provost for Academic Affairs.

Both parties shall have the right to be accompanied by a personal advisor or legal counsel throughout the hearing. Provided, however, that the faculty member may have legal counsel at the hearing only if the student does. The Hearing Panel may have its counsel present throughout the hearing, regardless of whether the parties are represented. These individuals may not question witnesses or address the panel.

4.16.1 Academic Appeals Hearing Panel

Each Academic Appeals Hearing Panel shall generally consist of 3 faculty and 3 student members from the college's Academic Appeals Board. However, to allow flexibility for unforeseen scheduling conflicts, a minimum of 2 faculty and 2 student members shall be sufficient for a hearing to convene. If that minimum number cannot attend, the hearing date will be re-scheduled. In all instances, the membership of the Hearing Panel must remain equally balanced between faculty and students. The dean or his/her designee will appoint one of the faculty members to serve as Chair of the Hearing Panel.

4.16.2 Academic Appeals Process

All appeals under this policy must be handled according to the following processes.

1) **Appeals of an Academic Evaluation Related to a Course or Course Component, a Thesis or Dissertation Defense, or a General or Comprehensive Exam:**

The responsibility for academic evaluations of students rests with the ~~faculty~~ instructors or evaluators.

The sole basis for an appeal of an academic evaluation in a course or course component, or appeal related to a thesis or dissertation defense, or appeal related to a general or comprehensive exam under the Academic Appeals Policy is an alleged prejudiced or capricious evaluation by the instructor(s) or evaluator(s). The burden of proof shall be upon the student, who must establish by a preponderance of the evidence (i.e., more likely than not) that the evaluation was prejudiced or capricious. The Academic Appeals Board is not the forum for other grievances related to a course or academic assignment (e.g., disappointment in a grade or dissatisfaction with the instructor or the course). Such matters should be discussed with the department chair or college dean.

The appeal process ~~related to evaluation in a course~~ includes an informal resolution procedure as well as a procedure for formal appeal to the Academic Appeals Board. If a student feels he or she has received a prejudiced or capricious evaluation by an instructor or evaluator, the student must first seek an informal resolution through the process noted in (a) and (b) below. Note: Graduate student appeals related to a thesis or dissertation defense or general or comprehensive exam skip to (c) below.

- (a) **Conference with the Instructor or Evaluator:** The student shall set forth his or her allegation of a prejudiced or capricious evaluation in a written statement that details the circumstances giving rise to the allegation and provide the statement to the instructor or evaluator. A conference between the student and instructor or evaluator shall be held in an attempt to discuss and resolve the matter per the following timeline.

- (1) **Timeline:** In cases of an evaluation made known to a student during the term, the student must provide the detailed written statement above, notifying the instructor or the evaluator of the dispute over the academic evaluation and must attempt to resolve differences no later than 10 University business days after the results of the evaluation are made known to the student. In cases of end-of-term evaluations, the student must provide the detailed written statement above, notifying the instructor or evaluator of the dispute over the academic evaluation, and must attempt to resolve differences no later than February 15 for the previous fall semester or winter intersession and no later than September 15 in cases of end-of-term evaluations for the previous spring semester, spring intersession, or summer term.

- (b) **Conference with the Department Chair:** If the dispute is not resolved to the satisfaction of the student after the conference with the instructor or evaluator, ~~he or she~~ the student must attempt to resolve the matter with the department chair. (In those instances in which the complaint is against the department chair as the instructor or evaluator, references to the “department chair” shall refer to the dean.) The student must request a meeting with the department chair within 10 University business days of the student’s meeting with the instructor or evaluator. The department chair must be given a copy of the detailed written statement provided to the instructor or evaluator pursuant to subsection (a) above.

As part of this informal resolution process, the department chair will: 1) meet with the student and consider the information contained in the detailed written statement provided by the student; 2) remind the student that the responsibility for academic evaluation rests with the ~~faculty~~ instructor or evaluator; 3) explain that the appeal must be based on an articulated prejudiced or capricious action of the ~~faculty member~~ instructor or evaluator; 4) confer with the instructor or evaluator, if deemed necessary; ~~and 5) attempt to resolve the matter; and 6) advise the student about the academic appeals process and procedures should if there be is no resolution and the student decides to request a hearing on the matter. The chair should make no statement about whether the matter should go to a hearing or whether a hearing will be granted.~~

- (c) **Request for a Hearing:** If the dispute is not resolved to the satisfaction of the student after the conference with the department chair, then the student may request a hearing on such matter, through the dean. (In those instances in which complaint is against the dean as the instructor, references to the “dean” shall refer to the Vice Provost for Academic Affairs) of the college offering

the course. Any thesis, dissertation, or comprehensive exam appeal by a Graduate College student shall be heard by the Graduate College Appeals Board.

If a student failed to notify an instructor or evaluator or department chair or failed to attempt resolution within the timelines above, the dean shall deny any request for a hearing unless, in the view of the dean, the student has been prevented from complying with the appropriate time limit (as, for example, in the case of a student being called into military service).

- (d) ~~The filing of student shall make a written request to the dean for a hearing related to an evaluation in a course shall be made to the dean~~ within 10 University business days following the day when the attempts at resolution in paragraphs (a) and (b) above ~~are is~~ completed. The dean must be provided a copy of the detailed written statement provided to the instructor pursuant to subsection (a) above.

The filing of a written request for a hearing related to graduate student appeals of a thesis or dissertation defense or a general or comprehensive exam shall be made to the Graduate College dean within 10 University business days following the day the graduate student was notified of the evaluation.

- (e) The dean (or Vice Provost for Academic Affairs) shall deny any request for a hearing that does not meet ~~this the~~ the deadline ~~noted~~ in subsection (a) above unless, in the view of the dean, the student has been prevented from complying with the appropriate time limit (as, for example, in the case of a student being called into military service). Furthermore, if in the judgment of the dean the case does not meet the criteria for appeal, the dean may refuse the student a hearing.
- (f) Upon receiving notice of a student's request for a hearing, ~~and~~ if the dean ~~has~~ determines ~~d~~ that the timelines have been met and that the student's allegation meets the criteria for appeal, the dean or his/her designee shall schedule a Hearing Panel selected randomly from the college's Academic Appeals Board. The dean or his/her designee will appoint one of the faculty members to serve as Chair of the Hearing Panel.
- (g) **Prior to the Hearing:** The Chair of the Hearing Panel will notify the student and the instructor or evaluator in writing and request, by a date determined by the Chair, the following documentation:
- 1) A list of proposed witnesses to be called and a brief summary of the testimony of each proposed witness
 - 2) Two copies of the exhibits proposed to be presented

Once the documentation has been received by the Chair, each party will be provided with the other party's documentation and given an opportunity to make objections, per the Chair's instructions.

(h) **Hearing Procedures**

- (1) ~~Each~~ The Chair of the Hearing Panel shall obtain a copy of the Hearing Guide for the Academic Appeals Hearing Panel from the Office of the Vice Provost for Academic Affairs.
- (2) The Chair of the Hearing Panel ~~has the authority to~~ shall preside at the hearing, ~~to~~ keep order throughout the hearing process, ~~to~~ exercise control over the hearing for efficiency and relevancy, and ~~to~~ determine all relevant timelines (including the extension of any such timelines).
- (3) The Chair of the Hearing Panel will notify the student and the instructor or evaluator in writing of the applicable hearing procedure, the date and location of the hearing, and all relevant timelines.
- (4) ~~Each party~~ The student and then the instructor or evaluator will be allowed to give a five-minute opening statement and a five-minute closing statement. After the opening statements, the Hearing Panel shall provide the parties an opportunity to present their

respective positions, including the presentation of documentary evidence and witness testimony. Each party shall be given the opportunity to cross-examine witnesses presented by the other. The Hearing Panel may also directly question any witnesses and will consider any relevant documents presented.

- (5) The Hearing Panel will make determinations about the facts and the credibility of witnesses and determine by majority vote whether the student has proven ~~his or her claims~~ by a preponderance of the evidence that ~~there~~ the academic evaluation was a prejudiced or capricious. ~~evaluation.~~
- (6) In the event of a tie vote, the finding will be that the student did not meet the burden to prove by majority vote ~~his or her claims~~ that there was a prejudiced or capricious evaluation.
- (i) The ~~faculty member's~~ instructor's or evaluator's grade, or ~~the evaluator's~~ assessment, will not become final until the appeal is concluded or is withdrawn by the student. In cases where the student proves there was a prejudiced or capricious evaluation, the ~~faculty member(s)~~ instructor(s) or evaluator(s) will re-evaluate the student's performance in the course or in the thesis or dissertation defense or general or comprehensive exam, whichever was appealed, according to the applied criteria. The student's dean has the responsibility to confirm that the appropriate evaluation is recorded on official student records or that re-evaluation has occurred in the case of thesis or dissertation defense or general or comprehensive exam appeals
- (j) Meetings of the Hearing Panel, including the hearing, are closed to the public.
- (k) In cases involving an evaluation related to a course or course component, the decision of the Hearing Panel (i.e., the evaluation was or was not proven to be prejudiced or capricious) shall be communicated in writing to the dean of the college, who shall notify the student's dean (if different), the student, the instructor or evaluator, and the Vice Provost for Academic Affairs.
- (l) The findings and recommendations of the Hearing Panel shall be final and not appealable within the University unless the student submits written evidence to the Senior Vice President and Provost of (1) manifest procedural irregularities that effectively denied the student a fair hearing; (2) new and significant evidence ~~becomes available which~~ that could not have been discovered by a reasonably diligent student before or during the original hearing; or (3) probable inequity ~~exists~~ in the disposition of the matter.

Harmless deviations from prescribed procedures may not be used to invalidate the finding or proceeding. Technical departures from these procedures and errors in their application shall not be grounds to overturn the Hearing Panel's finding unless, in the opinion of the Senior Vice President and Provost, the technical departure or errors ~~were such as to have~~ prevented a fair determination of the issues.

(m) **Appeals of the Hearing Panel's Findings**

Appeals, on the basis of (l) (1), (2), or (3) above, shall be made in writing to the Senior Vice President and Provost within 10 University business days of the time such grounds for appeal are discovered or should have been discovered. Consideration of ~~such~~ appeals may be made by the Senior Vice President and Provost upon the basis of written statements and such other evidence as the Senior Vice President and Provost may require according to procedures the Senior Vice President and Provost deems appropriate.

In all cases, the President and the Board of Regents reserve the right to review, at their discretion, the decision of ~~a~~ the Senior Vice President and Provost for manifest error or inequity.

2) Appeals Under the Student Professional Behavior in an Academic Program Policy

- (a) Students who are suspended or dismissed due to violations of the Student Professional Behavior in an Academic Program Policy may request a hearing under the Academic Appeals Policy according to

the procedures noted herein. The sole basis for an appeal under the Student Professional Behavior in an Academic Program Policy is alleged prejudice or capriciousness in the suspension or dismissal decision or action. The burden of proof shall be upon the student, who must establish by a preponderance of the evidence (i.e., more likely than not) that the suspension or dismissal was prejudiced or capricious. A student may not appeal an action taken simply because he/she does not agree with it.

- (b) Appeals related to violations of the Student Professional Behavior in an Academic Program Policy are handled according to the procedures noted below.
- (c) ~~The filing of student shall make~~ a written request for a hearing ~~shall be made~~ to the Senior Vice President and Provost within 10 University business days following the day when the student was notified of the suspension or dismissal.
- (d) The Senior Vice President and Provost shall deny any request for a hearing that does not meet this deadline unless, in the view of the Senior Vice President and Provost, the student has been prevented from complying with the appropriate time limit (as, for example, in the case of a student being called into military service). Furthermore, if in the judgment of the Senior Vice President and Provost the case does not meet the criteria for appeal, the Senior Vice President and Provost may refuse the student a hearing.
- (e) Upon receiving notice of a student's request for a hearing, ~~and~~ if the Senior Vice President and Provost ~~has determines d~~ that the deadline has been met and the request meets the criteria for appeal, the Senior Vice President and Provost or his/her designee shall schedule a Hearing Panel selected randomly from the college's Academic Appeals Board. The Senior Vice President and Provost or his/her designee will appoint one of the faculty members to serve as Chair of the Hearing Panel.
- (f) **Prior to the Hearing:** The Chair of the Hearing Panel will notify the student and the dean in writing and request, by a date determined by the Chair, the following documentation:
 - 1) A list of proposed witnesses to be called and a brief summary of the testimony of each proposed witness
 - 2) Two copies of the exhibits proposed to be presented

Once the documentation has been received by the Chair, each party will be provided with the other party's documentation and given an opportunity to make objections, per the Chair's instructions.

- (g) **Hearing Procedures**
 - (1) The Chair of the Hearing Panel shall obtain a copy of the Hearing Guide for the Academic Appeals Hearing Panel from the Office of the Vice Provost for Academic Affairs.
 - (2) The Chair of the Hearing Panel ~~has the authority to~~ shall preside at the hearings, to keep order throughout the hearing process, exercise control over the hearing for efficiency and relevancy, and determine all relevant timelines, including the extension of any such timelines.
 - (3) The Chair of the Hearing Panel will notify the student and the dean, who shall act as the respondent in appeals under the Student Professional Behavior in an Academic Program Policy, of the applicable hearing procedure, the date and location of the hearing, and all relevant timelines.
 - (4) ~~Each party~~ The student and then the respondent will be allowed to give a five-minute opening statement and a five-minute closing statement. After the opening statements, the Hearing Panel shall provide the parties an opportunity to present their respective positions,

including the presentation of documentary evidence and witness testimony. Each party shall also be given the opportunity to cross-examine witnesses presented by the other. The Hearing Panel may also directly question any witnesses and will consider any relevant documents presented.

- (5) The Hearing Panel will make determinations about the facts and the credibility of witnesses and determine by majority vote whether the student has proven ~~his or her claims regarding the suspension or dismissal~~ by a preponderance of the evidence that the suspension or dismissal was prejudiced or capricious.
- (6) In the event of a tie vote, the finding will be that the student did not meet the burden to prove by majority vote ~~his or her claims~~ that there was a prejudiced or capricious decision to dismiss or suspend the student. ~~or action.~~
- (h) The decision to suspend or dismiss will not become final until the appeal is concluded or is withdrawn by the student. In cases where the student proves there was prejudice or capriciousness in the suspension or dismissal decision or action, the student shall be reinstated to the program under such terms and conditions as ~~previously in effect~~ at the time of the decision or action.
- (i) Meetings of the Hearing Panel, including the hearing, are closed to the public.
- (j) In cases involving Student Professional Behavior in an Academic Program, the Hearing Panel will transmit in its findings in writing to the Senior Vice President and Provost, who shall notify the dean of the college, the student's dean (if different), the student, and the Vice Provost for Academic Affairs.
- (k) The findings of the Hearing Panel shall be final and not appealable within the University unless the student submits written evidence to the Senior Vice President and Provost of (1) manifest procedural irregularities that effectively denied the student a fair hearing; (2) new and significant evidence that could not have been discovered by a reasonably diligent student before or during the original hearing, or (3) probable inequity in the disposition of the matter.

Harmless deviations from prescribed procedures may not be used to invalidate the finding or proceeding. Technical departures from these procedures and errors in their application shall not be grounds to overturn the Hearing Panel's finding unless, in the opinion of the Senior Vice President and Provost, the technical departure or errors were such as to have prevented a fair determination of the issues.

(l) Appeals of the Hearing Panel's Findings

Appeals, on the basis of (k) (1), (2), or (3) above, shall be made in writing to the Senior Vice President and Provost within 10 University business days of the time such grounds for appeal are discovered or should have been discovered. Consideration of ~~such~~ appeals may be made by the Senior Vice President and Provost upon the basis of written statements and such other evidence as the Senior Vice President and Provost may require according to procedures the Senior Vice President and Provost deems appropriate.

In all cases, the President and the Board of Regents reserve the right to review, at their discretion, the decision of ~~a~~ the Senior Vice President and Provost for manifest error or inequity.

3) Appeals of Academic Program-Related Decisions

- (a) Students who are dismissed from a program or required to repeat a semester or year may request a hearing under the Academic Appeals Policy according to the procedures noted herein. The sole basis for an appeal of an academic program-related decision is alleged prejudice or capriciousness in the dismissal or requirement to repeat. The burden of proof shall be upon the student, who must establish by a preponderance of the evidence (i.e., more likely than not) that the dismissal or

requirement to repeat a semester or year was prejudiced or capricious. A student may not appeal an action taken simply because he/she does not agree with it.

- (b) Appeals related to academic program-related decisions are handled according to the procedures noted below.
- (c) ~~The filing of student shall make~~ a written request for a hearing ~~shall be made~~ to the Senior Vice President and Provost within 10 University business days following the day when the student was notified of the academic program-related decision.
- (d) The Senior Vice President and Provost shall deny any request for a hearing that does not meet this deadline unless, in the view of the Senior Vice President and Provost, the student has been prevented from complying with the appropriate time limit (as, for example, in the case of a student being called into military service). Furthermore, if in the judgment of the Senior Vice President and Provost the case does not meet the criteria for appeal, the Senior Vice President and Provost may refuse the student a hearing.
- (e) Upon receiving notice of a student's request for a hearing, ~~and~~ if the Senior Vice President and Provost ~~has~~ determines ~~d~~ that the deadline and criteria for appeal have been met, the Senior Vice President and Provost or his/her designee shall schedule a Hearing Panel selected randomly from the college's Academic Appeals Board. The Senior Vice President and Provost or his/her designee will appoint one of the faculty members to serve as Chair of the Hearing Panel.
- (f) **Prior to the Hearing:** The Chair of the Hearing Panel will notify the student and the Dean in writing and request, by a date determined by the Chair, the following documentation:
 - 1) A list of proposed witnesses to be called and a brief summary of the testimony of each proposed witness
 - 2) Two copies of the exhibits proposed to be presented

Once the documentation has been received by the Chair, each party will be provided with the other party's documentation and given an opportunity to make objections, per the Chair's instructions.

(g) **Hearing Procedures**

- (1) The Chair of the Hearing Panel shall obtain a copy of the Hearing Guide for the Academic Appeals Hearing Panel from the Office of the Vice Provost for Academic Affairs.
- (2) The Chair of the Hearing Panel ~~has the authority to~~ shall preside at the hearings, keep order throughout the hearing process, exercise control over the hearing for efficiency and relevancy, and determine all relevant timelines, including the extension of any such timelines.
- (3) The Chair of the Hearing Panel will notify the student and the dean, who shall act as the respondent in appeals related to academic program-related decisions, of the applicable hearing procedure, the date and location of the hearing, and all relevant timelines.
- (4) ~~Each party~~ The student and then the respondent will be allowed to give a five-minute opening statement and a five- minute closing statement. After the opening statements, the Hearing Panel shall provide the parties an opportunity to present their respective positions, including the presentation of documentary evidence and witness testimony. Each party shall also be given the opportunity to cross-examine witnesses presented by the other. The Hearing Panel may also directly question any witnesses and will consider any relevant documents presented.
- (5) The Hearing Panel will make determinations about the facts and the credibility of witnesses and determine by majority vote whether the student has proven ~~his or her claims regarding~~

by a preponderance of the evidence that the academic-program related decision by a preponderance of the evidence was prejudiced or capricious.

- (6) In the event of a tie vote, the finding will be that the student did not meet the burden to prove by majority vote his or her claims that there was a prejudiced or capricious decision.
- (h) In cases where the student proves there was prejudice or capriciousness in the academic program-related decision, the student shall be reinstated (if dismissed) or the requirement to repeat a semester or a year will be withdrawn. The student shall be reinstated under such terms and conditions as previously were in effect at the time of the decision.
- (i) Meetings of the Hearing Panel, including the hearing, are closed to the public.
- (j) The Hearing Panel will transmit in writing its finding to the Senior Vice President and Provost, who shall notify the dean of the college, the student's dean (if different), the student, and the Vice Provost for Academic Affairs.
- (k) The findings of the Hearing Panel shall be final and not appealable within the University unless the student submits written evidence to the Senior Vice President and Provost of (1) manifest procedural irregularities that effectively denied the student a fair hearing; (2) new and significant evidence that could not have been discovered by a reasonably diligent student before or during the original hearing, or (3) probable inequity in the disposition of the matter.

Harmless deviations from prescribed procedures may not be used to invalidate the finding or proceeding. Technical departures from these procedures and errors in their application shall not be grounds to overturn the Hearing Panel's finding unless, in the opinion of the ~~OUHSC~~ Senior Vice President and Provost, the technical departure or errors ~~were such as to have~~ prevented a fair determination of the issues.

(l) **Appeals of the Hearing Panel's Findings**

Appeals on the basis of (k) (1), (2), or (3) above shall be made in writing to the Senior Vice President and Provost within 10 University business days of the time such grounds for appeal are discovered or should have been discovered. Consideration of such appeals may be made by the Senior Vice President and Provost upon the basis of written statements and such other evidence as the Senior Vice President and Provost may require according to procedures the Senior Vice President and Provost deems appropriate.

In all cases, the President and the Board of Regents reserve the right to review, at their discretion, the decision of ~~a~~the Senior Vice President and Provost for manifest error or inequity.

CRIMINAL BACKGROUND CHECKS POLICY FOR CURRENT STUDENTS AND CONDITIONALLY ACCEPTED APPLICANTS – HEALTH SCIENCES CENTER

I. SCOPE/DESIGNATED PROGRAM

This policy is intended for all University of Oklahoma Health Sciences Center (“University or “OUHSC”) conditionally accepted applicants and enrolled HSC students. A national Criminal Background Check (“CBC”) is required of each conditionally accepted applicant prior to full admission and at least annually thereafter, by national CBC or written attestation, as specified pursuant to the provisions of this policy for every continuing student. Applicants waiting for confirmation of conditional acceptance should check with the college/program to which they are applying for specific CBC requirements and timelines. Enrolled students should check with their college/program for specific CBC requirements.

II. POLICY

Conditionally accepted applicants and enrolled students must undergo a national Criminal Background Check (“CBC”) prior to the first day of class and at least annually thereafter. Conditionally accepted applicants who have an adverse finding on a CBC report may be denied full admission/matriculation, and current students may be disciplined in accordance with established University policy.

III. DEFINITIONS

Adverse Finding. A term describing a Criminal Background Check (“CBC”) report of anything other than “clear” or “no findings” or other similar language used by the approved vendor that issued the CBC report.

Break in Enrollment. A term describing non-attendance of one full semester (Fall, Spring, Summer) or more.

Conditional Acceptance. A term describing an applicant’s status when basic review criteria have been met at the time an admission offer is extended but prior to full admission to an academic program.

Full Admission. A term indicating that a student has met all program admission requirements and has been cleared of any Adverse Findings that would prevent eligibility for enrollment.

Full Standing. A term describing a student’s eligibility to enroll in and to attend classes for at least one academic semester and indicating the student meets academic standards to remain enrolled and attend classes during that semester.

Matriculated. A term describing students enrolled in a University program as degree candidates.

IV. RATIONALE

The University is committed to accepting and educating students who meet established standards for professionalism, are of high moral character, and are suitable candidates for professional certification or licensure. The purposes of conducting a Criminal Background Check (“CBC”) are multiple:

1. Health care providers and health research scientists are entrusted with the health, safety, and welfare of patients, research participants, and health services and scientific resources; have access to confidential and sensitive information; and operate in settings that require the exercise of good judgment and ethical behavior. Thus, an assessment of a student’s or conditionally accepted applicant’s suitability to function in clinical and research settings is imperative to ensure the highest level of integrity in students in the college/program.
2. Clinical facilities are increasingly required by their accreditation agencies to obtain a CBC for security purposes on individuals who supervise care, render treatment, and provide services within the facility.
3. Clinical rotations are an essential element in certain degree program curricula. Students who cannot participate in clinical rotations because of criminal or other adverse activities reported in CBCs are

unable to fulfill the requirements of a degree program. Therefore, these issues must be resolved prior to a commitment of resources by the University, student, or conditionally accepted applicant.

4. Scientists are entrusted with the oversight and the safety of laboratory materials, research animals and human research participants, and the welfare of laboratory and other research personnel. They have access to chemicals, devices, and other materials in settings that require the exercise of good judgment and ethical behavior. Thus, an assessment of suitability to function in a research setting, whether laboratory, clinical, or community based, is imperative to ensure the highest level of integrity in biomedical and population health sciences academic programs.
5. Health professionals and biomedical and population health scientists are increasingly invited to engage in inter-professional and translational work through team science projects. Thus, it is imperative to promote and underscore a shared expectation for demonstration of the highest level of integrity, good judgment, and ethical behavior.

V. TIMING AND PROCEDURES FOR THE CRIMINAL BACKGROUND CHECK (“CBC”)

A. Conditionally Accepted Applicants:

(as defined in Scope/ Designated Programs)

1. The CBC may not be used as a component of the application, interview, or decision-making process regarding conditional acceptance to a designated program. It is a mandatory component of the post-conditional acceptance matriculation process.
2. Conditionally accepted applicants will be provided with the necessary procedures for completing the CBC by the college/program designee.
3. Conditionally accepted applicants must do the following prior to the first day of classes (or sooner if so specified by the college/program) to be eligible for full admission
 - a) Complete and authorize the release of the CBC Consent and Release Form; and
 - b) Complete the CBC with sufficient time for the documentation to be evaluated by the respective college/program designee prior to the first day of classes.
4. Any conditionally accepted applicant who fails to complete the above will not be allowed to begin classes and may jeopardize full admission status to his/her respective college/program.
5. Procedures for reviewing CBC results are outlined in Section XI.

B. Enrolled Students:

(as defined in Scope/ Designated Programs)

1. Enrolled students will, at minimum, complete CBCs each year at a time designated by their respective college/program or more frequently if required by clinical rotation sites or by the University.
2. The respective college/program will provide students with the necessary procedures and consent forms to complete a CBC.
3. Any student who fails to adhere to the CBC deadline set by his/her college/program will be suspended from all classes, rotations, or practicums until clearance documentation is provided in accordance with the respective college/program procedures. Due to the pace and rigor of these programs, to remove the suspension, an enrolled student must complete the CBC and provide clearance documentation within five (5) University business days of the date of suspension or his/her enrollment may be terminated.

VI. IDENTIFICATION OF VENDORS

The University will designate approved vendors to perform the Criminal Background Checks (“CBCs”) and will recognize CBCs from vendors that are approved by the centralized application services with which it participates. Results from any entity other than those designated by the University or a participating centralized application service will not be accepted. The list of approved vendors will be maintained by the Office of Academic Affairs/Admissions and Records.

VII. ALLOCATION OF COST

Conditionally accepted applicants and enrolled students must pay the costs associated with procuring a Criminal Background Check (“CBC”).

VIII. PERIOD OF VALIDITY

The University will generally honor criminal background checks for a period of one year, but a CBC may be necessary more frequently, depending on class, rotation, or practicum site requirements. Any student who has a break in enrollment may be required to complete a CBC before he/she is permitted to re-enroll in any courses. The University considers a student on Leave of Absence to be in continuous enrollment.

IX. SCOPE OF CRIMINAL BACKGROUND CHECKS (“CBC”)

A. The CBC may include but is not limited to the following:

- Social Security Number Verification
- County Criminal Records Searches
- Statewide Criminal Records Search
- Federal Criminal Records Search
- National Criminal Database Search
- National Sexual Offender Database Search
- U.S. Department of Health and Human Services/Office of Inspector General List of Excluded Individuals/Entities Search
- Search for Dishonorable Discharge from the Armed Forces
- General Services Administration List of Parties Excluded from Federal Programs
- US Treasury, Office of Foreign Assets Control (OFAC), List of Specially Designated Nations (SDN)
- State Exclusion List

B. The CBC for students who are licensed or certified caregivers may include the above and may also include the following:

- Education Verification (highest level)
- Professional License Verification
- Certifications & Designations Check
- Professional Disciplinary Action Search

X. REPORTING FINDINGS AND ENROLLED STUDENT/CONDITIONALLY ACCEPTED APPLICANT ACCESS TO CRIMINAL BACKGROUND CHECK (“CBC”)

The vendor will provide the conditionally accepted applicant or enrolled student with the CBC results. The vendor will also provide the respective college/program with the CBC results for conditionally accepted applicants and enrolled students.

XI. WRITTEN ATTESTATION IN LIEU OF AN ANNUAL CRIMINAL BACKGROUND CHECK (“CBC”)

A college dean may request approval from the Vice Provost for Academic Affairs (VPAA) for an enrolled student or group of students to be permitted to complete and sign an individual, written attestation to affirm that there has been no change in a student’s CBC status during the period between the date of a CBC conducted following conditional admission and the attestation date, in lieu of completing an annual CBC. Such request must be submitted

at least 45 days prior to the enrollment deadline for the next academic year. Attestation documents will be maintained and reported to the VPAA by the college in the same manner as specified for CBC reports and review procedures. The VPAA reserves the right to require a completion of a CBC subsequent to approving a written attestation in lieu of a CBC.

XI. PROCEDURES FOR REVIEWING CRIMINAL BACKGROUND CHECK (“CBC”)

**A. Conditionally Accepted Applicants:
(as defined in Scope/ Designated Programs)**

1. Each college/program shall establish a Criminal Background Review Committee (CBRC)*. The respective college/program will review those CBC reports that identify an adverse finding and refer those to its CBRC. *The Graduate College will not establish its own CBRC, however, in any CBC matter that involves a conditionally accepted Graduate College applicant, the Graduate College Dean shall designate a faculty member, such as the Graduate Liaison, to serve on that specific CBRC.
2. The CBRC must consist of at least the following University employees:
 - a) Assistant/Associate Academic Dean
 - b) Assistant/Associate Student Dean
 - c) One member from the College/Program Admissions Committee
3. The CBRC will review each referred CBC to determine the potential impact that any adverse findings might have on the conditionally accepted applicant’s ability to be fully admitted into the college/program or to complete the program, if admitted.
4. If the CBRC determines a CBC includes an adverse finding that:
 - a) was previously undisclosed,
 - b) is more egregious than was disclosed,
 - c) may preclude the acceptance or participation in educational, practicum or rotation activities, or
 - d) conflicts with what was reported by the applicant on application materials,

then the CBRC may, by majority vote, recommend that the respective college/program rescind the conditional offer of admission. Such recommendation must be made in writing to the University designee with authority to rescind admission on behalf of the respective college/program.

5. If the conditional offer of admission is rescinded, the University designee making that decision must notify the applicant in writing. The notice must include the reason for rescission and inform the applicant that he/she has five (5) University business days to submit a written response to the University designee describing any mitigating factors he/she would like the respective college/program to consider.
6. The University designee will consider timely submitted responses and notify the applicant in writing whether the rescission decision stands or is reversed. If the rescission stands, that decision is not appealable. If the rescission is reversed, the University designee must inform the applicant in writing of his/her current admission status.

**B. Enrolled Students:
(as defined in Scope/ Designated Programs)**

1. Each College shall establish a Criminal Background Review Committee (CBRC)*. The CBRC will consist of at least three members designated by the Dean of the College, one of whom will be the Assistant/Associate Dean to serve as chair, plus two other full-time faculty from the College. *The Graduate College will not establish its own CBRC, however, in any CBC matter that involves a

currently enrolled Graduate College student, the Graduate College Dean shall designate a faculty member, such as the Graduate Liaison, to serve on that specific CBRC.

2. The respective college's CBRC will receive all CBC reports that are referred for review.
3. The CBRC will determine the potential impact that any adverse findings might have on an enrolled student's ability to complete or remain in the program.
4. If the CBRC determines a CBC includes an adverse finding that:
 - a) violates University policy,
 - b) was not self-disclosed as required by University policy,
 - c) may preclude acceptance or participation in classes, rotations or practicum activities, or
 - d) will impede the student's ability to become licensed or certified in his/her profession,

Then the CBRC Chair will present the CBRC findings to the Dean of the College who will confer with the Vice Provost for Academic Affairs (VPAA) and Legal Counsel on the appropriate action and applicable University policy.

5. The Dean will notify the student of any proposed disciplinary action in accordance with procedures under the applicable University policy. Actions may include probation, suspension, dismissal or expulsion.
6. A student's right to appeal the decision is governed by the applicable University policy.

XII. FALSIFICATION OF INFORMATION

Falsification of information submitted as part of the application process or a Criminal Background Check or written attestation can result in immediate removal of the applicant from the conditionally accepted applicant list or dismissal of an enrolled student from the degree program.

XIII. CONFIDENTIALITY OF RECORDS

The University maintains Criminal Background Check ("CBC") reports and all records pertaining to the results in confidence, unless release is otherwise required by law. Information about the Family Educational Rights and Privacy Act (FERPA) is available at: <http://www.ed.gov/policy/gen/guide/fpcr/ferpa/index.html>.

XIV. RECORDKEEPING

Criminal Background Check reports and all records pertaining to the results will be maintained in the conditionally accepted applicant's file or enrolled student's academic file and are retained in the respective college/program for the minimum timeframe listed below, unless otherwise required by law:

- Enrolled Students – Five (5) years after graduation
- Conditionally Accepted Applicants – Two (2) years from date of application (provided no anticipated legal action).

1

XV. PERIODIC REVIEW

The CBRC review process, procedures, and outcomes are subject to periodic review. Each college/program will submit an annual report to the Vice Provost for Academic Affairs (VPAA) describing the adjudication of conditionally accepted applicants and enrolled students who were subject to a CBRC review. The VPAA will review the report and notify the college/program of suggested or required procedural improvements. Required procedural improvements must be addressed in writing to the VPAA within ten (10) University business days.

**APPENDIX M
THE UNIVERSITY OF OKLAHOMA
COLLEGE OF MEDICINE PROFESSIONAL PRACTICE PLAN**

I. PREAMBLE

The College of Medicine faculty are professionals whose education, training, knowledge, skills, and expertise allow them to engage in a wide range of professional practice activities, including clinical practice, clinical consultation, scientific consultation, and other activities of a professional nature.

When members of the College of Medicine faculty deliver care to patients, provide consultation for patient care, or provide scientific consultation, these faculty members by their efforts and presence enhance the stature and reputation of the College of Medicine and the Health Sciences Center. Active involvement by clinical department faculty in health care delivery practices is essential to the maintenance of their professional skills. Likewise, it is appropriate for basic science faculty to provide a reasonable degree of scientific consultation and other services to outside entities for which they may be compensated. Both of these types of activity contribute to the educational, research, and community service missions of the College of Medicine and the University.

The purposes of the faculty professional practice plan are (1) to provide economic support necessary to advance the College's educational, patient care, and research missions through a College of Medicine Enrichment Fund, also commonly referred to as the "dean's tax", (2) to ensure sufficient clinical encounters for the clinical education mission, and (3) to provide for accountability for faculty professional practice activities.

The College of Medicine Professional Practice Plan is subject to the policies and procedures established by the Board of Regents of the University of Oklahoma. The Professional Practice Plan is applicable to all faculty of the College of Medicine.

II. SCOPE OF COVERAGE

1. All full-time and part-time faculty of the College of Medicine are encompassed by the professional practice plan, including:
 - (a) Physician faculty in clinical departments
 - (b) Non-physician faculty in clinical departments
 - (c) Basic science departments' faculty
2. The basic science faculty, including basic scientists whose appointment may be in a clinical department, are not included as members of the faculty ~~medical practice organization~~ clinical group practice described and named in the Bylaws of the faculty ~~medical practice organization~~, clinical group practice unless special exception has been made by the respective department and approved by the practice group management committee and the Dean. The Department of Pathology shall be classified as a clinical department for the purpose of the professional practice plan.
3. The basic science faculty shall have no oversight or authority over the faculty ~~medical practice organization~~ clinical group practice.
4. The faculty ~~medical practice organization~~ clinical group practice shall have no oversight or authority over the finances or disposition of revenue from professional practice activities of the basic science faculty. Such oversight and authority rests with the respective basic science department and the College of Medicine.
5. Distribution of faculty professional practice collected revenues is subject to departmental policy within the limits of the policies of the College of Medicine and/or the University.

6. All sources of collected revenue generated by faculty, including but not limited to the following, are included within the scope of the professional practice plan and are subject to assessment for the College of Medicine Enrichment Fund (dean's tax) and to approved department assessment plans:
 - (a) Patient care fees and other clinical practice revenue wherever earned by the faculty
 - (b) Professional consultation, including scientific consultation
 - (c) Honoraria
 - (d) Medical legal consultation
 - (e) Compensation for supervision of professional services
7. Revenue Exclusions. The following sources of revenue are not included within the scope of the professional practice plan:
 - (a) Prizes and awards
 - (b) Faculty members' interest in royalties, copyrights, and patent rights
 - (c) Non-professional income
 - (d) Compensation received as a result of military duty
 - (e) Income earned while on a sabbatical or leave that has been approved by the Board of Regents
8. All faculty are subject to and must comply with the College of Medicine Faculty Compensation Plan, as approved by the Board of Regents of the University of Oklahoma.
9. The College of Medicine Enrichment Fund (dean's tax) is established by the Dean of the College of Medicine in consultation with department chairs.

III. BOARD OF REGENTS' POLICY

Adherence to the Professional Practice Plan policy, as with all Board of Regents' policies, is a condition of employment for faculty of the College of Medicine. Under this policy, as in all University matters, the members of a Department are responsible to their Chair, as the Chair is responsible to his/her Dean, and the Dean, through the Senior Vice President and Provost of the Health Sciences Center, to the President, and subsequently to the Regents.

The process of exercising their discretion as professionals in matters of patient care or scientific consultation does not diminish the responsibility of faculty members to account to the University for all income earned, nor relieve them of the duty of compliance with policies and procedures of the Board of Regents governing site of practice.

Site of Practice Policy

The purpose of the site of practice policy is to concentrate patient care by the OU-employed full-time physician faculty of the College of Medicine clinical departments in those hospitals and other practice sites in which the major teaching and research programs of the College of Medicine are based. The patient care activities of the faculty may occur in any of the health care entities which comprise the Oklahoma Health Center in Oklahoma City, the Tulsa Medical Education Foundation hospitals in Tulsa, in designated hospitals and clinics in other College of Medicine program locations affiliated with either the Oklahoma City or Tulsa campuses, and in University owned or operated practice sites including those under the organizational structure of OU Medical ~~Center~~ System (Oklahoma City) which support the academic programs of the College and which can provide the technical environment necessary for modern, high-quality medical care and teaching.

Upon the recommendation of the OU Physicians Council, and with approval of the Executive Dean, full-time faculty members based in Oklahoma City shall be permitted to act in a professional capacity in specific instances not covered

EXHIBIT E

above. Upon the recommendation of the Dean of the School of Community Medicine, full-time faculty members based in Tulsa shall be permitted to act in a professional capacity in specific instances not covered above. As a condition of employment, faculty members who are employed by the University may not render patient care on a continuing basis except in those hospitals and teaching sites specifically authorized for such continuing patient care by the Regents.

(Regents, 9-13-94, 3-6-96, 3-5-97, 5-7-04)

**APPENDIX M
COLLEGE OF MEDICINE
FACULTY COMPENSATION PLAN**

I. COMPENSATION PLAN PURPOSE AND OBJECTIVES

A. Purpose

The purpose of the plan is to provide a basis for establishing compensation and incentives for the clinical and basic sciences faculty of the University of Oklahoma College of Medicine (COM).

B. Objectives

The Compensation Plan shall strive to achieve the following objectives:

- Be uncomplicated and understandable to participants.
- Provide adequate compensation to attract and retain faculty.
- Ensure fairness among faculty.
- Establish a structure to set compensation.
- Provide incentive to encourage clinical and research productivity.
- Provide for incentives to control expenses, improve quality, and strengthen the fiscal position of the departments, OU Physicians, and the COM.
- Create discretionary funds for program and faculty development.
- Provide funds for support of the COM.
- Be responsive to changes in the market.

II. APPLICABILITY

The Compensation Plan will:

Apply to all full-time and part-time clinical and basic sciences faculty.

Apply to all sources of collected revenue generated within a faculty member's scope of employment with the college, including, but not limited to, the following:

- a. Patient care fees and all other professional practice revenue wherever earned by the faculty members
- b. Professional consultation
- c. Medical legal consultation
- d. Honoraria
- e. Compensation for supervision of professional services

The following are not included within the scope of this Compensation Plan:

- a. Prizes and awards
- b. Faculty members' interest in:
 - i. Royalties
 - ii. Copyrights
 - iii. Patent rights
- c. Nonprofessional income
- d. Compensation received as a result of military duty
- e. Income earned while on a sabbatical or leave that has been approved by the Regents

III. OVERVIEW OF FACULTY COMPENSATION STRUCTURE

A. Introduction

Faculty compensation will be comprised of four possible components:

University base
Departmental Salary
Administrative Salary
Incentives

The term “Total Compensation” refers to the aggregate compensation derived from these four components.

Funds available to compensate faculty are derived from several sources:

College of Medicine
Hospital and affiliated agency support
Grant and contract support
Professional and/or medical legal consultation
Professional fee revenues
 Fee-for-service (FFS)
 Capitation and package price contracts.

Guaranteed Salary

The Guaranteed Salary (as noted in B1 and B2 below) will be determined annually and will be set forth in the written, annual compensation agreement between the faculty member and the department and approved by the Board of Regents.

The Guaranteed Salary will be guaranteed by the department for the contract year.

For grant proposals to external agencies, the faculty members’ salaries will be based on the annual Guaranteed Salary. For example—the Guaranteed Salary will serve as the basis for calculation of the “direct salary” included on NIH grant or cooperative agreement proposals or applications (as per Notice OD-12-035 from NIH, January 20, 2012, or as it may be subsequently modified).

1. University Base Compensation (X₁)

The University base is paid to all full-time faculty as part of employment with the college and to part-time faculty for specific services provided to the college.

The University base will be determined by a salary structure that considers rank and specialty.

The University base will be recommended by the department chair and approved by the COM Dean and University Board of Regents.

The University base for department chairs will be recommended by the COM Dean and approved by the University Board of Regents.

Except as provided in other University policies, the University Base (X₁) will stay the same or increase in subsequent years.

Sources for the University Base component may include the following: state appropriations, hospital support, clinical earnings, grant and contract support, fees from consulting, and affiliated agency support.

2. Departmental Salary (X₂)

The departmental salary will be based upon a faculty member’s contributions to the departmental mission.

The Departmental Salary will be proposed by the chair of the department annually, based upon the faculty member’s performance and the department’s fiscal circumstances. The departmental salary will be reviewed and approved by the COM Dean. The departmental salary may increase, decrease or stay the same in subsequent years.

The COM Dean and the University Board of Regents will approve the departmental salary for department chairs.

Sources for the Departmental Salary component may include the following: state appropriations, hospital support, clinical earnings, grant and contract support, and affiliated agency support.

C. Administrative Salary (Y)

The administrative salary will be based upon a faculty member's contributions to the teaching, research, or clinical practice activities of the department.

The Administrative Salary will be proposed by the chair of the department or Dean annually based upon the faculty member's performance and the department's fiscal circumstances. The Administrative Salary should be tied to the performance of a specific role or the holding of an administrative position, for instance a Section Chief, Vice Chair, Program Director, Clerkship Director, or an Endowed Chair. If a faculty member ceases to perform the specified assignment or is released from holding the administrative position, this component of salary should also cease. The administrative salary will be reviewed and approved by the COM Dean. The administrative salary may increase, decrease or stay the same in subsequent years, and may be discontinued during the year if a faculty member no longer holds an administrative role or endowed chair.

The COM Dean and the University Board of Regents will approve the administrative salary for department chairs.

Sources for the Administrative Salary component may include the following: state appropriations, hospital support, clinical earnings, affiliated agency support, endowed chair earnings, contractual or consulting revenues.

D. Incentive Compensation (Z)

Faculty may also be eligible for additional compensation in the form of an incentive.

Plans for distributing the incentive and formulas for determining incentives will be set by the department chair and approved by the COM Dean.

The COM Dean and University Board of Regents will approve the incentive component for department chairs.

Sources for the incentive component include the following: salary savings as part of the Sponsored Programs Research Incentive Plan, clinical and consulting earnings.

Final Incentive Compensation Payments

The final incentive compensation payment will be paid to a faculty member either within the same month as the termination date or in the month immediately following. This final payment will be calculated in a manner consistent with the applicable departmental compensation plan. This section applies to all faculty whose University service date is after October 31, 2004, and to all faculty whose University Service date is prior to October 31, 2004, unless there is a contrary written agreement entered into between an individual faculty member and the department prior to October 31, 2004.

All Department plans will stipulate the manner in which final incentive compensation payments are calculated. Estimated collections of patient accounts receivable, outstanding revenues (honoraria or consulting fees), and unpaid expenses, including, but not limited to, the faculty member's portion of the cost of medical malpractice insurance tail coverage, may be considered in this calculation.

E. Review and Approval

All Department compensation plans must adhere to the guidelines in the COM Compensation Plan, and all Department plans will be reviewed and approved by the Dean subject to the provisions of Section 3.2(h) and 3.3(g) of the COM Faculty Clinical Group Practice By-laws.

The COM Dean will approve the total compensation for each department chair on an annual basis. Monthly payments to chairs on the departmental salary/supplement and incentive components of total compensation will be approved by the Dean's Office.

When a faculty member's total compensation exceeds the 85th percentile of the most current AAMC Survey of Faculty Compensation, the Department will submit to the Dean's Office for review and approval a justification for the compensation level, including a detailed computation.

(Regents, 6-19-02, 10-27-04, 05-09-14)

AGREEMENT FOR CAMPUS POLICE JURISDICTION AND AUTHORITY

Between the

CITY OF OKLAHOMA CITY, OKLAHOMA

And the

BOARD OF REGENTS OF THE UNIVERSITY OF OKLAHOMA

THIS AGREEMENT made and entered into this 11th day of April, 2017, by and between the Board of Regents of the University of Oklahoma on behalf of the University of Oklahoma Health Sciences Center, hereinafter referred to as “OUHSC,” and the City of Oklahoma City, a municipal corporation, hereinafter referred to as “CITY.”

WHEREAS, the OUHSC owns, leases and rents real property, buildings and other improvements within the corporate city limits of the CITY, hereinafter referred to as “University Property;” and

WHEREAS, the OUHSC and the CITY have duly established and authorized police departments for the purpose of providing police protection for property and persons within each of its own jurisdictional areas; and

WHEREAS, the jurisdiction of the UNIVERSITY, hereinafter referred to as “CAMPUS JURISDICTION;” includes the real property, buildings and other improvements owned, leased or rented by the UNIVERSITY at its primary Oklahoma City, Oklahoma, campus; and

WHEREAS, UNIVERSITY has contracted, or is in the process of contracting, with third parties to perform certain police, security and safety activities in addition to and outside the CAMPUS JURISDICTION but within the CITY’S jurisdiction and this area is within the area defined herein and referred to as “CONCURRENT JURISDICTION;” and

WHEREAS, the UNIVERSITY has statutory authority to conduct certain law enforcement activities on its property, anticipates contractual authority to do so on the property of certain third parties and, therefore, seeks to conduct law enforcement in the combined areas of the CONCURRENT JURISDICTION; and

WHEREAS, 74 O.S. §§ 360.15, *et seq.* (last amended 2012) authorizes agreements between the OUHSC and the CITY for the purpose of delineating responsibilities between the two police agencies, delineating geographical boundaries thereof, and further, for the purpose of authorizing campus police departments to exercise concurrent jurisdiction within areas of municipal police jurisdiction; and

WHEREAS, the parties are desirous of entering into an agreement pertaining to the jurisdictional boundaries and authority of the OUHSC Campus Police and the Public Safety Department as authorized by 74 O.S. § 360.15, *et seq.*

NOW, THEREFORE, IN CONSIDERATION of the mutual covenants and promises set forth herein, the CITY and OUHSC agree as follows:

Article I

Campus Police Authority

- 1.1 The OUHSC Campus Police and Public Safety Department and its duly commissioned and certified police officers have statutory authority that includes the real property, buildings and other improvements owned, leased or rented by the UNIVERSITY at its primary Oklahoma City, Oklahoma, campus.
- 1.2 As used in this Agreement, the terms highway, street, road, alley, public way, boulevard, avenue and interstate, and any form thereof or other term of similar meaning or import and whether a common or proper noun, shall include any right-of-way areas thereof.

- 1.3 The OUHSC Campus Police and Public Safety Department and its duly commissioned and certified police officers are contracting with third parties to perform certain police, security and safety activities in addition to and outside the campus but within the jurisdiction of the CITY.

Article II

Area of Concurrent Jurisdiction

- 2.1 The CONCURRENT JURISDICTION shall be an area described as follows:

Beginning at a point where the west side of North Lincoln Boulevard intersects with the north side of Northeast Sixteenth Street; then east along the north side of Northeast Sixteenth Street to the west side of North Kelley Avenue; then north along the west side of North Kelley Avenue to the north side of northeast Sixteenth Street; then east along the north side of Northeast Sixteenth Street to the east side of North Lottie Avenue; then south along the east side of North Lottie Avenue to the north side of Northeast Twelfth Street; then east along the north side of Northeast Twelfth Street to the east side of North Kate Avenue; then south along the east side of North Kate Avenue to the south side of Northeast Eleventh Street; then west along the south side of Northeast Eleventh Street to the east side of North Lottie Avenue; then south along the east side of North Lottie Avenue to the south side of Northeast Eighth Street; then west along the south side of Northeast Eighth Street to the east side of North Kelley Avenue; then south along the east side of North Kelley Avenue to the south side of Northeast Sixth Street; then west along the south side of Northeast Sixth Street to the east side of North Lindsey Avenue; then south along the east side of North Lindsey Avenue to the south side of Northeast Fourth Street; then west along the south side of Northeast Fourth Street to fifty (50) feet East of I-235; then northwesterly fifty (50) feet East of I-235 but parallel at fifty (50) feet to I-235 to a point in line with the north side of Northeast Eleventh Street; then east in a straight line with the north side of Northeast Eleventh Street to the west side of North Stiles Avenue; then north along the west side of North Stiles Avenue to the north side of Northeast Thirteenth Street; then east along the north side of Northeast Thirteenth Street to the west side of North Lincoln

Boulevard; then north along the west side of North Lincoln Boulevard to the beginning point.

- 2.2 It is expressly agreed and understood by the parties that this Campus Police Agreement does not make I-235 a public way immediately adjacent to the Campus or area of CONCURRENT JURISDICTION as defined in this Agreement. OUHSC Police shall not consider I-235 to be within their jurisdiction for Police action, absent an emergency situation requiring prompt action or upon request from CITY Police.

Article III

OUHSC Campus Jurisdiction

- 3.1 As provided by law, Commissioned OUHSC Campus Police officers have the same powers, liabilities, and immunities as sheriffs or police officers within their jurisdiction to enforce:
- a. state criminal statutes; and
 - b. rules and regulations of the University of Oklahoma.
- 3.2 OUHSC police officers may complete law enforcement activities off campus in a timely manner that began on campus.
- 3.3 Notwithstanding any provision herein, the CITY retains CONCURRENT JURISDICTION as provided by law within said OUHSC campus area, also known as CAMPUS JURISDICTION.

Article IV

OUHSC Concurrent Jurisdiction Authority

- 4.1 Duly commissioned OUHSC Campus Police, pursuant to statutory authority and this Agreement, shall also have CONCURRENT JURISDICTION to enforce state statutes on

the highways, streets, roads, alleys, easements and other public ways immediately adjacent to the area of CONCURRENT JURISDICTION.

4.2 OUHSC Campus Police shall have the authority and power within the CONCURRENT JURISDICTION are to:

- a. enforce state statutes; and
- b. timely complete any necessary enforcement activities that began within the CAMPUS JURISDICTION.

4.3 Outside the boundary of the CONCURRENT JURISDICTION, Campus Police may complete any necessary enforcement activities that began within the CAMPUS JURISDICTION or within the CONCURRENT JURISDICTION; provided, however, University shall coordinate such activities with CITY.

4.4 Within the extended area of the CAMPUS JURISDICTION and within the area of the CONCURRENT JURISDICTION, the parties shall have concurrent authority and jurisdiction to the extent provided by law and the terms of this Agreement, and nothing in this Agreement shall be construed as diminishing the authority of either party in any area.

4.5 OUHSC Campus Police are further authorized to exercise their authority as allowed by law within the area of CONCURRENT JURISDICTION and as otherwise reasonable as follows:

- a. when requested by any CITY police officer; and
- b. in any emergency or situation where prompt action is necessary to prevent or avoid personal injury or property damage or the escape of an offender who is reasonably believed to be fleeing from the scene of a crime or to be resisting arrest.

Article V

Party Obligations

- 5.1 The OUHSC shall not, pursuant to this Agreement, have authority to arrest for any municipal ordinance violations. With respect to arrests made by OUHSC Campus Police pursuant to state law, the OUHSC Campus Police shall be responsible for their own arrestees and said arrestees shall not be considered CITY prisoners.
- 5.2 Each party shall be solely responsible for the acts of its own police officers, employees, and agents taken under this Agreement but not for the acts of the public officers, employees or agents of the other party. It is expressly understood and agreed that nothing herein shall be construed as creating an employment or agency relationship between the CITY and the OUHSC Campus Police Department or expanding any jurisdiction with respect to arrests for state or municipal charges not specifically addressed herein. The CITY shall assume no liability for the acts and omissions of the Campus Police while performing their services within the corporate limits of the City of Oklahoma City and that all salaries, insurance or any and all other benefits will be the sole responsibility of the OUHSC. OUHSC shall assume no liability for the acts and omissions of the CITY'S police while performing their services on OUHSC property or otherwise or any other areas and that all salaries, insurance or any and all other benefits for the City's Police Department will be the sole responsibility of the CITY. Both parties herein shall be exclusively liable for loss resulting from tort or the torts of the employees acting within the scope of their employment as provided by law, including the Governmental Tort Claims Act, 51 O.S. § 151, *et seq.* (last amended 2016).

- 5.3 This Agreement is executed exclusively to establish geographic jurisdiction under the authority provided by the Oklahoma Campus Security Act, 74 O.S. § 360.15 *et seq.*, and particularly Sections 360.17 and 360.20. Nothing in this Agreement shall be deemed to create an agent-principal relationship between any OUHSC Campus Police officer and the CITY. It is the express intent of the parties hereto that this Agreement shall not be deemed or construed to be an appointment or commission by the CITY of any person to act for, by or on behalf of the CITY, whether as a police officer or otherwise. Any police officer acting by or under color of the jurisdictional authority created by this Agreement shall be acting exclusively on any commission of the OUHSC pursuant to the Act.
- 5.4 Nothing in this Agreement shall be construed as authority for either party to make commitment that will bind the other party.
- 5.5 Nothing in this Agreement shall create an OUHSC obligation to the CITY or to any third party to perform any police services or law enforcement activities.

Article VI

Cooperation

- 6.1 The OUHSC police shall cooperate and coordinate with the CITY'S Chief of Police as to all aspects of this Agreement in which OUHSC may be involved.
- 6.2 OUHSC Campus Police shall notify and defer to CITY Police response and investigations concerning any injury-to-person crime incidents in which OUHSC may be involved, unless exigent circumstances require immediate action and prevent any such communication to CITY Police. OUHSC will then notify CITY Police immediately thereafter. The term "injury-to-person crime incident" shall be defined as any crime or incident that threatens an injury to or the life of any person.

- 6.3 CITY Police may assume control in any situations that may arise within the CONCURRENT JURISDICTION area described herein.
- 6.4 OUHSC Campus Police shall provide a monthly statistical report of crime incidents to the OCPD Chief of Police or his designee and provide any OUHSC Campus Police Department reports as requested by the OCPD Chief of Police or his designee.
- 6.5 The OCPD will promptly notify OUHSC Campus Police of any known or reported crime of sexual assault, stalking, dating violence, sexual harassment, or other related crimes reportedly occurring on OUHSC owned or leased properties. This notification is required by OUHSC to comply with federal reporting requirements under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”), 20 U.S.C. §1092(f), and Title IX of the Education Amendments Act of 1972 (“Title IX”), 20 U.S.C. §§1681-1688, and to comply with policy in place under the authority of the Board of Regents of the University of Oklahoma.
- 6.6 The CITY will produce reports as often as monthly, but not less than annually, for OUHSC Police detailing all criminal incidents within the area of CONCURRENT JURISDICTION that have been reported to the CITY. This shall including incidents involving violations of weapons, alcoholic-beverage, and drug-law violations.

Article VII

Agreement Supersedes Prior Agreements

- 7.1 The terms and provisions of any prior similar agreement between the parties are hereby superseded.

Article VIII

Non-waiver of Rights

- 8.1 Failure of either party to insist upon strict performance of any term of this Agreement in any one or more instances shall not be construed as a waiver for the future of the performance of any such term or other term, but the same shall be and remain in full force and effect.

Article IX

Mutual Assistance

- 9.1 Either party may request assistance from the other in the performance of its lawful responsibilities, and the requested party may respond to a request and provide assistance to the requesting party to the extent allowed by law and to the extent of the authority of the requesting party.

Article X

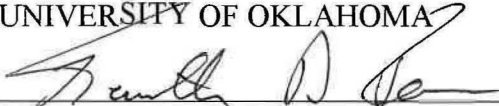
Effective Date

- 10.1 The Agreement shall be effective upon the execution of the agreement by both parties, and continue in effect until terminated as provided herein. This Agreement may be terminated by either mutual consent or by either party with or without cause after giving fourteen (14) days written notice. The CITY'S Chief of Police shall have plenary authority in emergency situations to temporarily request the Campus Police to stop all activities authorized by this Agreement, pending a review and determination of whether the CITY will or will not terminate said Agreement.

IN WITNESS WHEREOF, the parties have approved this Agreement and authorized the signatures below as of the dates herein set out.

DATED this _____ day of _____, 2017.

Board of Regents for the
UNIVERSITY OF OKLAHOMA

By: 
Kenneth D. Rowe, Vice President for
Administration and Finance

APPROVED by the Council and SIGNED by the Mayor for the City of Oklahoma City
this 1th day of April, 2017.

THE CITY OF OKLAHOMA CITY,
A Municipal Corporation

By: 
MAYOR

ATTEST:


City Clerk



Reviewed as to form and legality.


Assistant Municipal Counselor

RESOLUTION DECLARING AN INTENT TO REIMBURSE
EXPENDITURES FROM TAX-EXEMPT BOND PROCEEDS

WHEREAS, the Board of Regents of the University of Oklahoma (the "Board of Regents") the governing board of and acting for The University of Oklahoma Health Sciences Center (the "Institution") desires to finance the costs of purchasing mammography and ultrasound equipment in the amount of \$452,098 to be located on the Institution's Oklahoma City Campus in Oklahoma City, Oklahoma (the "Project"); and

WHEREAS, the Institution intends to request The Oklahoma Development Finance Authority (the "Authority") to finance the costs of the Project or portions thereof under the Authority's Master Real Property or Equipment Lease Program with the proceeds of the sale of bonds or other obligations the interest on which is excluded from gross income for federal income tax purposes (the "Bonds"); and

WHEREAS, prior to the issuance of the Bonds the Institution desires to incur certain capital expenditures (the "Expenditures") with respect to the Project from available moneys of the Institution; and

WHEREAS, the Board of Regents for the Institution has determined that those moneys advanced to pay the Expenditures prior to the issuance of the Bonds are available only for a temporary period and it is necessary to reimburse the Institution for the Expenditures from the proceeds of the Bonds.

NOW, THEREFORE, THE BOARD OF REGENTS FOR THE INSTITUTION DOES HEREBY RESOLVE, ORDER AND DETERMINE AS FOLLOWS:

SECTION 1. The Institution hereby states its intention and reasonably expects to reimburse Expenditures of the Project paid prior to the issuance of the Bonds with proceeds of the Bonds.

SECTION 2. The reasonably expected maximum principal amount of the Bonds to be issued is \$452,098.

SECTION 3. This resolution is being adopted no later than 60 days after the date on which the Institution paid its first Expenditure on the Project to be reimbursed from proceeds of the Bonds (excluding certain "preliminary expenditures" as defined in Treasury Regulation Section 1.150-2 which may have been paid before that date).

SECTION 4. The Institution or the Authority will make a reimbursement allocation, which is a written allocation that evidences the Institution's use of proceeds of the Bonds to reimburse an Expenditure, on or after the issue date of the Bonds but no later than 18 months after the later of the date on which the Expenditure is paid or the Project is placed in service or abandoned, but in no event more than three years after the date on which the Expenditure is paid.

SECTION 5. This resolution is adopted as official action of the Institution in order to comply with Treasury Regulation Section 1.150-2 and any other regulations of the Internal Revenue

Service relating to the qualification for reimbursement of Expenditures of the Institution incurred prior to the date of issue of the Bonds.

SECTION 6. This resolution is effective immediately upon its passage.

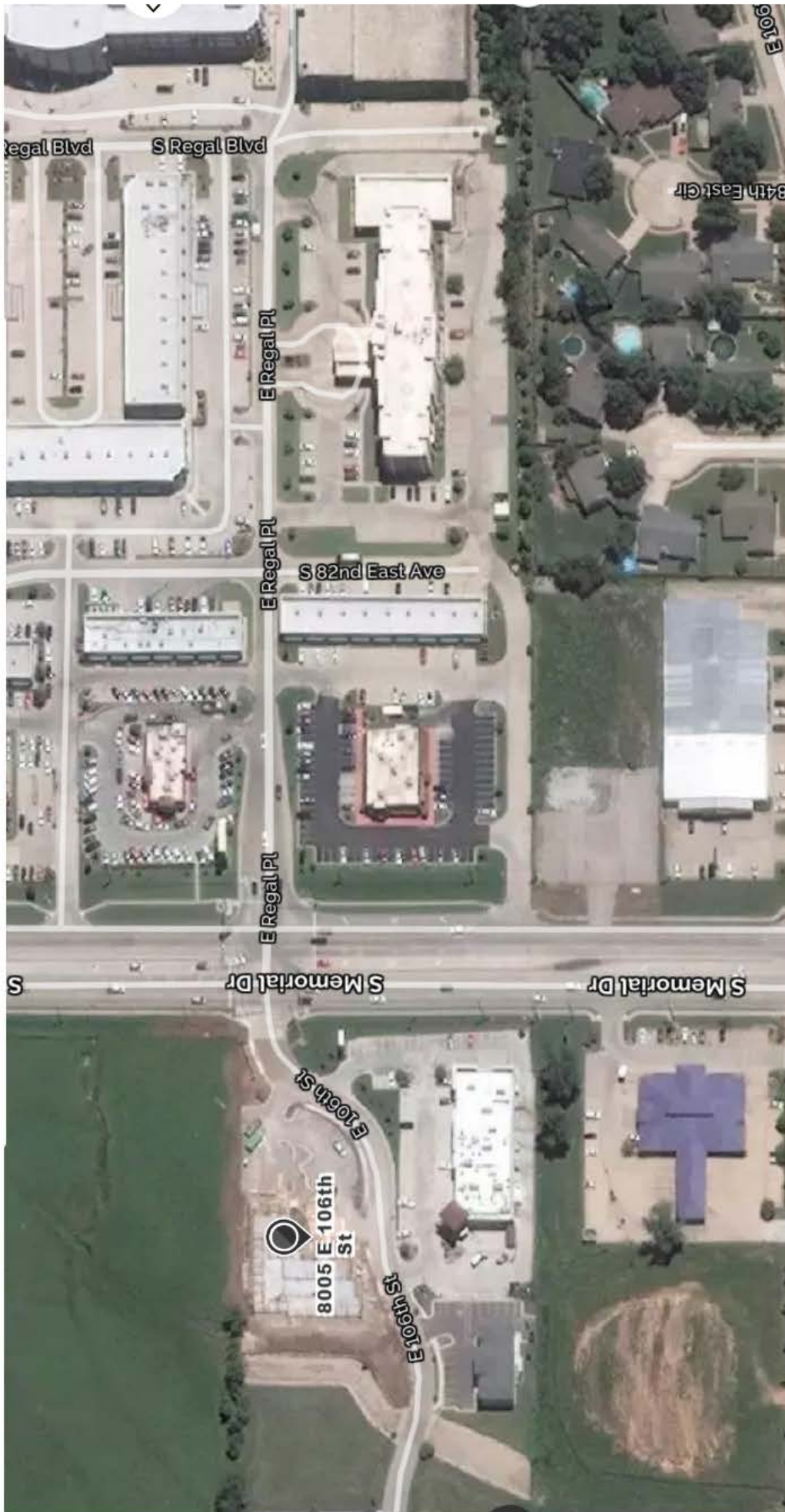
ADOPTED, SIGNED AND APPROVED this ___th day of _____, 20__.

BOARD OF REGENTS FOR THE
[INSTITUTION]

By _____
[name]
[title]

Attest:

[name]
[title]



ADMISSIONS BOARD AND
INTERVIEW SUBCOMMITTEE
2017-2018

ADMISSIONS BOARD

Brannon, Dale, M.D., Clinical Assistant Professor of Radiology
 Coleman, Brian, M.D., Associate Professor of Family Medicine
 Franklin, Rachel, M.D., Professor of Medicine
 Halliday, Nancy, Ph.D., Associate Professor of Cell Biology
 Holter Chakrabarty, Jennifer, M.D., Associate Professor of Medicine, Chair
 Koons, Kelli, M.D., Clinical Instructor, Pediatrics
 Landrum, Lisa, M.D., Associate Professor of OB/GYN
 Squires, Ron, M.D., Professor of Surgery, Immediate Past Chair
 Taubman, Kevin, M.D., Assistant Professor of Surgery, Tulsa
 Tran, Nicole, M.D., Assistant Professor of Medicine
 Weisz, Michael, M.D., Professor of Internal Medicine, Tulsa

Baker, Sherri, M.D., Associate Dean for Admissions, Associate Professor of Pediatrics, *ex officio*

INTERVIEW SUBCOMMITTEE

FULL-TIME FACULTY, PART-TIME FACULTY, AND VOLUNTEER FACULTY

Ayitey, Rosemary, M.D., Clinical Instructor of Family Medicine
 Baker, Mary Zoe, M.D., Professor of Medicine
 Barrett, James, M.D., Professor of Family Medicine
 Bautista, Alexander, M.D., Assistant Professor of Anesthesiology
 Bolkhir, Ahmed, M.D., Assistant Professor of Medicine
 Bondurant, William, M.D., Clinical Assistant Professor of Family Medicine
 Brand, James, M.D., Professor of Family Medicine
 Broussard, Adam, M.D., Assistant Professor of Anesthesiology
 Brown, Ryan, MD., Clinical Associate Professor of Pediatrics
 Brownlee, Steve, M.D., Clinical Associate Professor of Otolaryngology - Tulsa
 Caldwell, Conrad, M.D., Clinical Assistant Professor of Emergency Medicine
 Chaudhry, Shabbir, M.D., Clinical Professor of Medicine
 Conner, Keri, D.O., Assistant Professor of Radiological Sciences
 Cooper, M. Townsend, M.D., Clinical Instructor of Pediatrics
 Crawford, David, M.D., Associate Professor of Pediatrics
 Cross, Alisa, M.D., Assistant Professor of Surgery
 Cross, Brian, M.D., Assistant Professor of Urology
 Csiszar, Anna, M.D./Ph.D., Associate Professor of Geriatrics
 Dasari, Tarun, M.D., Assistant Professor of Medicine
 Deb, Subrato, M.D., Associate Professor of Surgery
 Deck, Jason, M.D., Assistant Professor of Family Medicine - Tulsa
 Dentino, Andrew, M.D., Professor of Geriatrics
 Douglas, Chad, M.D., Clinical Assistant Professor of Family Medicine
 Eiszner, James, M.D., Assistant Professor of Anesthesiology
 Elwell, Victoria, M.D., Assistant Professor of Anesthesiology
 Everett, Royce B, M.D., Clinical Professor of Obstetrics and Gynecology
 Farrow, Aaron, M.D., Assistant Professor of Neurology
 George, Minu, M.D., Assistant Professor of Pediatrics
 Gibson, BreeAnna, M.D., Assistant Professor of Obstetrics and Gynecology
 Gierman, Joshua, M.D., Assistant Professor of Surgery
 Gunda, Divya, M.D., Assistant Professor of Radiological Sciences
 Guthrie, Cecilia, M.D., Associate Professor of Pediatrics
 Hancock, S. Brandon, M.D., Assistant Professor of Radiological Sciences
 Handley, Judith, M.D., Associate Professor of Anesthesiology
 Harper, Howard, M.D., Clinical Assistant Professor of Diagnostic Radiology

Harris, Curtis, M.D., Clinical Assistant Professor of Endocrinology
Haymore, Bret, M.D., Clinical Assistant Professor of Medicine
Heinlen, Jonathan, M.D., Assistant Professor of Urology
Henning, Monica, M.D., Clinical Assistant Professor of OG/GYN – Tulsa
Herren, Cherie, M.D., Assistant Professor of Neurology
Hill, Molly, Ph.D., Professor of Microbiology/Immunology
Jeffries, Matlock, M.D., Assistant Professor of Medicine
Lansinger, Yuri, M.D., Assistant Professor of Orthopedic Surgery
Lindgren, Mark, M.D., Clinical Assistant Professor of Urology
Lockwood, Deborah, M.D., Associate Professor of Cardiology
Mathew, Sunil, M.D., Clinical Assistant Professor of Medicine
McKinney, Kibwei, M.D., Assistant Professor of Otorhinolaryngology
Mitchell, Lynn, M.D., Professor of Family Medicine
Moreau, Annie, M.D., Assistant Professor of Ophthalmology
Naifeh, Monique, M.D., Clinical Associate Professor of Pediatrics
Nalagan, Juan, M.D., Clinical Assistant Professor of Emergency Medicine - Tulsa
Nanda, Sumit, M.D., Clinical Assistant Professor of Ophthalmology
Naylor, Bruce, M.D., Clinical Professor of Medicine
Nelson, Elizabeth, M.D., Clinical Assistant Professor of Family Medicine
Ngo, Elizabeth, M.D., Assistant Professor of Medicine
O'Donoghue, Dan, Ph.D., Professor of Cell Biology
Page, Amanda, M.D., Clinical Assistant Professor of Pediatrics
Parker, Jacob, M.D., Clinical Associate Professor of Radiological Sciences
Peterson, JoElle, M.D., Assistant Professor of Pathology
Puffinbarger, Williams, M.D., Associate Professor of Orthopedic Surgery
Ramakrishnan, Kalyanakrishna, M.D., Professor of Family Medicine
Ray, Bappaditya, M.D., Assistant Professor of Neurology
Razaq, Mohammad, M.D., Assistant Professor of Medicine
Razaq, Wajeeha, M.D., Assistant Professor of Medicine
Rooms, Laura, M.D., Assistant Professor of Pediatrics
Rubin, Erin, M.D., Associate Professor of Pathology
Samara, Shea, M.D., Clinical Assistant Professor of Medicine
Shah, Tanmay, M.D., Assistant Professor of Obstetrics and Gynecology
Shelton, Sarah, M.D., Clinical Associate Professor of Pediatrics
Sherburn, Eric, M.D., Clinical Assistant Professor of Family Medicine – Tulsa
Shibib, Dena, D.O., Assistant Professor of Pathology
Shihabuddin, Bashar, M.D., Assistant Professor of Pediatrics
Smith, Katie, M.D., Associate Professor of Obstetrics and Gynecology
Tschirhart, Monica, M.D., Assistant Professor of Obstetrics and Gynecology - Tulsa
Van Dyck, Kofi, M.D., Assistant Professor of Anesthesiology
Wells, William, M.D., Clinical Assistant Professor of Pediatrics
Williams, Marvin, D.O., Associate Professor of Obstetrics and Gynecology
Williams, Patricia, M.D., Assistant Professor of Pediatrics
Windrix, Casey, M.D., Assistant Professor of Anesthesiology
Yates, Ashley, M.D., Clinical Assistant Professor of Pediatrics
Yeaman, Brian, M.D., Clinical Assistant Professor of Family Medicine

COMMUNITY BASED CONGRESSIONAL DISTRICT REPRESENTATIVES

Breedlove, Robert, M.D., Stillwater
Chambers, Susan, M.D., Oklahoma City
Digoy, G. Paul, M.D., Oklahoma City
Evans, J. Mark, M.D., Nichols Hills
Farhood, Lisa, M.D., Oklahoma City
Gibbs, Rachel, M.D., Tulsa
Hassoun, Basel, M.D., Oklahoma City
Leveridge, C. Tony, M.D., Oklahoma City
Mackie, Laura, M.D., Oklahoma City
Muse, Gene, M.D., Oklahoma City

Parekh, Mukesh, M.D., Oklahoma City
Rougas, Stacie, M.D., Oklahoma City
Shanbour, K. Anthony, M.D., Oklahoma City
Tran, Tony, M.D., Norman
Wilks, Karen, M.D., Oklahoma City
Vaughn, Anthony, M.D., Oklahoma City

STUDENTS

Oklahoma City Campus: (13)

Fightmaster, Ryan
Johnson, Eric
Pasquali, Paige
Rubenstein, Abby
Toal, Coralee
Underwood, Hannah
Zanabria, Rosemarie

Harris, Chris
Nguyen, Christina
Pittman, Stephen
Ruhmann, Jeremy
Trigoso, Yvonne
Werner, Kaitlyn

Tulsa Campus: (5)

Ijaz, Shahn
Lundie, Jillian
Starnes, Andrew

Larson, Michael
Stanley, Zach

QUARTERLY FINANCIAL ANALYSIS
For the quarter ended June 30, 2017

EXECUTIVE SUMMARY

Highlights from the *Statements of Net Position* as of June 30, 2017 and *Statements of Changes in Net Position* for the twelve months then ended are presented below for information only.

STATEMENTS OF NET POSITION

- Total assets and deferred outflows of \$1.51 billion exceed related liabilities and deferred inflows of \$722.5 million by \$884.1 million.
- Assets showed an increase of \$25.6 million from the prior year.
 - Capital assets increased by \$11.3 million.
 - Investments in total increased by \$12.2 million.
- Liabilities showed an increase of \$94.3 million from the prior year.
 - Net pension liability increased by \$98.2 million.
 - Postemployment benefits obligation increased by \$6.5 million.
 - Capital lease and Revenue bonds payable decreased by \$8.6 million.

STATEMENTS OF CHANGES IN NET POSITION

- Total revenues of \$1.04 billion exceeded expenses of \$1.03 billion by \$19 million.
- Operating revenues showed an increase of \$13 million from the prior year.
- Operating expenses showed an increase of \$43.3 million from the prior year.
- Nonoperating revenues and expenses remained constant compared to the prior year.
 - State appropriations have decreased by \$5.2 million.
 - Investment income in total has increased by \$4.9 million.
- Other revenue, expenses, gains, or losses showed a decrease of \$6.9 million from the prior year.
 - Private gifts for capital projects decreased by \$7.3 million.
- Change in net position decreased by \$34.6 million from the prior year due mainly to issues highlighted above.

OU HEALTH SCIENCES CENTER
 STATEMENTS OF NET POSITION
 AS OF JUNE 30, 2017 AND 2016
 UNAUDITED - MANAGEMENT'S USE ONLY

| | 6/30/2017 | 6/30/2016 |
|--|----------------------|----------------------|
| Assets | | |
| Unrestricted cash and cash equivalents | 594,898,725 | 567,430,362 |
| Restricted cash and cash equivalents | 31,669,669 | 31,130,301 |
| Accounts receivable, net | 138,725,781 | 148,103,553 |
| Inventories and supplies, at cost | 3,025,604 | 3,156,727 |
| Loans to students, net | 6,648,300 | 6,707,118 |
| Deposits and prepaid expenses | 3,691,207 | 4,276,024 |
| Endowment investments | 43,209,880 | 39,343,040 |
| Investments | 99,995,807 | 97,986,850 |
| Investments in real estate | 6,863,347 | 175,400 |
| Capital assets, net | 592,266,854 | 581,197,730 |
| Total Assets | <u>1,520,995,174</u> | <u>1,479,507,106</u> |
| Deferred Outflows | <u>32,507,600</u> | <u>28,507,631</u> |
| Liabilities | | |
| Accounts payable and accrued expenses | 80,589,455 | 79,363,160 |
| Accrued compensated absences | 34,966,805 | 34,184,726 |
| Net pension liability | 246,074,106 | 217,743,090 |
| Post employment benefits obligation | 101,925,834 | 94,925,834 |
| Federal loans liability | 7,211,535 | 7,109,284 |
| Unearned revenue | 9,234,188 | 9,602,220 |
| Accrued interest payable | 3,598,343 | 3,699,026 |
| Deposits held in custody for others | 1,947,023 | 1,687,186 |
| Capital lease payable | 21,569,464 | 24,566,826 |
| Revenue bonds payable | 141,002,434 | 146,623,289 |
| Total Liabilities | <u>648,119,187</u> | <u>619,504,639</u> |
| Deferred Inflows | <u>18,361,200</u> | <u>23,361,255</u> |
| Net Position | | |
| Net Position | <u>887,022,387</u> | <u>865,148,842</u> |
| Total Net Position | <u>887,022,387</u> | <u>865,148,842</u> |

OU HEALTH SCIENCES CENTER
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION
FOR THE TWELVE MONTHS ENDING JUNE 30, 2017
UNAUDITED - MANAGEMENT'S USE ONLY

| Operating Revenues | 6/30/2017 | 6/30/2016 |
|--|---------------|--------------|
| Student tuition and fees (net of scholarship allowances) | 62,888,146 | 61,376,114 |
| Patient care | 409,311,394 | 397,187,164 |
| Grants and contracts | 289,107,086 | 307,144,254 |
| Sales and services | 38,031,415 | 32,774,836 |
| Other revenues | 87,846,459 | 82,637,532 |
| Total operating revenues | 887,184,499 | 881,119,899 |
| | | |
| Operating Expenses | | |
| Compensation and benefits | 661,688,174 | 642,536,477 |
| Contractual services | 79,038,615 | 81,790,811 |
| Supplies and materials | 140,398,955 | 128,505,228 |
| Depreciation | 28,528,116 | 27,881,138 |
| Utilities | 12,094,602 | 12,268,049 |
| Communication | 11,134,300 | 10,397,791 |
| Scholarships | 2,428,188 | 2,411,058 |
| Other expense | 70,935,608 | 67,911,355 |
| Total operating expenses | 1,006,246,556 | 973,701,907 |
| Operating loss | (119,062,058) | (92,582,008) |
| | | |
| Nonoperating Revenues and (Expenses) | | |
| State appropriations | 79,937,067 | 85,267,149 |
| State on-behalf payments | 13,267,551 | 13,969,380 |
| Private gifts | 13,368,457 | 13,321,417 |
| Interest on indebtedness | (8,281,052) | (8,839,852) |
| Investment income/loss | 13,838,531 | 8,885,702 |
| Endowment income | 17,462,360 | 15,687,206 |
| Net nonoperating revenues and (expenses) | 129,592,915 | 128,291,002 |
| Income before other revenues, (expenses), gains, or (losses) | 10,530,857 | 35,708,994 |
| | | |
| Other Revenue, Expenses, Gains or Losses | | |
| State grants and contracts for capital projects | 400,000 | 629,815 |
| State appropriations for capital projects | 5,843,241 | 5,692,320 |
| Private gifts for capital projects | 488,009 | 7,796,314 |
| State school land funds | 4,611,438 | 3,716,345 |
| Total other revenue, (expenses), gains, or (losses) | 11,342,688 | 17,834,794 |
| | | |
| Change in Net Position | 21,873,545 | 53,543,788 |

**UNIVERSITY OF OKLAHOMA REPORT OF PURCHASES
FOR THE QUARTER ENDED JUNE 30, 2017**

| Supplier | Amount | Campus | Department | Explanation | Category | Method |
|--|------------|--------|---------------------------------|--|------------------------------------|-------------------|
| Funding Sources: Educational & General (Appropriations, Tuition & Fees, Sponsored Project Indirect Cost Reimbursements) | | | | | | |
| 1. 3Share | \$ 75,000 | NC | Web Communications | Web Site Maintenance | IT Product / Supply / Service | Competed |
| 2. Amer Harlequin Corp | \$ 53,549 | NC | Fine Arts | Floor Renovation | Building / Ground Improvements | Negotiated |
| 3. American Harlequin Corp. | \$ 65,000 | NC | Reynolds Performing Arts Center | Renovation Services - Dance Studios | Building / Ground Improvements | Negotiated |
| 4. China Study Tour | \$ 56,000 | NC | International Studies | Education Abroad | Travel / Registrations | Negotiated |
| 5. CMI Comm | \$ 140,423 | NC | CCE | Audio/Video Hardware / Maintenance | IT Product / Supply / Service | Competed |
| 6. Copelins Office Center Inc | \$ 62,863 | NC | Native American Studies | Furnishings - Faculty / Instructors | Furniture | Competed |
| 7. Dell | \$ 59,144 | HSC | Infrastructure Services | Uninterrupted Power Supply Maintenance | IT Product / Supply / Service | Competed |
| 8. Gov Connection Inc | \$ 82,220 | HSC | Information Technology | Software License / Maintenance | IT Product / Supply / Service | Competed |
| 9. Gov Connection Inc | \$ 61,770 | HSC | Infrastructure Services | Software License / Maintenance | IT Product / Supply / Service | Competed |
| 10. Languageline Solutions | \$ 240,000 | NC | CCE TC Contact Center | Translation Service - Call Center | Professional Services | Competed |
| 11. Omaha Airplane Supply | \$ 67,572 | NC | CCE Aviation | Airplane Engine Overhaul - Three Engines | Non-Professional Services | Competed |
| 12. Onstage System | \$ 58,200 | NC | Graduation Office | Stage - 2017 Graduation Events | Non-Professional Services | Competed |
| 13. Pro Presenters LLC | \$ 79,385 | NC | Music | Performance Hall Camera Systems | IT Product / Supply / Service | Competed |
| 14. RFCORE Co Ltd | \$ 500,000 | NC | Advanced Radar Research Center | Research Equipment | Lab / Medical / Research Equipment | Negotiated |
| 15. Rittenhouse Book Distributors Inc | \$ 63,873 | HSC | Library | Electronic Books | Book / Publication / Subscription | Negotiated |
| 16. Scott Rice | \$ 290,084 | NC | Library | Furniture - Library Space Renovation | Furniture | Competed |

**UNIVERSITY OF OKLAHOMA REPORT OF PURCHASES
FOR THE QUARTER ENDED JUNE 30, 2017**

| | Supplier | Amount | Campus | Department | Explanation | Category | Method |
|---|---------------------------------------|---------------|---------------|------------------------------|--|------------------------------------|-------------------|
| 17. | Scott Rice | \$ 64,559 | NC | Library | Furnishings - Library Renovation | Furniture | Competed |
| 18. | Skyfactor | \$ 85,250 | NC | Graduation Office | Software License / Maintenance | IT Product / Supply / Service | Negotiated |
| 19. | Teaching System Inc | \$ 141,368 | NC | College of Engineering | Climbing Film Evaporator; CBME undergraduate laboratory. | Lab / Medical / Research Equipment | Competed |
| Funding Sources: Non-Educational & General (Non-Appropriated, Service Departments, Auxiliary Enterprises, Clinic Operations) | | | | | | | |
| 20. | 3M Company | \$ 92,660 | HSC | Radiology Patient Billing | Software License / Maintenance | IT Product / Supply / Service | Competed |
| 21. | 3M Company | \$ 91,690 | HSC | Radiology Patient Billing | Software License / Maintenance | IT Product / Supply / Service | Competed |
| 22. | Alexander Wollman and Stark | \$ 87,500 | Tulsa | Medical Science Education | Recruitment Services - Associate Dean Position | Professional Services | Competed |
| 23. | Alko Enterprises Inc | \$ 201,180 | Tulsa | Clinical Information Systems | Vital Signs Monitors | Lab / Medical / Research Equipment | Competed |
| 24. | Allscripts | \$ 117,546 | Tulsa | Medical Informatics | Pratice Management System Maintenance | IT Product / Supply / Service | Negotiated |
| 25. | Allscripts | \$ 72,000 | Tulsa | OU Physicians | Claims Management System | IT Product / Supply / Service | Negotiated |
| 26. | Allscripts | \$ 180,000 | Tulsa | OU Physicians | Patient Billing System | IT Product / Supply / Service | Negotiated |
| 27. | Appleby Strategic Solutions | \$ 88,000 | NC | Administration & Finance | Technical Consulting - Radar | Professional Services | Negotiated |
| 28. | Associated Timed and Parking Controls | \$ 50,886 | NC | Parking & Transportation | Parking Tags / Permits | Maintenance / Industrial Supply | Negotiated |
| 29. | Automated Building Systems Inc | \$ 343,930 | HSC | Site Support | Building Monitoring System Installation | Maintenance / Industrial Equipment | Competed |

**UNIVERSITY OF OKLAHOMA REPORT OF PURCHASES
FOR THE QUARTER ENDED JUNE 30, 2017**

| | Supplier | Amount | Campus | Department | Explanation | Category | Method |
|-----|--------------------------------------|---------------|---------------|--------------------------|--|------------------------------------|-------------------|
| 30. | Automated Building Systems, Inc | \$ 343,930 | HSC | Site Support | Temperature Control and Energy Management Systems installation year 2 of 5 | Maintenance / Industrial Equipment | Completed |
| 31. | Bayer Healthcare Pharmaceuticals Inc | \$ 450,000 | HSC | Pediatrics | Anti-hemophilia Pharceuticals | Lab / Medical / Research Supplies | Negotiated |
| 32. | Caddell & Co LLC | \$ 303,061 | NC | Facilities Management | Floor Renovation - Dale Hall Tower | Building / Ground Improvements | Completed |
| 33. | Caddell & Co LLC | \$ 170,946 | NC | Facilities Management | Restroom Renovation - Dale Hall Tower | Building / Ground Improvements | Completed |
| 34. | Carpet Store | \$ 214,720 | NC | Housing & Food | Replacement Flooring - Housing & Food Facilities | Building / Ground Improvements | Completed |
| 35. | CH Guernsey & Co. | \$ 300,000 | NC | Facilities Management | Utilities Management Consulting | Professional Services | Completed |
| 36. | Chickasaw Telecom Inc | \$ 96,529 | NC | Information Technology | Telecomm Switch Replacement | IT Product / Supply / Service | Completed |
| 37. | Chickasaw Telecom Inc | \$ 77,923 | NC | Information Technology | IT / Network Equipment - School of Visual Arts | IT Product / Supply / Service | Completed |
| 38. | Chickasaw Telecom Inc | \$ 216,888 | Tulsa | Information Technology | Network Refresh | IT Product / Supply / Service | Completed |
| 39. | City of Norman | \$ 900,000 | NC | Facilities Management | Water - Norman Campus FY18 | Communication / Utility Services | Negotiated |
| 40. | City of Norman | \$ 300,000 | NC | Facilities Management | Solid Waste Disposal - Norman Campus FY18 | Communication / Utility Services | Negotiated |
| 41. | Comdata | \$ 300,000 | NC | Fleet Services | Fuel Cards for FY 2018 | Maintenance / Industrial Supply | Completed |
| 42. | Connelly Paving Company | \$ 178,700 | HSC | Parking & Transportation | Resurface Lot K | Building / Ground Improvements | Completed |
| 43. | Const Unltd | \$ 78,142 | NC | Facilities Management | Renovation Services - Stubbeman Village | Building / Ground Improvements | Completed |

**UNIVERSITY OF OKLAHOMA REPORT OF PURCHASES
FOR THE QUARTER ENDED JUNE 30, 2017**

| | Supplier | Amount | Campus | Department | Explanation | Category | Method |
|-----|---|---------------|---------------|------------------------|---|------------------------------------|-------------------|
| 44. | Cornet Carpet Inc | \$ 90,820 | HSC | Site Support | Flooring - Research Parkway | Building / Ground Improvements | Competed |
| 45. | Dell Marketing LP | \$ 92,912 | HSC | Information Technology | Data Protection Systems License | IT Product / Supply / Service | Competed |
| 46. | Dell Marketing LP | \$ 69,098 | Tulsa | Information Technology | Laptop Computers | IT Product / Supply / Service | Competed |
| 47. | Ellucian Co. | \$ 228,975 | NC | Information Technology | Software License / Maintenance | IT Product / Supply / Service | Competed |
| 48. | Engineered Systems and Energy Solutions | \$ 410,800 | NC | Facilities Management | Monitoring - Steam and Chilled Water Plants | Professional Services | Competed |
| 49. | Ford Audio Video Systems Inc. | \$ 127,558 | Tulsa | Information Technology | Video Equipment - Perkins Lecture Hall | IT Product / Supply / Service | Competed |
| 50. | Gartner Group | \$ 288,579 | NC | Information Technology | Membership Renewal | Professional Services | Competed |
| 51. | Gaumard Scientific Company Inc. | \$ 131,890 | HSC | College of Medicine | Patient Simulator | Lab / Medical / Research Equipment | Negotiated |
| 52. | Gov Connection Inc | \$ 281,118 | NC | Information Technology | Software License / Maintenance | IT Product / Supply / Service | Competed |
| 53. | Gov Connection Inc | \$ 50,284 | NC | Information Technology | Software License / Maintenance | IT Product / Supply / Service | Competed |
| 54. | Gov Connection Inc | \$ 636,943 | NC | Information Technology | Software License / Maintenance | IT Product / Supply / Service | Competed |
| 55. | Haskell Lemon Construction Co. | \$ 234,810 | NC | Facilities Management | Repave Parking Lot - McCasland Fieldhouse | Building / Ground Improvements | Competed |
| 56. | Hologic Inc | \$ 114,000 | HSC | Breast Institute | Equipment Upgrade | Lab / Medical / Research Supplies | Negotiated |
| 57. | International Business Machines Corporation | \$ 196,121 | NC | Information Technology | Software License / Maintenance | IT Product / Supply / Service | Competed |
| 58. | ISG Public Sector | \$ 882,250 | HSC | Provost | Enterprise Planning System Consulting | Professional Services | Competed |
| 59. | John A Marshall Co | \$ 80,807 | Tulsa | Family Medicine Clinic | Clinic Furnishings | Furniture | Competed |

**UNIVERSITY OF OKLAHOMA REPORT OF PURCHASES
FOR THE QUARTER ENDED JUNE 30, 2017**

| | Supplier | Amount | Campus | Department | Explanation | Category | Method |
|-----|-------------------------------|---------------|---------------|--------------------------------------|---|------------------------------------|-------------------|
| 60. | Kindercare Educ At Work | \$ 87,076 | NC | Real Estate | Space Lease - 1205 West Boyd Street Annex | Lease / Rent Property | Negotiated |
| 61. | Krueger International Inc | \$ 74,312 | NC | Facilities Management | Classroom Seating Replacement - Dale Hall | Furniture | Competed |
| 62. | Leica Microsystems Inc | \$ 435,000 | HSC | College of Medicine | Confocal Microscope | Lab / Medical / Research Equipment | Negotiated |
| 63. | Mansfield Media Solutions LLC | \$ 64,810 | NC | Information Technology | Audio/Video Hardware / Maintenance | IT Product / Supply / Service | Competed |
| 64. | Metco Builders LLC | \$ 84,780 | HSC | Parking & Transportation | Parking Garage Equipment | Maintenance / Industrial Equipment | Competed |
| 65. | Metco Builders LLC | \$ 84,780 | HSC | Parking & Transportation | Mirrors in the drive lanes at COM and Stephenson Cancer | Building / Ground Improvements | Competed |
| 66. | Micro Focus Software | \$ 147,796 | NC | Information Technology | Software License / Maintenance | IT Product / Supply / Service | Competed |
| 67. | Mobile Modular Management | \$ 126,600 | NC | Architectural & Engineering Services | Modular Building - Stadium Project | Building / Ground Improvements | Competed |
| 68. | Nasatka Security | \$ 93,890 | NC | OU Police Department | Mobile Steel Plate Barriers | Maintenance / Industrial Equipment | Negotiated |
| 69. | OK Roofing & sheet Metal Inc | \$ 514,352 | NC | Facilities Management | Coats Hall Roof Replacement | Building / Ground Improvements | Competed |
| 70. | OKC Boathouse FDTN | \$ 188,458 | NC | Athletics | Leasehold Improvements - Boathouse | Lease / Rent Property | Negotiated |
| 71. | Oklahoma Natural Gas | \$ 80,000 | NC | Facilities Management | Natural Gas - Norman Campus FY18 | Communication / Utility Services | Negotiated |
| 72. | Oklahoma Natural Gas | \$ 700,000 | NC | Facilities Management | Natural Gas Transportation - Norman Campus FY18 | Communication / Utility Services | Negotiated |
| 73. | Optiv Security Inc | \$ 144,452 | Tulsa | Information Technology | Software License / Maintenance | IT Product / Supply / Service | Competed |
| 74. | Optum360 LLC | \$ 61,500 | HSC | OU Physicians | Imaging System License | IT Product / Supply / Service | Negotiated |

**UNIVERSITY OF OKLAHOMA REPORT OF PURCHASES
FOR THE QUARTER ENDED JUNE 30, 2017**

| | Supplier | Amount | Campus | Department | Explanation | Category | Method |
|-----|---------------------------------------|---------------|---------------|-------------------------|--|------------------------------------|-------------------|
| 75. | Penley Oil Co | \$ 800,000 | NC | Fleet Services | Bulk Fuel Oil | Maintenance / Industrial Supply | Competed |
| 76. | Presidio Networked Solutions Inc | \$ 68,501 | HSC | Enterprise Connectivity | Network Equipment | IT Product / Supply / Service | Competed |
| 77. | Press Ganey Associates Inc | \$ 150,000 | HSC | OU Physicians | Patient Satisfaction Surveys | Professional Services | Competed |
| 78. | Press Ganey Associates Inc | \$ 56,573 | Tulsa | OU Physicians | Patient Satisfaction Surveys | Professional Services | Competed |
| 79. | Pressure Solutions LLC | \$ 51,785 | NC | Fleet Services | Equipment - CNG Fill Stations | Maintenance / Industrial Equipment | Negotiated |
| 80. | Prof Turf Prod LP | \$ 249,652 | NC | Athletics | Grounds Maintenance Equipment | Maintenance / Industrial Equipment | Competed |
| 81. | R & R General Contracting Inc | \$ 53,302 | NC | Facilities Management | Max Westheimer Airport Pavement Replacement | Building / Ground Improvements | Competed |
| 82. | Red Dog Construction LLC | \$ 132,540 | Tulsa | Family Medicine Clinic | Renovatio Services - Clinic | Building / Ground Improvements | Competed |
| 83. | Red River Valley Electric Association | \$ 55,000 | NC | Facilities Management | Power - Biological Station | Communication / Utility Services | Negotiated |
| 84. | Reiss Painting Co of OKC LLC | \$ 95,000 | NC | Facilities Management | Summer Painting Services - Multiple Facilities | Building / Ground Improvements | Competed |
| 85. | RFIP Inc | \$ 153,412 | NC | Information Technology | Cisco Products - Equipment Refresh - Student Housing | IT Product / Supply / Service | Competed |
| 86. | Robert Half Technology | \$ 76,500 | NC | Information Technology | On Call IT Labor | Professional Services | Competed |
| 87. | Sigma Solutions | \$ 72,456 | HSC | Information Technology | Commnication Systems Support | IT Product / Supply / Service | Competed |
| 88. | Sigma Solutions | \$ 75,221 | NC | Information Technology | IT Products / Supplies | IT Product / Supply / Service | Competed |
| 89. | Sigma Solutions | \$ 205,769 | NC | Information Technology | IT / Network Equipment - Traditions East | IT Product / Supply / Service | Competed |
| 90. | Sigma Solutions | \$ 205,769 | NC | Information Technology | IT / Network Equipment - Traditions West | IT Product / Supply / Service | Competed |

**UNIVERSITY OF OKLAHOMA REPORT OF PURCHASES
FOR THE QUARTER ENDED JUNE 30, 2017**

| | Supplier | Amount | Campus | Department | Explanation | Category | Method |
|------|---------------------------|---------------|---------------|-----------------------------------|---|------------------------------------|-------------------|
| 91. | Sigma Solutions | \$ 77,813 | NC | Information Technology | Software License / Maintenance | IT Product / Supply / Service | Competed |
| 92. | Signal Communications | \$ 56,959 | NC | Information Technology | Audio/Video Hardware / Maintenance | Communication / Utility Services | Competed |
| 93. | Simplex Grinnell | \$ 577,326 | NC | Facilities Management | Sprinkler & Alarm Systems Inspection | Maintenance / Industrial Equipment | Competed |
| 94. | SKC Comm Prod LLC | \$ 160,722 | NC | Information Technology | Technology Equipment - Bizzell Library | IT Product / Supply / Service | Competed |
| 95. | Solar Turbines | \$ 600,000 | NC | Facilities Management | Power Plant Maintenance Services | Maintenance Agreement / Services | Negotiated |
| 96. | SonaCare Medical LLC | \$ 505,000 | HSC | Urology | Ultrasound | Lab / Medical / Research Equipment | Negotiated |
| 97. | Staplegun | \$ 55,000 | HSC | College of Pharmacy | Web Site Redesign Services | IT Product / Supply / Service | Competed |
| 98. | Sunbelt Rentals | \$ 119,044 | HSC | Site Support | Boom Lift | Maintenance / Industrial Equipment | Competed |
| 99. | SuperTech Inc | \$ 57,855 | HSC | College of Allied Health | Medical Imaging Training Equipment | Lab / Medical / Research Equipment | Competed |
| 100. | T2 Systems Inc | \$ 52,592 | HSC | Parking & Transportation | Software License - Plate Recognition | IT Product / Supply / Service | Negotiated |
| 101. | TA Instruments Waters LLC | \$ 70,545 | NC | Stephenson Research Center | Discovery Hybrid Rheometer - for Measuring Viscosity, Structer, and Similar | Lab / Medical / Research Equipment | Negotiated |
| 102. | Tecan US Inc | \$ 50,995 | HSC | Reynolds Oklahoma Center On Aging | Microplate Reader with Microscope | Lab / Medical / Research Equipment | Negotiated |
| 103. | Turnkey Remodeling | \$ 181,099 | NC | Facilities Management | Summer Painting Services - Multiple Facilities | Building / Ground Improvements | Competed |
| 104. | Virtamed AG | \$ 99,760 | HSC | College of Medicine | Training Simmulator | Lab / Medical / Research Equipment | Negotiated |
| 105. | Whip Mix | \$ 76,664 | HSC | College of Dentistry | Dental School Supplies | Lab / Medical / Research Supplies | Negotiated |

**UNIVERSITY OF OKLAHOMA REPORT OF PURCHASES
FOR THE QUARTER ENDED JUNE 30, 2017**

| | Supplier | Amount | Campus | Department | Explanation | Category | Method |
|---|--------------------------------|---------------|---------------|--|--|------------------------------------|-------------------|
| 106. | WLW Co. LLC | \$ 224,000 | NC | Facilities Management | Energy Consulting | Professional Services | Negotiated |
| Funding Sources: Sponsored Projects (Federal, State, Other Grants and Contracts) and Private Funds | | | | | | | |
| 107. | Becton Dickinson and Company | \$ 50,800 | HSC | Microbiology & Immunology | Safety Hood | Lab / Medical / Research Equipment | Negotiated |
| 108. | Cardinal Health 110 LLC | \$ 83,000 | HSC | Infectious Diseases | Medications | Lab / Medical / Research Supplies | Negotiated |
| 109. | Creative Bus Sales | \$ 953,728 | NC | Parking & Transportation | Trolley | Vehicles / Transportation | Competed |
| 110. | KCR Welding Inc | \$ 72,140 | NC | Advanced Radar Research Center | Equipment Fabrication | Lab / Medical / Research Equipment | Competed |
| 111. | RFHIC USA Corp | \$ 169,700 | NC | Advanced Radar Research Center | Transmitter / Receiver | Lab / Medical / Research Equipment | Negotiated |
| 112. | RFHIC USA Corp | \$ 271,500 | NC | Advanced Radar Research Center | Radar Equipment | Lab / Medical / Research Equipment | Negotiated |
| 113. | Tecan US Inc | \$ 95,780 | NC | Chemistry / Biochemistry | Research Equipment | Lab / Medical / Research Equipment | Negotiated |
| Funding Sources: Construction Projects (Bonds, Gifts) | | | | | | | |
| 114. | Copelins Office Center Inc | \$ 294,477 | NC | Architectural & Engineering Services | Furniture - Residential Colleges | Furniture | Competed |
| 115. | Dell Marketing LP | \$ 86,002 | HSC | Information Technology | Server | IT Product / Supply / Service | Competed |
| 116. | Scott Rice | \$ 145,407 | NC | Architectural & Engineering Services | Furniture - Residential Colleges | Furniture | Competed |
| 117. | Signal Communication | \$ 64,373 | NC | Information Technology | Communication Equipment - Residential Colleges | IT Product / Supply / Service | Competed |
| 118. | TA Instruments Waters LLC | \$ 97,900 | NC | Mewbourne School of Petroleum & Geological Engineering | High Pressure Gas Mixing System | Lab / Medical / Research Equipment | Negotiated |
| 119. | University of Central Oklahoma | \$ 53,000 | NC | National Resource Center for Youth | Conference Support Services | Conferences / Special Events | Competed |

EXHIBIT L

| <u>Firm Name</u> | <u>Date Initiated</u> | <u>Work Performed</u> | <u>Fee</u> |
|---|-----------------------|--|------------|
| <u>For the Norman Campus:</u> | | | |
| Architects in Partnership, LLC Norman | March 28, 2016 | Feasibility Study- Huston Huffman Addition and Locker Rooms Renovation | \$10,000 |
| Frankfurt-Short-Bruza Associates, P.C. Oklahoma City | May 8, 2015 | Architectural Consulting Services – OK Health Schools Project Construction Science | 25,000 |
| MA+ Architecture Oklahoma City | January 25, 2016 | Interior Design/Furniture Phases 3-5 – Residential Colleges | 68,283 |
| Cardinal Engineering, LLC Norman | February 23, 2016 | Provide Professional Ready Topographic Survey | 5,200 |
| Cardinal Engineering, LLC Norman | August 30, 2016 | Provide Expanded Professional Ready Topographic Survey | 2,500 |
| Kirkpatrick Forest Curtis Engineering Oklahoma City | April 7, 2017 | Structural Engineering Assessment – Lloyd Noble Center | 330 |
| <u>For the Health Sciences Center, Oklahoma City:</u> | | | |
| MA+ Architecture Oklahoma City | July 15, 2016 | Interior Design/Furniture – Bldg 865, MBA Program | \$77,500 |
| Alvine Engineering Oklahoma City | August 24, 2016 | Site Assessment, development of construction plans – Univ. Research Park, Bldg. 865, MBA Program | 35,000 |
| ZFI Engineering Oklahoma City | April 13, 2017 | Structural Engineering, Construction Administration – Williams Pavilion Parking Structure | 9,300 |
| <u>For OU-Tulsa:</u> | | | |
| None | | | |

No construction management firms completed on-call projects during the fourth quarter of fiscal year 2017.

CUMULATIVE TOTAL PROFESSIONAL ARCHITECTURAL AND ENGINEERING FEES
FOR WORK
COMPLETED BY ON-CALLS THROUGH THE FOURTH QUARTER
OF FISCAL YEAR 2016-2017

For the Norman Campus:

| <u>Firm Name</u> | <u>Total Fees</u> |
|--|-------------------|
| Architects in Partnership, LLC - Norman | \$10,000 |
| Frankfurt-Short-Bruza Associates, P.C. - Oklahoma City | 25,000 |
| MA+ Architecture - Oklahoma City | 68,283 |
| Cardinal Engineering, LLC - Norman | 7,700 |
| Kirkpatrick Forest Curtis Engineering - Oklahoma City | 330 |
| Total, Norman Campus | \$111,313 |

For Health Sciences Center, Oklahoma City:

| <u>Firm Name</u> | <u>Total Fees</u> |
|--|-------------------|
| MA+ Architecture - Oklahoma City | \$77,500 |
| Alvine Engineering - Oklahoma City | 35,000 |
| ZFI Engineering - Oklahoma City | 9,300 |
| Total, Health Sciences Center, Oklahoma City | \$121,800 |

For OU-Tulsa:

| <u>Firm Name</u> | <u>Total Fees</u> |
|------------------|-------------------|
| None | |
| Total, OU, Tulsa | |

Total for Architects and Engineers, All Campuses

CUMULATIVE TOTAL CONSTRUCTION MANAGEMENT FEES FOR WORK
COMPLETED BY ON-CALLS THROUGH THE FOURTH QUARTER
OF FISCAL YEAR 2016-2017

For the Norman Campus:

| <u>Firm Name</u> | <u>Total Fees</u> |
|----------------------|-------------------|
| None | |
| Total, Norman Campus | |

For Health Sciences Center, Oklahoma City:

None

For OU-Tulsa:

None

Total for Construction Managers, All Campuses

\$0.00

QUARTERLY FINANCIAL ANALYSIS
For the quarter ended June 30, 2017

EXECUTIVE SUMMARY

Highlights from the Statements of Net Position as of June 30, 2017 and Statements of Revenues, Expenses and Changes in Net Position for the year then ended are presented below.

STATEMENTS OF NET POSITION

- Total assets of \$2.3 billion exceeded related liabilities of \$1.7 billion by \$547.0 million.
- Education & General assets of \$63.0 million exceeded related liabilities of \$37.5 million by \$25.5 million.
- Sponsored Program assets of \$12.7 million offset related liabilities of \$12.7 million.
- Auxiliary Enterprise assets of \$860.0 million exceeded related liabilities of \$584.8 million by \$275.2 million.
- Service Unit assets of \$185.8 million exceeded related liabilities of \$125.9 million by \$59.9 million.
- Regents' Fund assets of \$128.5 million exceeded related liabilities of \$43.4 million by \$85.1 million.
- Other Fund assets of \$1.0 billion exceeded related liabilities of \$944.2 million by \$101.3 million. Other Funds consist of fixed assets, net of accumulated depreciation and related bonds and master lease obligations, short-term pooled investment fund, student fee and fringe benefit clearing departments, and other academic and administrative activities. Liabilities of \$944.2 million include the University's proportional allocation of the Oklahoma Teachers Retirement System unfunded pension obligation of \$281.3 million and accrued Other Post Employment Benefits (OPEB) of \$111.0 million, both of which are funded on a pay as you go basis.

STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION

- Total revenues of \$1.19 billion trailed expenses of \$1.21 billion by \$14.8 million.
- Education & General revenues of \$558.7 million trailed expenses of \$579.8 million, resulting in a net decrease of \$21.1 million.
- Sponsored Program revenues of \$148.8 million offset expenses of \$148.8 million.
- Auxiliary Enterprise revenues of \$265.2 million exceeded expenses of \$261.2 million, resulting in a net increase of \$4.0 million.
- Regents' Fund revenues of \$22.1 million exceeded expenses of \$11.1 million, resulting in a net increase of \$11.0 million.
- Other Fund revenues of \$200.1 million trailed expenses of \$208.8 million, resulting in a net increase of \$8.7 million.

Regents' Fund financial highlights as of June 30, 2017, and for the year then ended are presented below.

- As of June 30, 2017, the Regents' Fund consisted of 234 individual funds under the governance of the Board of Regents of the University of Oklahoma. Net assets, including funds held in custody for the Health Sciences Center, totaled \$128.5 million, an increase of \$11.0 million (9.4%) from June 30, 2016.

EXHIBIT M

- As of June 30, 2017, the market value of assets held by the University of Oklahoma Foundation on behalf of the Regents' Fund totaled \$125.8 million.
- Regents' Fund assets held in the Foundation's Consolidated Investment Fund (CIF) had a net market value of \$94.7 million, a \$7.2 million (8.3%) increase from June 30, 2016. For the year ended June 30, 2017, the CIF reported earnings of 12.9%, which exceeded its benchmark of 12.8% by 10 basis points.
- Regents' Fund assets held in the Foundation's Expendable Investment Pool (EIP) had a net market value of \$31.1 million, a \$3.8 million (13.8%) increase from June 30, 2016. For the year ended June 30, 2017, the EIP reported earnings of 2.4%, which exceeded its benchmark rate of 1.7% by 70 basis points.

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS
 STATEMENTS OF NET POSITION
 JUNE 30, 2017 AND 2016
 UNAUDITED - MANAGERMENTS USE ONLY

| | Education & General | | Sponsored Programs | | Auxiliary Enterprises | | Service Units | |
|--|---------------------|---------------|--------------------|---------------|-----------------------|----------------|----------------|----------------|
| | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 |
| ASSETS | | | | | | | | |
| CURRENT AND NONCURRENT ASSETS | | | | | | | | |
| Cash - Operating | \$ 2,145,000 | \$ - | \$ 40,896,000 | \$ 61,298,000 | \$ 41,007,000 | \$ 44,186,000 | \$ 27,198,000 | \$ 32,464,000 |
| Cash - Construction | - | - | - | - | 50,035,000 | 134,295,000 | 12,723,000 | 24,791,000 |
| Cash - Debt Service Funds | - | - | - | - | 20,029,000 | 30,390,000 | 5,175,000 | 5,484,000 |
| Investments | 279,000 | 199,000 | 21,000 | 26,000 | 1,187,000 | 1,173,000 | - | - |
| Student Loans Receivable, Net | - | - | - | - | - | - | - | - |
| Accounts Receivable, Net | 10,038,000 | 9,949,000 | 24,155,000 | 26,529,000 | 5,070,000 | 7,244,000 | 10,722,000 | 8,011,000 |
| Due From (To) Other Funds | 49,384,000 | 70,148,000 | (52,329,000) | (73,824,000) | 4,269,000 | 2,607,000 | (5,000) | 2,000 |
| Deposits and Prepaid Expenses | 1,144,000 | 1,048,000 | - | - | 3,367,000 | 2,831,000 | 895,000 | 1,057,000 |
| Inventory | - | - | - | - | 3,141,000 | 2,996,000 | 737,000 | 849,000 |
| Total Current and Noncurrent Assets | 62,990,000 | 81,344,000 | 12,743,000 | 14,029,000 | 128,105,000 | 225,722,000 | 57,445,000 | 72,658,000 |
| FIXED ASSETS, NET | - | - | - | - | 731,864,000 | 629,371,000 | 128,347,000 | 127,455,000 |
| Total Assets | \$ 62,990,000 | \$ 81,344,000 | \$ 12,743,000 | \$ 14,029,000 | \$ 859,969,000 | \$ 855,093,000 | \$ 185,792,000 | \$ 200,113,000 |
| LIABILITIES & NET ASSETS | | | | | | | | |
| CURRENT AND NONCURRENT LIABILITIES | | | | | | | | |
| Accounts Payable | \$ 9,000 | \$ 5,000 | \$ - | \$ - | \$ 5,177,000 | \$ 6,189,000 | \$ 5,285,000 | \$ 4,949,000 |
| Utilities Management Agreement | - | - | - | - | - | - | - | - |
| OPEB Obligation | - | - | - | - | - | - | - | - |
| Current Portion of L-T Debt | - | - | - | - | 18,132,000 | 19,421,000 | 2,566,000 | 2,509,000 |
| Accrued Expenses | 26,793,000 | 24,679,000 | - | - | 18,360,000 | 17,210,000 | 5,556,000 | 5,624,000 |
| Deferred Income | 10,652,000 | 9,928,000 | 12,743,000 | 14,029,000 | 36,367,000 | 35,489,000 | 8,544,000 | 11,375,000 |
| Deposits Held in Custody for Others | - | - | - | - | - | - | - | - |
| Total Current and Noncurrent Liabilities | 37,454,000 | 34,612,000 | 12,743,000 | 14,029,000 | 78,036,000 | 78,309,000 | 21,951,000 | 24,457,000 |
| LONG-TERM LIABILITIES | | | | | | | | |
| Utilities Management Agreement | - | - | - | - | - | - | - | - |
| OPEB Obligation | - | - | - | - | - | - | - | - |
| Net Pension Obligation | - | - | - | - | - | - | - | - |
| Federal Loan Program Refundable Contribution | - | - | - | - | - | - | - | - |
| Bonds and Master Lease Obligations | - | - | - | - | 506,810,000 | 517,600,000 | 103,962,000 | 112,462,000 |
| Total Long-Term Liabilities | - | - | - | - | 506,810,000 | 517,600,000 | 103,962,000 | 112,462,000 |
| Total Liabilities | 37,454,000 | 34,612,000 | 12,743,000 | 14,029,000 | 584,846,000 | 595,909,000 | 125,913,000 | 136,919,000 |
| NET POSITION | | | | | | | | |
| Unrestricted | 25,536,000 | 46,732,000 | - | - | 68,201,000 | 166,834,000 | 38,060,000 | 50,710,000 |
| Restricted | - | - | - | - | - | - | - | - |
| Endowment | - | - | - | - | - | - | - | - |
| Capital Assets, Net of Related Debt | - | - | - | - | 206,922,000 | 92,350,000 | 21,819,000 | 12,484,000 |
| Total Net Position | 25,536,000 | 46,732,000 | - | - | 275,123,000 | 259,184,000 | 59,879,000 | 63,194,000 |
| Total Liabilities & Net Position | \$ 62,990,000 | \$ 81,344,000 | \$ 12,743,000 | \$ 14,029,000 | \$ 859,969,000 | \$ 855,093,000 | \$ 185,792,000 | \$ 200,113,000 |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS
 STATEMENTS OF NET POSITION
 JUNE 30, 2017 AND 2016
 UNAUDITED - MANAGERMENTS USE ONLY

| | Regents' Fund | | Other Funds | | Total | |
|--|----------------|----------------|------------------|------------------|------------------|------------------|
| | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 |
| ASSETS | | | | | | |
| CURRENT AND NONCURRENT ASSETS | | | | | | |
| Cash - Operating | \$ 210,000 | \$ 100,000 | \$ 20,309,000 | \$ 10,903,000 | \$ 131,765,000 | \$ 148,951,000 |
| Cash - Construction | - | - | 1,695,000 | 33,917,000 | 64,453,000 | 193,003,000 |
| Cash - Debt Service Funds | - | - | 17,238,000 | 18,643,000 | 42,442,000 | 54,517,000 |
| Investments | 126,148,000 | 115,164,000 | 10,437,000 | 9,884,000 | 138,072,000 | 126,446,000 |
| Student Loans Receivable, Net | 2,153,000 | 2,183,000 | 17,331,000 | 17,170,000 | 19,484,000 | 19,353,000 |
| Accounts Receivable, Net | 4,000 | 4,000 | 8,563,000 | 7,706,000 | 58,552,000 | 59,443,000 |
| Due From (To) Other Funds | 2,000 | 1,000 | (1,321,000) | 1,066,000 | - | - |
| Deposits and Prepaid Expenses | - | - | 6,939,000 | 5,920,000 | 12,345,000 | 10,856,000 |
| Inventory | - | - | 529,000 | 512,000 | 4,407,000 | 4,357,000 |
| Total Current and Noncurrent Assets | 128,517,000 | 117,452,000 | 81,720,000 | 105,721,000 | 471,520,000 | 616,926,000 |
| FIXED ASSETS, NET | | | | | | |
| | - | - | 963,839,000 | 923,889,000 | 1,824,050,000 | 1,680,715,000 |
| Total Assets | \$ 128,517,000 | \$ 117,452,000 | \$ 1,045,559,000 | \$ 1,029,610,000 | \$ 2,295,570,000 | \$ 2,297,641,000 |
| LIABILITIES & NET ASSETS | | | | | | |
| CURRENT AND NONCURRENT LIABILITIES | | | | | | |
| Accounts Payable | \$ - | \$ - | \$ 57,342,000 | \$ 63,949,000 | \$ 67,813,000 | \$ 75,092,000 |
| Utilities Management Agreement | - | - | 4,720,000 | 4,720,000 | 4,720,000 | 4,720,000 |
| OPEB Obligation | - | - | 5,872,000 | 5,872,000 | 5,872,000 | 5,872,000 |
| Current Portion of L-T Debt | - | - | 20,003,000 | 12,658,000 | 40,701,000 | 34,588,000 |
| Accrued Expenses | - | - | 10,898,000 | 10,547,000 | 61,607,000 | 58,060,000 |
| Deferred Income | - | - | 20,583,000 | - | 88,889,000 | 70,821,000 |
| Deposits Held in Custody for Others | 43,356,000 | 39,522,000 | (656,000) | 622,000 | 42,700,000 | 40,144,000 |
| Total Current and Noncurrent Liabilities | 43,356,000 | 39,522,000 | 118,762,000 | 98,368,000 | 312,302,000 | 289,297,000 |
| LONG-TERM LIABILITIES | | | | | | |
| Utilities Management Agreement | - | - | 80,680,000 | 85,400,000 | 80,680,000 | 85,400,000 |
| OPEB Obligation | - | - | 105,159,000 | 105,159,000 | 105,159,000 | 105,159,000 |
| Net Pension Obligation | - | - | 281,271,000 | 265,781,000 | 281,271,000 | 265,781,000 |
| Federal Loan Program Refundable Contribution | - | - | 14,243,000 | 14,351,000 | 14,243,000 | 14,351,000 |
| Bonds and Master Lease Obligations | - | - | 344,095,000 | 346,732,000 | 954,867,000 | 976,794,000 |
| Total Long-Term Liabilities | - | - | 825,448,000 | 817,423,000 | 1,447,485,000 | 1,447,485,000 |
| Total Liabilities | 43,356,000 | 39,522,000 | 944,210,000 | 915,791,000 | 1,748,522,000 | 1,736,782,000 |
| NET POSITION | | | | | | |
| Unrestricted | 98,000 | 35,000 | (556,878,000) | (608,035,000) | (424,983,000) | (343,724,000) |
| Restricted | 25,326,000 | 23,289,000 | (2,450,000) | 3,332,000 | 22,876,000 | 26,621,000 |
| Endowment | 59,436,000 | 54,308,000 | (2,000) | (1,684,000) | 59,434,000 | 52,624,000 |
| Capital Assets, Net of Related Debt | 301,000 | 298,000 | 660,679,000 | 720,206,000 | 889,721,000 | 825,338,000 |
| Total Net Position | 85,161,000 | 77,930,000 | 101,349,000 | 113,819,000 | 547,048,000 | 560,859,000 |
| Total Liabilities & Net Position | \$ 128,517,000 | \$ 117,452,000 | \$ 1,045,559,000 | \$ 1,029,610,000 | \$ 2,295,570,000 | \$ 2,297,641,000 |

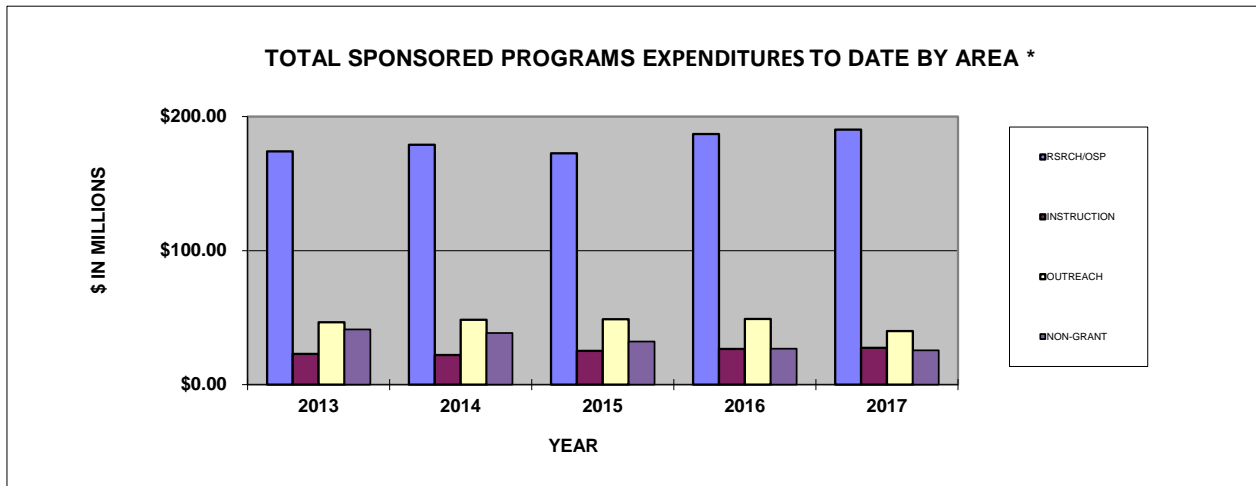
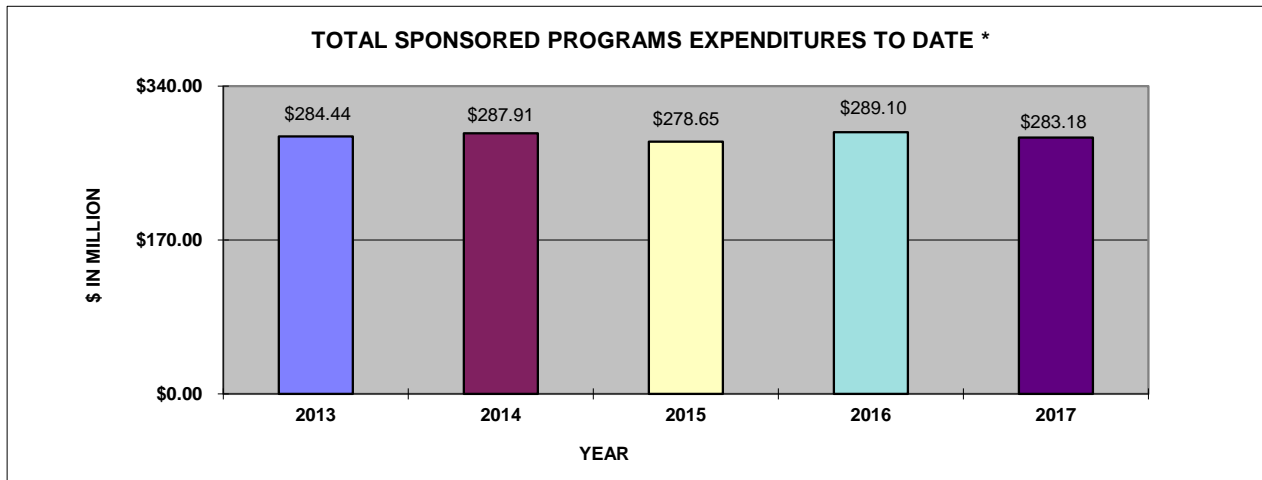
UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS
STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
FOR THE YEAR ENDED JUNE 30, 2017 AND 2016
UNAUDITED - MANagements USE ONLY

| | Education & General | | Sponsored Programs | | Auxiliary Enterprises | |
|--|---------------------|-------------|--------------------|-------------|-----------------------|-------------|
| | 6/30/2017 | % of Budget | 6/30/2017 | % of Budget | 6/30/2017 | % of Budget |
| REVENUES: | | | | | | |
| Tuition and Fees | \$ 352,831,000 | 107.6% | \$ 319,210,000 | - | \$ 9,698,000 | 174.6% |
| Sponsored Programs | 12,091,000 | 148.0% | 14,452,000 | 0.0% | 2,428,000 | 0.0% |
| Sales and Services | 11,757,000 | 26.8% | 12,048,000 | 0.0% | 249,652,000 | 101.9% |
| State Appropriations | 120,426,000 | 101.7% | 128,033,000 | 0.0% | - | 0.0% |
| Private Gifts | 10,224,000 | 86.1% | 11,371,000 | 0.0% | 83,000 | 0.0% |
| On Behalf Payments | - | 0.0% | - | 0.0% | - | 0.0% |
| State School Land Funds | - | 0.0% | - | 0.0% | - | 0.0% |
| Endowment and Investment Income | 5,538,000 | 92.3% | 5,385,000 | n/a | 12,000 | 100.0% |
| Other Sources | 45,829,000 | 101.3% | 45,352,000 | 37,000 | 3,290,000 | 189.8% |
| Gross Margin | 558,696,000 | 99.5% | 535,851,000 | 155,011,000 | 265,163,000 | 104.0% |
| EXPENSES: | | | | | | |
| Compensation | 345,136,000 | 106.1% | 338,023,000 | 96.8% | 79,808,000 | 102.6% |
| Depreciation | 82,775,000 | 110.0% | 70,482,000 | 0.0% | 32,438,000 | 107.6% |
| Scholarships and Fellowships | 29,981,000 | 89.6% | 31,493,000 | 0.0% | 14,010,000 | 112.0% |
| Utilities | 27,000 | 900.0% | 47,000 | 0.0% | 15,726,000 | 98.8% |
| Cost of Goods Sold | 280,000 | 110.7% | 280,000 | 0.0% | 18,196,000 | 97.0% |
| Debt Service - Interest and Fees | 3,877,000 | 208.0% | 3,046,000 | 96.8% | 10,245,000 | 72.1% |
| Professional and Technical Fees | 14,686,000 | 103.0% | 14,270,000 | 0.0% | 2,673,000 | 120.5% |
| Maintenance and Repair | 2,400,000 | 13.2% | 10,508,000 | 0.0% | 12,323,000 | 86.8% |
| Supplies and Materials | 8,577,000 | 223.9% | 8,119,000 | 96.8% | 13,095,000 | 94.9% |
| Travel | 10,432,000 | 89.6% | 10,712,000 | 0.0% | 11,254,000 | 106.2% |
| Library Books and Periodicals | 3,890,000 | 120.4% | 3,913,000 | 97.1% | - | 0.0% |
| Communications | 77,720,000 | 117.3% | 71,851,000 | 104.5% | 2,021,000 | 95.4% |
| Other Uses | 579,781,000 | 104.7% | 562,744,000 | 100.0% | 49,449,000 | 110.9% |
| Total Expenses | (21,085,000) | | (26,893,000) | 155,011,000 | 261,238,000 | 101.7% |
| Net Increase (Decrease) In Net Position | \$ | | \$ | | \$ | |
| | | | | | 3,925,000 | |
| | | | | | | 349,000 |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS
STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
FOR THE YEAR ENDED JUNE 30, 2017 AND 2016
UNAUDITED - MANAGERMENTS USE ONLY

| | Regents' Fund | | Other Funds | | Total | | % of Total |
|--|---------------|-----------------|----------------|---------------|-----------------|-----------------|------------|
| | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 | 6/30/2017 | 6/30/2016 | |
| REVENUES: | | | | | | | |
| Tuition and Fees | \$ - | \$ - | \$ 91,296,000 | \$ 85,684,000 | \$ 453,825,000 | \$ 413,989,000 | 38.0% |
| Sponsored Programs | - | - | 19,991,000 | 16,828,000 | 183,279,000 | 188,409,000 | 15.3% |
| Sales and Services | - | - | - | - | 261,409,000 | 254,602,000 | 21.9% |
| State Appropriations | - | - | - | - | 120,426,000 | 128,033,000 | 10.1% |
| Private Gifts | 8,716,000 | 2,557,000 | 70,050,000 | 51,902,000 | 89,073,000 | 65,844,000 | 7.5% |
| On Behalf Payments | - | - | 8,270,000 | 8,230,000 | 8,270,000 | 8,230,000 | 0.7% |
| State School Land Funds | - | - | 9,924,000 | 9,246,000 | 9,924,000 | 9,246,000 | 0.8% |
| Endowment and Investment Income | 10,027,000 | (1,483,000) | 589,000 | 3,669,000 | 16,196,000 | 7,681,000 | 1.4% |
| Other Sources | 3,388,000 | 275,000 | 1,000 | - | 52,513,000 | 50,576,000 | 4.4% |
| Gross Margin | 22,131,000 | 1,349,000 | 200,121,000 | 175,559,000 | 1,194,915,000 | 1,126,610,000 | 100.0% |
| EXPENSES: | | | | | | | |
| Compensation | - | - | 58,737,000 | 29,979,000 | 552,520,000 | 519,520,000 | 45.1% |
| Depreciation | - | - | 32,521,000 | 37,085,000 | 64,959,000 | 67,218,000 | 5.8% |
| Scholarships and Fellowships | 2,484,000 | 2,415,000 | 45,509,000 | 38,832,000 | 147,846,000 | 127,201,000 | 12.2% |
| Utilities | - | - | - | - | 45,707,000 | 46,906,000 | 4.1% |
| Cost of Goods Sold | - | - | - | - | 18,223,000 | 19,689,000 | 1.7% |
| Debt Service - Interest and Fees | - | - | 27,638,000 | 19,317,000 | 40,315,000 | 40,391,000 | 3.3% |
| Professional and Technical Fees | - | - | 2,378,000 | 8,187,000 | 12,511,000 | 16,903,000 | 1.5% |
| Maintenance and Repair | - | - | 487,000 | 1,708,000 | 27,496,000 | 28,812,000 | 2.3% |
| Supplies and Materials | - | - | 163,000 | 6,169,000 | 19,418,000 | 29,959,000 | 1.6% |
| Travel | - | - | 1,572,000 | 1,330,000 | 24,616,000 | 24,990,000 | 2.0% |
| Library Books and Periodicals | - | - | 2,000 | 179,000 | 10,434,000 | 10,712,000 | 0.9% |
| Communications | - | - | 198,000 | 179,000 | 6,473,000 | 6,621,000 | 0.5% |
| Other Uses | 8,581,000 | 9,287,000 | 39,611,000 | 22,154,000 | 239,186,000 | 213,966,000 | 19.8% |
| Total Expenses | 11,065,000 | 11,702,000 | 208,816,000 | 164,940,000 | 1,209,704,000 | 1,152,888,000 | 100.0% |
| Net Increase (Decrease) In Net Position | \$ 11,066,000 | \$ (10,353,000) | \$ (8,695,000) | \$ 10,619,000 | \$ (14,789,000) | \$ (26,278,000) | |

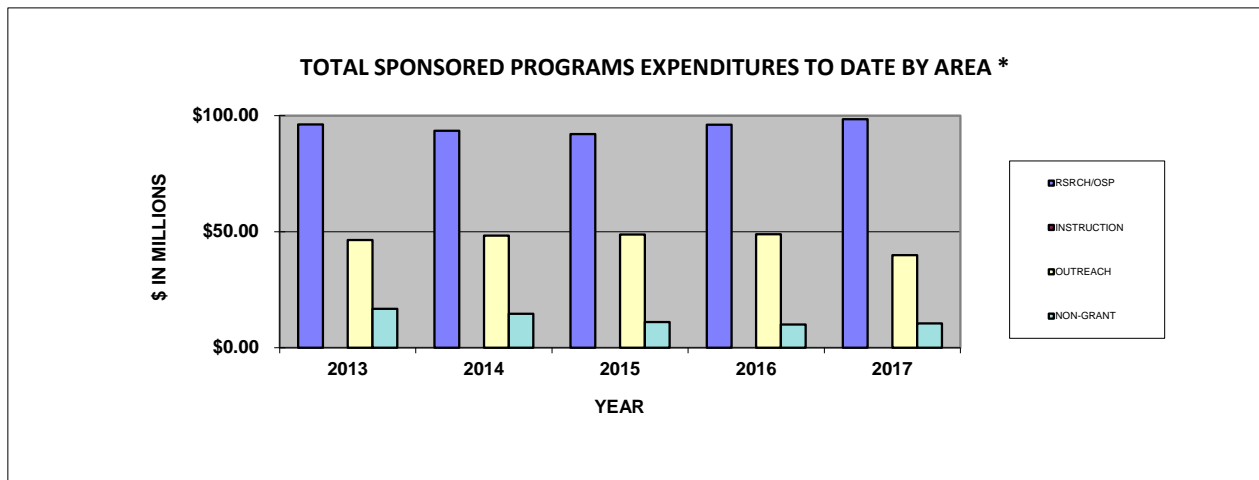
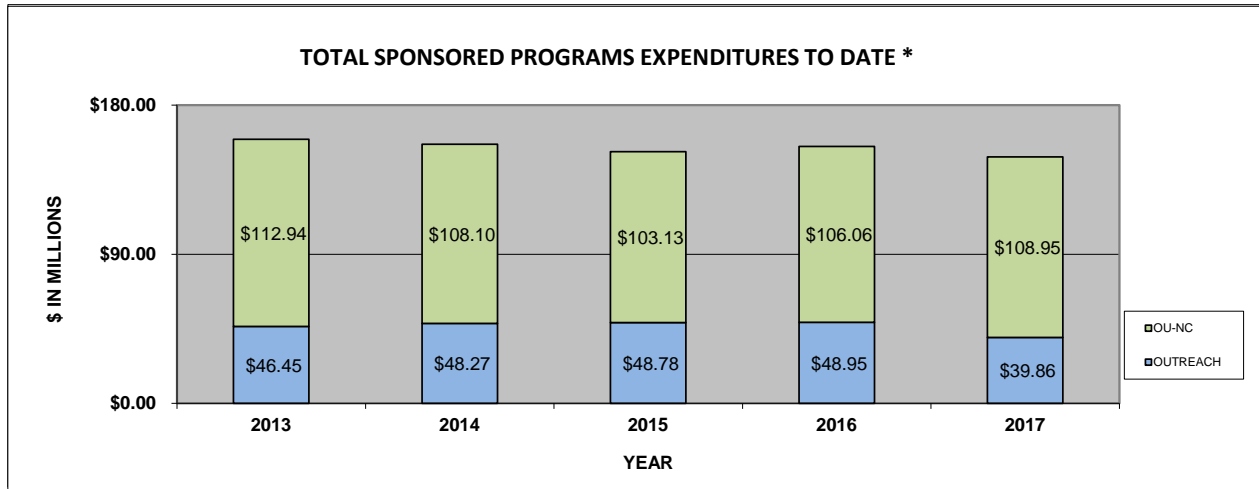
HEALTH SCIENCES CENTER AND NORMAN CAMPUS



| | FY 2017 YEAR | YEAR %CHANGE | FY 2016 YEAR | FY 2017 JUN | MONTH %CHANGE | FY 2016 JUN |
|-------------------------|-----------------------|---------------|-----------------------|----------------------|---------------|----------------------|
| RESEARCH/OSP * | \$ 190,197,512 | 1.77% | \$ 186,882,424 | \$ 17,454,514 | -10.22% | \$ 19,441,807 |
| INSTRUCTION | \$ 27,502,059 | 3.68% | \$ 26,525,509 | \$ 2,201,922 | 7.19% | \$ 2,054,171 |
| OUTREACH | \$ 39,855,572 | -18.57% | \$ 48,945,312 | \$ 3,201,007 | -19.32% | \$ 3,967,369 |
| NON-GRANT/OTHER | \$ 25,620,203 | -4.22% | \$ 26,749,390 | \$ 3,212,528 | 56.74% | \$ 2,049,634 |
| TOTAL | \$ 283,175,346 | -2.05% | \$ 289,102,635 | \$ 26,069,972 | -5.24% | \$ 27,512,981 |
| * Includes GeoCarb data | \$ 17,215 | | \$ - | \$ 17,215 | | \$ - |

HEALTH SCIENCES CENTER AND NORMAN CAMPUS

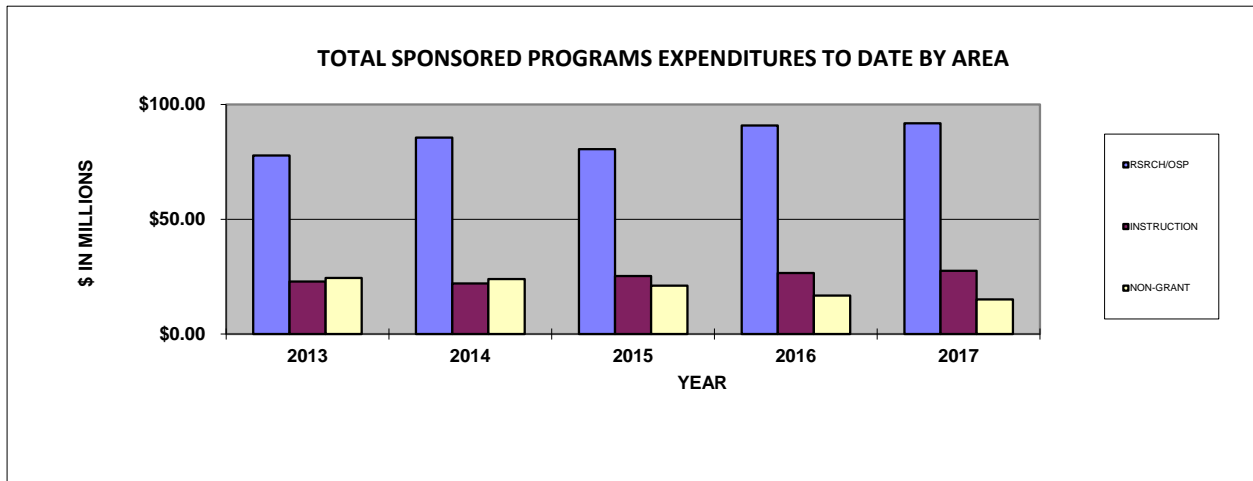
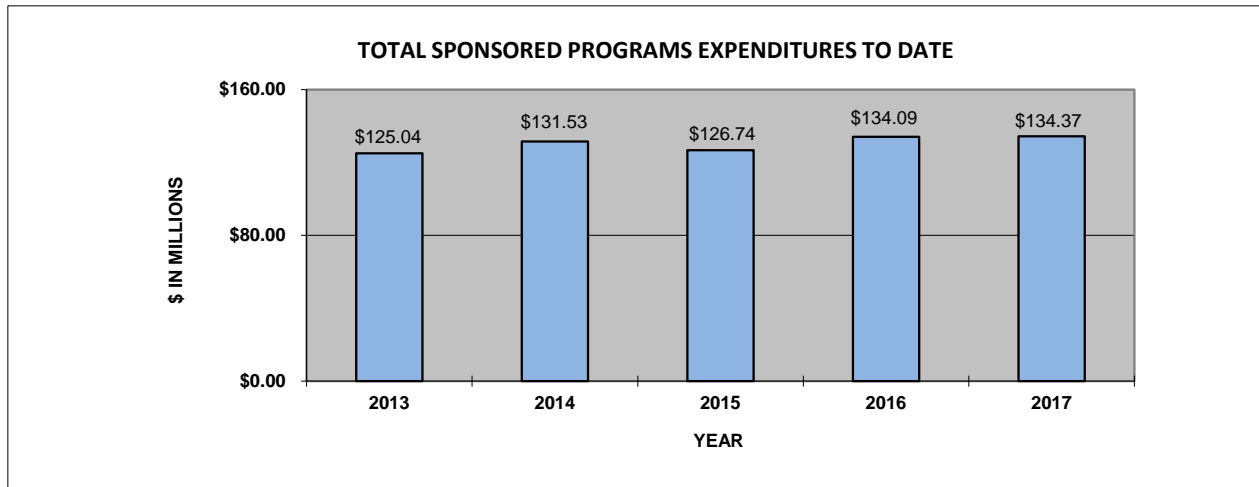
NORMAN CAMPUS



| | FY 2017 YEAR | YEAR %CHANGE | FY 2016 YEAR | FY 2017 JUN | MONTH %CHANGE | FY 2016 JUN |
|-------------------------|-----------------------|---------------|-----------------------|----------------------|---------------|----------------------|
| RESEARCH/OSP * | \$ 98,416,876 | 2.42% | \$ 96,091,541 | \$ 9,403,898 | -13.00% | \$ 10,808,871 |
| INSTRUCTION | \$ - | | \$ - | \$ - | | \$ - |
| OUTREACH | \$ 39,855,572 | -18.57% | \$ 48,945,312 | \$ 3,201,007 | -19.32% | \$ 3,967,369 |
| NON-GRANT/OTHER | \$ 10,531,801 | 5.61% | \$ 9,971,881 | \$ 1,951,799 | 153.56% | \$ 769,759 |
| TOTAL | \$ 148,804,249 | -4.00% | \$ 155,008,734 | \$ 14,556,704 | -6.36% | \$ 15,545,999 |
| * Includes GeoCarb data | \$ 17,215 | | \$ - | \$ 17,215 | | \$ - |

NORMAN CAMPUS

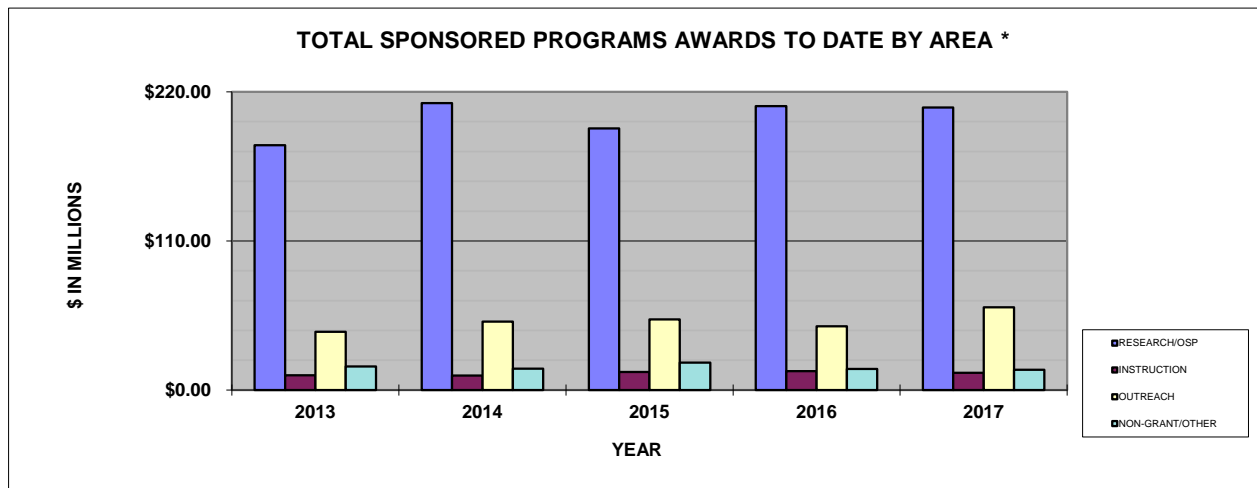
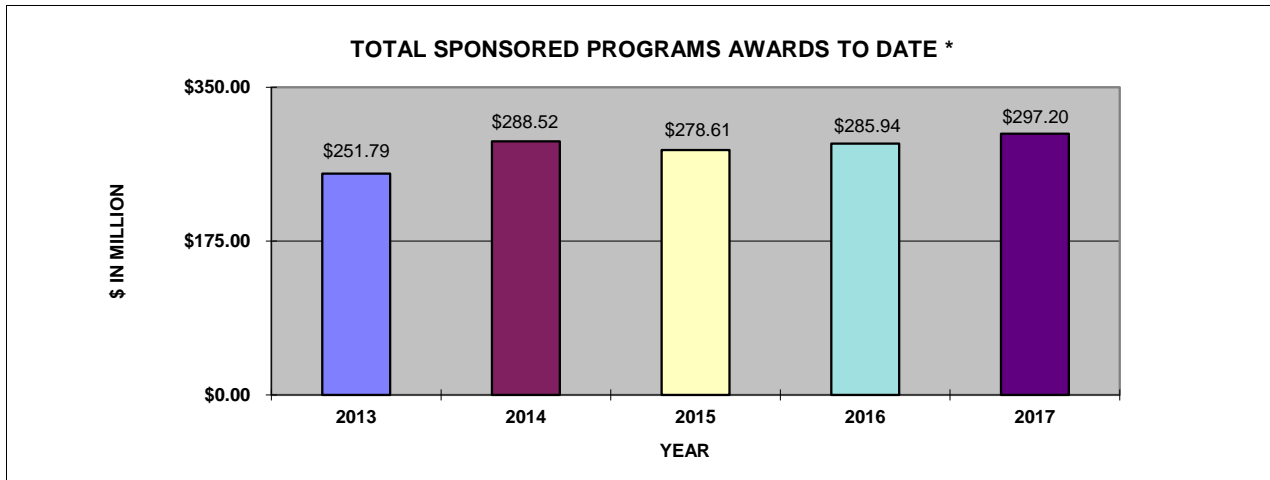
HEALTH SCIENCES CENTER



| | FY 2017 YEAR | YEAR %CHANGE | FY 2016 YEAR | FY 2017 JUN | MONTH %CHANGE | FY 2016 JUN |
|-----------------|-----------------------|--------------|-----------------------|----------------------|---------------|----------------------|
| RESEARCH/OSP | \$ 91,780,635 | 1.09% | \$ 90,790,883 | \$ 8,050,616 | -6.75% | \$ 8,632,935 |
| INSTRUCTION | \$ 27,502,059 | 3.68% | \$ 26,525,509 | \$ 2,201,922 | 7.19% | \$ 2,054,171 |
| NON-GRANT/OTHER | \$ 15,088,403 | -10.07% | \$ 16,777,509 | \$ 1,260,729 | -1.50% | \$ 1,279,875 |
| TOTAL | \$ 134,371,097 | 0.21% | \$ 134,093,901 | \$ 11,513,267 | -3.79% | \$ 11,966,981 |

HEALTH SCIENCES CENTER

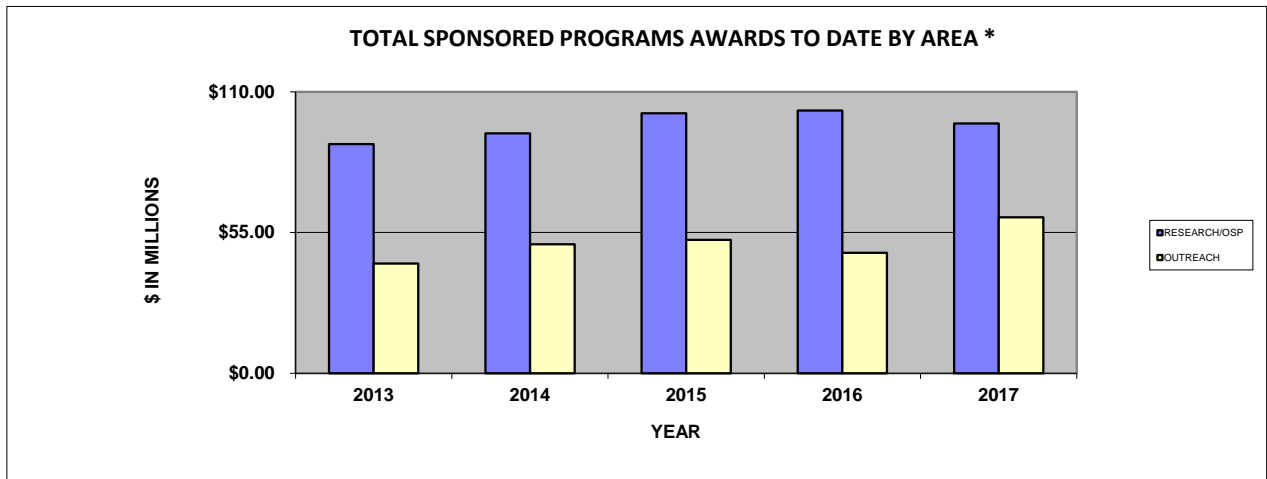
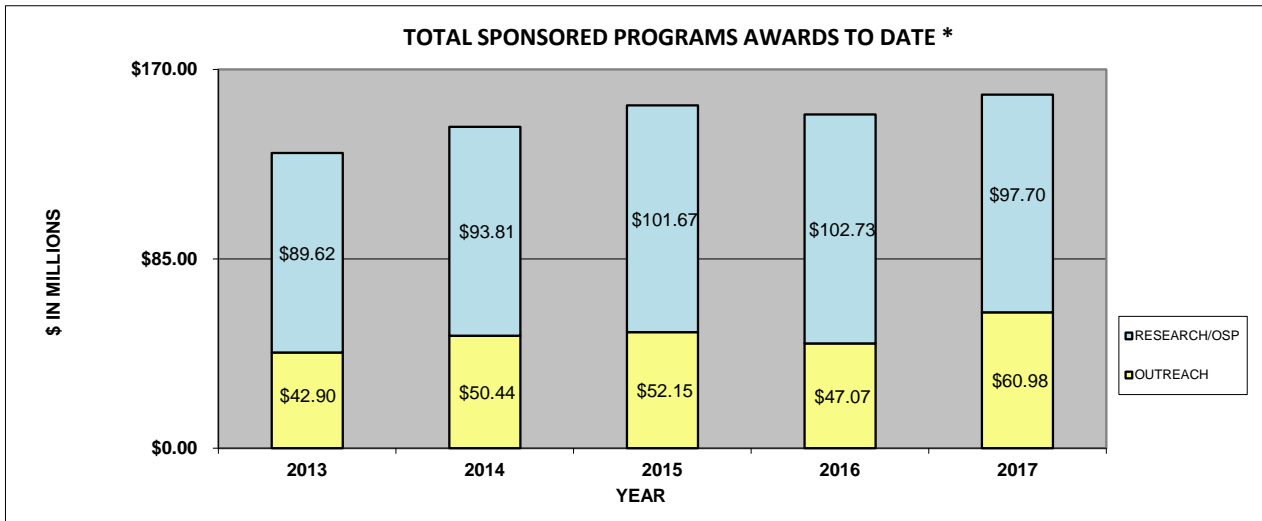
NORMAN CAMPUS AND HEALTH SCIENCES CENTER



| | FY 2017 YEAR | YEAR %CHANGE | FY 2016 YEAR | FY 2017 MONTH JUN | MONTH %CHANGE | FY 2016 MONTH JUN |
|-------------------------|-----------------------|--------------|-----------------------|----------------------|---------------|----------------------|
| RESEARCH/OSP * | \$ 208,419,108 | -0.51% | \$ 209,479,376 | \$ 29,941,908 | 7.95% | \$ 27,735,814 |
| INSTRUCTION | \$ 12,789,241 | -7.88% | \$ 13,883,471 | \$ 3,973,142 | 112.24% | \$ 1,872,043 |
| OUTREACH | \$ 60,975,548 | 29.54% | \$ 47,071,662 | \$ 14,965,931 | 1999.19% | \$ 712,938 |
| NON-GRANT/OTHER | \$ 15,018,881 | -3.15% | \$ 15,508,087 | \$ 1,117,177 | -78.57% | \$ 5,213,393 |
| TOTAL | \$ 297,202,778 | 3.94% | \$ 285,942,596 | \$ 49,998,158 | 40.70% | \$ 35,534,188 |
| * Includes GeoCarb data | \$ 7,924,544 | | \$ - | \$ 7,924,544 | | \$ - |

NORMAN CAMPUS AND HEALTH SCIENCES CENTER

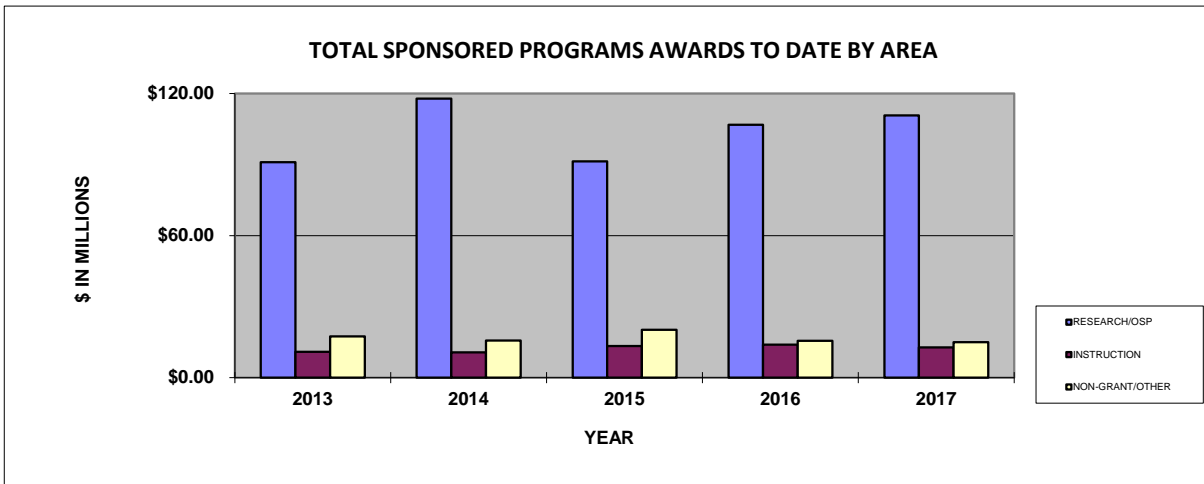
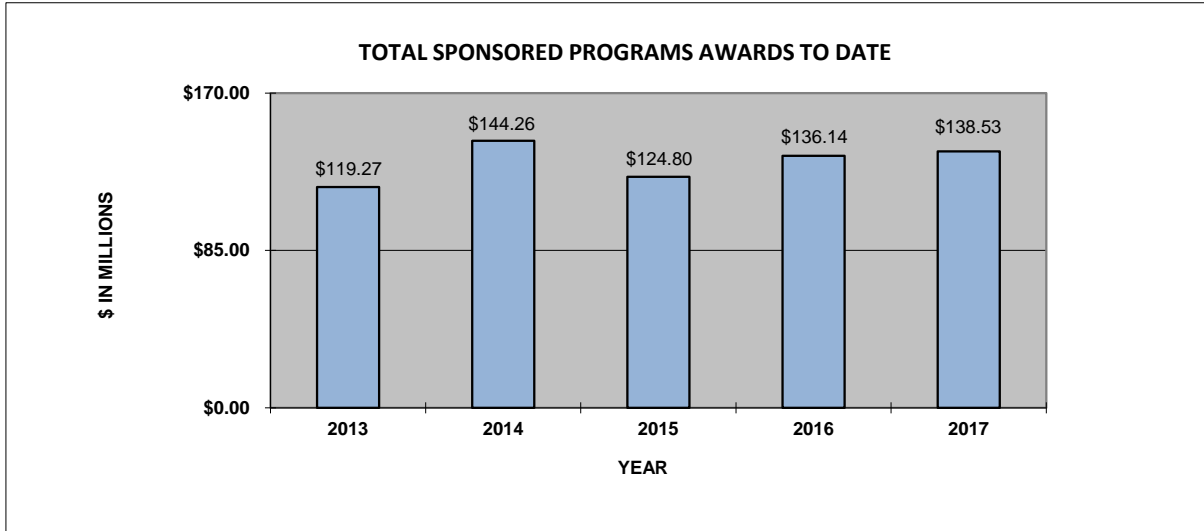
NORMAN CAMPUS



| | FY 2017 YEAR | YEAR %CHANGE | FY 2016 YEAR | FY 2017 JUN | MONTH %CHANGE | FY 2016 JUN |
|-------------------------|-----------------------|--------------|-----------------------|----------------------|----------------|---------------------|
| RESEARCH/OSP * | \$ 97,696,302 | -4.90% | \$ 102,732,427 | \$ 16,711,415 | 123.44% | \$ 7,479,024 |
| INSTRUCTION | \$ - | | \$ - | \$ - | | \$ - |
| OUTREACH | \$ 60,975,548 | 29.54% | \$ 47,071,662 | \$ 14,965,931 | 1999.19% | \$ 712,938 |
| NON-GRANT/OTHER | \$ - | | \$ - | \$ - | | \$ - |
| TOTAL | \$ 158,671,851 | 5.92% | \$ 149,804,089 | \$ 31,677,346 | 286.69% | \$ 8,191,962 |
| * Includes GeoCarb data | \$ 7,924,544 | | \$ - | \$ 7,924,544 | | \$ - |

NORMAN CAMPUS

HEALTH SCIENCES CENTER



| | FY 2017 YEAR | YEAR %CHANGE | FY 2016 YEAR | FY 2017 JUN | MONTH %CHANGE | FY 2016 JUN |
|-----------------|-----------------------|--------------|-----------------------|---------------------|----------------|----------------------|
| RESEARCH/OSP | \$ 110,722,806 | 3.72% | \$ 106,746,949 | \$13,230,493 | -34.69% | \$ 20,256,789 |
| INSTRUCTION | \$ 12,789,241 | -7.88% | \$ 13,883,471 | \$ 3,973,142 | 112.24% | \$ 1,872,043 |
| NON-GRANT/OTHER | \$ 15,018,881 | -3.15% | \$ 15,508,087 | \$ 1,117,177 | -78.57% | \$ 5,213,393 |
| TOTAL | \$ 138,530,927 | 1.76% | \$ 136,138,507 | \$18,320,812 | -32.99% | \$ 27,342,226 |

HEALTH SCIENCES CENTER

NORMAN CAMPUS & HEALTH SCIENCES CENTER
REPORT OF CONTRACTS AWARDED (OVER \$1M)
 May & June 2017

| AWD # | AGENCY | TITLE | VALUE | PERIOD | PI(s) |
|-----------------|--|---|---------------------|---------------|--|
| 20132225 | Natl Inst of General Medical Sciences | Oklahoma IDeA Network of Biomedical Research Excellence | \$3,296,137 | 12 mo. | Darrin Randal Akins (Micro&Immun Grants/SPNSR funds) |
| 20122420 | National Center for Research Resources | Baboon Research Resource Program | \$1,253,596 | 12 mo. | Ronald E. Banks (Comparative Medicine) |
| 20171810 | Office of the Director, NIH | The Oklahoma Pediatric Clinical Trials Network | \$1,452,889 | 41 mo. | Paul Martin Darden (General and Community Pediatrics) |
| 115220800 | OK-DHS | OKDHSLIVE! FY18 | \$3,815,757 | 12 mo. | Vince Deberry (CSCPM) |
| 115220200 | OK-DHS | SATTRN FY18 | \$6,462,630 | 12 mo. | Vince Deberry (CSCPM) |
| 115219900 | OK-DHS | CIC FY17 | \$4,086,670 | 12 mo. | Vince Deberry (CSCPM) |
| 20141878 | Donald W. Reynolds Foundation | Oklahoma Healthy Aging Initiative-Phase II | \$3,466,600 | 12 mo. | Andrew Neal Dentino (Geriatrics Sponsored Accounts) |
| 105431000 | NASA - Headquarters | EVM-2 GeoCarb | \$7,886,862 | 108 mo. | Berrien Moore (Atmospheric & Geogr. Scs. Dean) |
| 20100788 | Sarah Cannon Research Institute | Research Site Development and Services | \$3,393,140 | 8 mo. | Kathleen Moore (SOCC Clinical Trials Office) |
| 20100788 | Sarah Cannon Research Institute | Research Site Development and Services | \$2,066,351 | 42 mo. | Kathleen Moore (SOCC Clinical Trials Office) |
| 20100788 | Sarah Cannon Research Institute | Research Site Development and Services | \$1,376,645 | 7 mo. | Kathleen Moore (SOCC Clinical Trials Office) |
| 20100788 | Sarah Cannon Research Institute | Research Site Development and Services | \$1,311,528 | 42 mo. | Kathleen Moore (SOCC Clinical Trials Office) |
| 20151442 | Okla Tobacco Settlement Endowment Trust Fund | Oklahoma Tobacco Research Center | \$3,800,000 | 12 mo. | Jennifer I Vidrine (Tobacco Research) |
| 13 Total | | | \$43,668,805 | | |

6.3.7—POLICY ON MISSED CLASS TIME

EXHIBIT O

A. No athletics event will be scheduled without the advance approval of the Director of Athletics (or the Director's designee(s)), as follows:

1. Athletics events include the following: All events approved as per Regents' Policy 6.2.8, all NCAA and Conference ~~postseason-championship~~ sponsored events and all established national championship events that the NCAA grants permission for the institution to provide expenses for its student-athletes to participate (including junior national championships); the Olympic Games (including specific competition, *e.g.*, *Olympic Trials from which participants may directly qualify for the Olympic Games*); Pan American Games; World Championships; World Cup, ~~and~~ World University Games, World University Championships, established national championship events, or the junior-level equivalent of such events, *e.g.*, *Youth Olympic Games, Junior World Championships, U19 World University Games*, and established regional championship events, *e.g.*, *North American Championships, European Championships* with documented satisfactory academic performance by the student-athlete.

2. No aforementioned athletics event is permitted during scheduled final examination periods with exceptions for Conference and NCAA post-season competition. Practice sessions, including strength and conditioning, shall be limited during examination periods, unless the participating student-athletes have completed all their scheduled examinations.

3. No team schedule or individual schedule will be approved if it provides that the team or individual will miss more than the equivalent of ten (10) full class days in any semester, computed as follows:

(a) when a competition or travel associated with it is scheduled to commence prior to 1:00 p.m., one full day will be considered missed;

(b) when commencement of competition or associated travel is after 1:00 p.m., no class days are considered missed because of the way in which student-athletes schedule their classes during their competitive seasons;

(c) when the return travel from a competition is scheduled to terminate on any day after 1:00 a.m. but before 7:00 a.m., one-half day will be considered missed; and

(d) when the return travel is scheduled to terminate after 7:00 a.m., one full day will be considered missed.

4. In the event that a team schedule or individual schedule will cause a student-athlete to miss more than ten (10) full class days, exceptions to Section A, subsection 3, may be permitted by the Director of Athletics in consultation with the Faculty Athletics Representative for good cause, with justification documented, and satisfactory academic performance by the individual(s) involved.

B. The Director of Athletics or designee will report to the Athletics Council at its first meeting of each academic year on exceptions under Paragraph A, above, occurring during the previous academic year.

C. Attention will be given to all the sports schedules and the worksheets showing time away from campus for all sports. Specifically, the worksheets will show the opposing team or name of the contest, the city and state where it took place, and the date(s) (and starting time, if appropriate). In addition, the worksheet will show clearly each instance in which one-half or a whole day of classes was missed. Any issue(s) regarding full compliance with this policy will be brought to the attention of the Council as a whole.

D. No class time shall be missed for practice activities except in conjunction with away-from-home competition.

E. Student-athletes are responsible for arranging with their instructors for making up any course work missed while participating in athletics events, including making arrangements with their instructors for making up missed tests and examinations in accordance with faculty policies established by the faculty as set forth in the Norman Campus Faculty Handbook.