

**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA
JANUARY 30, 2019**

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**MINUTES OF A SPECIAL MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
JANUARY 30, 2019**

A special meeting of the Board of Regents governing The University of Oklahoma, Cameron University and Rogers State University was called to order in the Auditorium in the Bird Library on the Health Sciences Center Campus in Oklahoma City, Oklahoma, at 4:13 p.m. on January 30, 2019.

The following Regents were present: Leslie J. Rainbolt-Forbes, M.D., Vice Chairman of the Board, presiding; Regents C. Renzi Stone, Phil B. Albert, Frank Keating and Natalie Shirley.

Others attending all or a part of the meeting included Mr. James L. Gallogly, 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 Lauren Brookey, Joe Castiglione, Ken Rowe, James Tomasek and Jackie Wolf; Interim Vice Presidents Randy Hewes, Jill Hughes, and Kristen Partridge; Chief Audit Executive Charles Wright; Joe Harroz, Dean of the College of Law; incoming Vice President for Student Affairs David Surratt; 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 January 29, 2019, both as required by 25 O.S. 1981, Section 301-314.

ROGERS STATE UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

Thank you Madam Chairman, fellow Regents. Thank you for the opportunity to present. We have a couple items, but I'll just refer to the electronic version of my President's Report and hopefully you have time or have had time to just peruse a little bit of that report. We're pretty excited about our partnership with the area high schools and the robotics team. That fits very well with our tech lab that we have in our Pryor campus, primarily funded through Google and the Mid America Industrial Park. Then a couple of other things: the NCAA Division II honored our athletic department. We were one of the finalists for the service award for our involvement with the Claremont elementary school each year. We didn't win the big trophy, but we got runner up trophy and at the NCAA convention on Saturday, they did award us the runner up trophy and gave us \$500 for that work. And then ESPN3, it's a, for our school being on ESPN, even if it's three, is a big deal. We were featured in one of the ESPN3 games on January 17th. There's other good stuff in there, but I wanted to highlight some of that Madam Chairman.

HOUSING RATES FOR FISCAL YEAR 2020 – RSU

Rogers State University’s residence hall rates are competitive to similar facilities at other higher education institutions and the University is the only regional public institution in the Tulsa Metropolitan area to offer residential housing on campus. Renovations and repairs to all of the housing complexes continue on an annual basis in order to offer our students the best and most appealing student housing in the area.

The proposed housing rates will allow the University to continue to offer options and remain as affordable as possible. Living on campus will remain an attractive option for our student population.

There are no housing rate changes to Ledbetter Family Housing, University Village A, University Village B, University Village C, or Athletic Camps except for the following changes. A new rate for a two person suite in University Village B is offered as a private suite due to request of students. Guard Officer Leadership Development rates will be increased. Housing rates are per semester and become effective August 1, 2019.

	<u>Rates</u> <u>2019-2020</u>
Ledbetter Family Housing, Fall/Spring	\$2,300.00
Ledbetter Family Housing, Summer	1,530.00
University Village A, 4 Person Suite, Fall/Spring	2,421.00
University Village A, 4 Person Suite, Summer	1,614.00
University Village B, 4 Person Suite, Fall/Spring	2,421.00
University Village B, 4 Person Suite, Summer	1,614.00
University Village B, 2 Person Suite, Fall/Spring	2,583.00
University Village B, 2 Person Suite, Summer	1,722.00
University Village B, 2 Person Suite Private, Fall/Spring (new rate)	2,745.00
University Village B, 2 Person Suite Private, Summer (new rate)	1,830.00
University Village B, 1 Person Suite, Fall/Spring	2,745.00
University Village B, 1 Person Suite, Summer	1,830.00
University Village C, Semi-Private, Fall/Spring	2,300.00
University Village C, Semi-Private, Summer	1,533.00
University Village C, Private, Fall/Spring	2,700.00
University Village C, Private, Summer	1,800.00
Downs Family Housing, Fall/Spring	1,800.00
Downs Family Housing, Summer	1,200.00

	<u>Rates</u> <u>2018-2019</u>	<u>Rates</u> <u>2019-2020</u>
Guard Officer Leadership Development		
Fall/Spring	\$646.00	\$1,292
Summer	431.00	861

There are no rate increases for summer camps, conference rates, athletic camps or cleaning fee for University Village C.

	<u>Rates</u> <u>2019-2020</u>
University Village A, Single	\$20.00
University Village A, Double	15.00/person
University Village B, Single	20.00
University Village B, Double	15.00/person
University Village C, Single	18.00

University Village C, Double	12.00
Athletic Camps	10.00/person/night
University Village C, Cleaning Fee	75.00

The University will be changing the student laundry program from students having to pay for each washing and drying cycle by having cash or placing money on their student ID to a flat rate laundry fee per semester with unlimited use. A new flat laundry fee per semester of \$30.00, effective August 1, 2019 will be implemented.

This item was submitted by President Larry Rice on January 7, 2019.

President Rice recommended the Board of Regents approve the proposed housing rates effective August 1, 2019.

Regent Keating moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTION(S) – RSU

APPOINTMENT(S):

Fitzpatrick, John, MCJ, Instructor, in the Department of Technology, being appointed the OD Mayor Endowed Chair in Information Technology with an annualized rate for the Endowed Chair of \$12,000 (\$1,200.00 per month), ten-month appointment, effective January 2, 2019.

Hull, Misti, MSN, Instructor, in the Department of Health Sciences, annualized rate of \$50,000, (\$5,000.00 per month), full-time, non-tenure track, ten-month appointment, effective January 2, 2019.

Miller, Mike, B.S., Instructor/Program Coordinator, Emergency Medical Services, in the Department of Health Sciences, annualized rate of \$48,000, (\$4,800.00 per month), full-time, non-tenure track, ten-month appointment, effective January 2, 2019.

Moeller, Ginger, MPA, Assistant Comptroller, Budget and Accounting, annualized rate of \$82,500, (6,875.00 per month), full-time, effective February 18, 2019.

REAPPOINTMENT(S):

Rader, Valeria (Nikki), M.A., Temporary Instructor in the Department of English and Humanities, annualized rate of \$30,000, full-time, temporary, non-tenure track, five-month appointment (\$15,000), effective January 2, 2019.

This item was submitted by President Larry Rice on January 7, 2019.

President Rice recommended approval of the academic and administrative and professional personnel actions listed above.

Regent Keating moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

CAMERON UNIVERSITY**REPORT OF THE PRESIDENT OF THE UNIVERSITY**

Thank you so much, Regent Rainbolt-Forbes, and a happy new year to those of you I haven't seen since the new year. Spring classes are underway. We have about 3,900 students pursuing higher quality, affordable education with wonderful faculty and staff. That number represents about a four percent decline from a year ago, but we are seeing a growth in our military enrollment and that's the first time in some years. So it's nice to see soldiers coming back to school. Online enrollment continues to grow. And then concurrent high school enrollment is really growing. One out of every three freshmen on our campus is still in high school, so that we're seeing so many Oklahomans getting a head start on college. That's been good to see, too. Martin Luther King Day is always a significant event at Cameron and has been for years. This was our 35th event in honor of that day. We had over 300 students go out and do major projects at three of the area elementary schools and you know, 100 students for eight hours can really make a difference in the cleaning and care for a school. I think they had a great experience. Mr. Bakari Sellers, CNN political analyst, was our campus speaker and it was nice to have someone closer to the student's age this year talking. He really gave provocative remarks and the example that he set, being an elected state official at age 23, got a lot of our students' attention, and then he spoke to his experiences running for Lieutenant Governor and as a media individual at this point. At your place, I've put a copy of the Plan 2018. That's our concluded five years strategic plan. This is the final report: a summary and some of the highlights of that document. I want to thank each of you for your support over the last five years to continue to move Cameron University forward in serving Oklahoma students and students from out of state and around the world who choose to pursue education in this state. I'll conclude on an outside gift of \$120,000 from alumni and supporters, Matt and Donny Gaskins. Donny studied business. Matt, his son, studied in arts primarily, but they made a gift to purchase a new grand piano and renovate our music practice facility. I appreciate the gift, but I really appreciate their advice and counsel on how we can continue to make this a better institution for future students. That concludes my report.

FOOD SERVICES RATES FOR FISCAL YEAR 2020 – CU

Cameron University requires students who live in campus housing to participate in the University's food service program. Students residing in the Shepler residence halls are required to purchase a board plan. Students living in Cameron Village residential apartments are required to purchase a dining/convenience plan that provides a different combination of meals per week and a "Flex" dollar account. The requirement to participate in a food service plan ensures residential students access to balanced and nutritional meals each week of the semester, as well as the opportunity to build community in an on-campus dining environment.

Over the past few years, the University's food service costs have increased between 2.0% and 8.0% each year. Board and commuter plans were not increased last year. No changes in rates for board and commuter plans are recommended for the next fiscal year. Significant efforts are underway to increase the resident student population and to assure greater affordability of a residential collegiate experience.

Current and proposed semester rates are:

<u>Plan Type</u>	<u>Current Rate</u>	<u>Proposed Increase</u>	<u>Proposed Rate</u>
15 Meals Per Week, \$300 Flex	\$ 1,615	\$ 0	\$ 1,615
10 Meals Per Week, \$325 Flex	1,525	0	1,525
8 Meals Per Week, \$400 Flex	1,515	0	1,515
5 Meals Per Week, \$400 Flex*	915	0	915
3 Meals Per Week, \$550 Flex*	600	0	600

*Available to Cameron Village residents only.

Current and proposed rates for commuter plans are:

<u>Plan Type</u>	<u>Current Rate</u>	<u>Proposed Increase</u>	<u>Proposed Rate</u>
Commuter – 10 Meals	\$ 66	\$ 0	\$ 66
Commuter – 30 Meals	190	0	190

Cameron's average rate for room and board during the 2018-2019 academic year is 55.8% less than the national average rate of \$11,140 for public four-year institutions. With no increases in room and board rates, Cameron students will continue to pay less than most students at comparable universities in the state and significantly less than the national average.

This item was submitted by President John McArthur on January 7, 2019.

President McArthur recommended the Board of Regents approve the rates for board and commuter meal plans effective August 1, 2019.

Regent Shirley moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

HOUSING RATES FOR FISCAL YEAR 2020 – CU

The University has worked diligently to keep housing rates amongst the lowest in the state. The Cameron Village apartments opened in August 2005. The amenities of Cameron Village are significant factors in its appeal to students. Shepler Center residence halls opened in 1969. Cameron's residence hall rates remain lower than the rates of similar facilities at peer institutions.

No changes to the rates for both Shepler and Cameron Village are recommended. Holding rates at current levels will allow the University housing options to remain as affordable as possible as significant efforts are undertaken to increase the resident student population in both facilities.

Current and proposed semester room rates are:

	<u>Current Rate</u> <u>2018-2019</u>	<u>Proposed</u> <u>Increase</u>	<u>Proposed Rate</u> <u>2019-2020</u>
Shepler, Double	\$ 1,111	\$ 0	\$ 1,111
Shepler, Single	1,661	0	1,661
CV, 4 Bedroom Apartment	2,800	0	2,800
CV, 2 Bedroom Apartment	3,215	0	3,215

All semester rates include the required fees for Cable, Internet, Residence Hall Association, and Unlimited Laundry.

Current and proposed summer rates are:

	<u>Current Rate</u> <u>2018-2019</u>	<u>Proposed</u> <u>Increase</u>	<u>Proposed Rate</u> <u>2019-2020</u>
CV, 4 Bedroom Apartment	\$ 1,440	\$ 0	\$ 1,440
CV, 2 Bedroom Apartment	1,710	0	1,710

Summer housing is not offered in Shepler Residence Halls.

This item was submitted by President John McArthur on January 7, 2019.

President McArthur recommended the Board of Regents approve the proposed room rates for Shepler residence hall rooms and Cameron Village residential apartments effective August 1, 2019.

Regent Shirley moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTIONS – CU

APPOINTMENT(S):

Joshi, Janak, Assistant Professor, tenure track, Department of Mathematical Sciences, annualized rate of \$46,000 for 9 months paid over 12 months (\$3,833.33 per month) effective January 3, 2019.

Ph.D., University of North Texas

M.S., Tribhuvan University

B.S., Tribhuvan University

Last Position: Visiting Assistant Professor, State University of New York

Years Related Experience: None

RESIGNATION(S):

Guney, Selin, Department of Agriculture, Biology, and Health Sciences, December 31, 2018.

Shaw, Gordon, Director of Human Resources, January 11, 2019.

This item was submitted by President John McArthur on January 7, 2019.

Regent Stone moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

DEATH(S):

President McArthur regretted to report the following death:

Columbus, Marco, Associate Professor, Department of Education, January 4, 2019.

THE UNIVERSITY OF OKLAHOMA

REPORT OF THE VICE CHAIRMAN OF THE BOARD

I'd like to make the announcement for us that unfortunately, due to health reasons, Chairman Bennett has resigned from the Board effective immediately, so I'll be chairing this meeting. From a personal level, I just want to express my sympathy and my gratitude for someone who chaired this Board for two years in a difficult transition point through health issues that I think are beyond what any of us can imagine. Having the mental and physical strength to do so, and I certainly wish him from myself and I'm sure from all of us, safe travels, good health and Godspeed, and he will be sorely missed.

REPORT OF THE PRESIDENT OF THE UNIVERSITY

Thank you very much. What's a little over a week and a half ago on a Friday, I was having lunch with a fellow university president and the two of us were talking about how we might cooperate to find efficiencies in our universities to help advance our academic programs and otherwise serve the public of the state of Oklahoma. As we were finishing our lunch, he wished me the best for the long three day weekend and said that last year, at that very time, his university had experienced an incident where there was a video of someone wearing blackface. I find that appalling and regretful and no sooner did I walk out of the room then I was handed a phone of one of my staff members and told, you need to see this video right away. I can't tell you just how shocked I was and how disappointed -- how harmful that was to so many different people in our University. It was racist. It was something that was tragic in so many ways. And over the last days, rightfully so, it's turned the University upside down. That is not the way Sooners behave. That is not what we stand for as a University, and it proves just how much work we have to do together. We will use that incident as a catalyst for change. It's something that we all must do together. We have to create a culture of equity, respect and safety on our campus. I want our Regents and University community to know we have heard from students and colleagues about the effects of the incidents of the past and then this most recent incident and the negative impact that has on every single person within our University and frankly in our community and in the state. I also want to share that our Regents have been extremely supportive of our efforts to be responsive and to initiate decisive actions. I want to express my appreciation for that support. I'd like to read at least part of a letter, because it's long and it gives us many great ideas, but it's from some of the members of our Faculty Senate Executive Committee. And I think the sentiments expressed here are very important and worth sharing with all of you.

“Dear Jim, we appreciate the challenge of this moment at OU and for you specifically. We share your dismay regarding recent evidences of racism and racist behavior by our students and on our campus. While these incidents are despicable on their own, unfortunately they are merely symptoms of a more systemic issue of embedded racism in our broader society and in our campus institutions. We agree that addressing this complex problem is everyone's responsibility and that we all have much work to do. We also agree that you as President cannot effect the necessary changes alone. The Faculty Senate Executive Committee is committed to addressing these problems and mobilizing Faculty Senate resources to be part of a unified effort to disrupt and dismantle racism on this campus as we build and strengthen the campus

infrastructure to both recruit and retain more diverse students, faculty and staff. The FSEC plans to work with the faculty diversity equity and inclusion committee to put new measures before the full faculty senate as soon as possible. That will demonstrate the faculty's commitment to meeting a responsibility for making our campus a more equitable and welcoming place for everyone.”

I could not have said that better. They have also given us a list of things that we could begin to implement. I've read through those. I find them extremely helpful. A lot of great ideas. We'll be discussing that more with our Faculty Senate. We've had the same kind of input from our students. I'm very proud of the efforts that they've made to open a dialogue. We have much work to do at the University of Oklahoma and we are absolutely committed to getting that work done. Our initial step in this work is to review the Student Code of Conduct to ensure that it is as rigorous as possible in addressing racist acts. To do that, we created a Student Code of Conduct Review Committee to address best practices from across the country and student affairs as well as legal developments that can inform updates to our Code. I certainly understand the First Amendment prevails, but I want to make sure we have fully examined opportunities to satisfy our community that our Code of Conduct is robust. Heading this committee will be our newest hire to the executive team, Dr. David Surratt, who is here with us today. Dr. Surratt will join us in February as vice president of student affairs and is on the Regents' agenda today for approval. Dr. Surratt is an alumnus of OU where he earned his bachelor's and master's degrees and his doctorate is from George Washington University. He is coming back to OU after working at the University of California, Berkeley. I'm really pleased he took on this challenge, and he has joined us today. David, would you like to say a few words?

Dr. Surratt: Thank you, President Gallogly. I appreciate the introduction and I appreciate your confidence and support of me in this role. Madam Chairman, fellow Regents, thank you for having me here today, too. It's a pleasure. It was worth the trip to come here from California even with the cold weather. I was privileged to meet with some of our students yesterday, and I continue to hear and be inspired by their voices. They're the same voices that have inspired me in my career working in higher education on both coasts and coming back home to Oklahoma, and it's truly remarkable to hear our students in the way they are understanding their place in history. As President Gallogly mentioned before, we have more work to do. I'm humbled to learn from our students as well as my staff and faculty colleagues, and I'm committed to the work of supporting the OU community with a focus on access to education, advocacy, service, and engagement. James Baldwin once said, “if I love you, I have to make you conscious of the things you don't see”, and in many ways, like many of the students across this country our students at OU have given voice to their concerns as an act of love and in support of an institution that they consider their home. Our students also expressed to me that their commitment to OU was rooted in the promise of higher education and the joy such opportunities bring not only to them but also to their families and their home communities. With that focus on continued progress, my intent is that our community work to both heal and learn from one another and move forward in creating new narratives for our university. I look forward to working with you, President Gallogly, my colleagues, the student life staff, alumni, families, faculty and especially our students in support of our University and the state of Oklahoma. So thank you.

MINUTES

Regent Shirley moved approval of the minutes of the meeting held on December 11, 2018 as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

AWARDS, CONTRACTS, AND GRANTS – ALL

	FY18 Total Expenditures	FY18 Jul-Nov 2017 Expenditures	FY19 Jul-Nov 2018 Expenditures
UNIVERSITY OF OKLAHOMA	\$265,668,801	\$109,206,038	\$119,516,812
NORMAN CAMPUS	\$152,918,614	\$61,295,460	\$72,142,840
HEALTH SCIENCES CENTER	\$112,750,187	\$47,910,578	\$47,373,973

Chart Key / Definitions for the pages that follow:

- RESEARCH/OSP = Externally Sponsored Research and Other Sponsored Programs
- TRAINING/OSA = Externally Sponsored Instruction/Training and Other Sponsored Activities
- PUBLIC SERVICE = Externally Sponsored Public Service (OUHSC Data Only)
- OUTREACH/CCE = Externally Sponsored Research by Outreach/CCE
- EXPENDITURES = Expenditures Related to Externally-Sponsored Funding
- AWARDS = New Grants and Contacts Received, or Existing Award Modifications Processed

The charts and graphs accompanying this item are attached hereto as Exhibit A.

This item was submitted by Dr. Randall Hewes and Dr. James Tomasek on January 7, 2019.

President Gallogly recommended that the Board of Regents ratify the awards and/or modifications for October and November 2018 submitted with this Agenda Item.

Regent Shirley moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

ACADEMIC PERSONNEL ACTIONS – ALLHealth Sciences Center:

LEAVE(S) OF ABSENCE:

Dmytryk, John J., Professor of Diagnostic and Preventive Sciences, Division of Periodontics, return from sabbatical leave of absence with full pay, January 1, 2019.

NEW APPOINTMENT(S):

Jain, Ajay, M.D., Professor of Surgery and Chief, Division of Surgical Oncology, annualized rate of \$104,000 for 12 months, January 28, 2019 through June 30, 2019. Tenure credentials under review by University committees. Includes an administrative supplement of \$24,000 while serving as Chief, Division of Surgical Oncology. Tenurable base \$80,000.

Shi, Gang, Ph.D., Assistant Professor of Research, Department of Surgery, annualized rate of \$70,000 for 12 months, January 31, 2019 through June 30, 2019.

REAPPOINTMENT(S):

Elwood, Robin James, M.D., reappointed as Clinical Professor Emeritus and Interim Chair of Anesthesiology, annualized rate of \$30,000 for 12 months, January 15, 2019 through June 30, 2019.

CHANGE(S):

Allen, Karen Suzanne, Clinical Assistant Professor of Pediatrics, salary changed from annualized rate of \$14,368 for 12 months, 0.15 time, to agreed Professional Practice Plan earnings from OUP patient care activity, 0.05 time, December 9, 2018 through June 30, 2019; title changed from Clinical Assistant Professor of Pediatrics to Clinical Assistant Professor of Medicine, January 1, 2019 through June 30, 2019. Change in FTE and primary department.

Awasthi, Vibhudutta, Professor of Pharmaceutical Sciences, Adjunct Professor of Radiation Oncology, and The Sandra K. and David L. Gililand Chair in Nuclear Pharmacy; salary changed from annualized rate of \$140,000 for 12 months, full time, to annualized rate of \$107,500 for 12 months, 0.75 time, January 6, 2019 through June 30, 2019. Temporary reduction of FTE while participating in the Small Business Technology Transfer Research (STTR) Program.

Bonner, Barbara L., title changed from Professor to Clinical Professor of Pediatrics, title The CMRI/Jean Gumerson Chair in Clinical Psychology, deleted, retains title Adjunct Clinical Associate Professor of Psychiatry and Behavioral Sciences; salary changed from annualized rate of \$100,302 for 12 months, full time, to annualized rate of \$72,217 for 12 months, 0.72 time, January 6, 2019 through June 30, 2019. Change in FTE.

Brand, Michael, Professor of Psychiatry and Behavioral Sciences and Adjunct Professor of Health Promotion Sciences, salary changed from annualized rate of \$87,000 for 12 months to annualized rate of \$100,000 for 12 months, December 9, 2018 through June 30, 2019. Includes an administrative supplement of \$13,000 while serving as Vice Chair of Administration and Vice Chair of Social Work, Department of Psychiatry and Behavioral Sciences. University base \$87,000.

Couch, Taylor Rene, title changed from Instructor to Assistant Professor of Pediatrics, Tulsa, annualized rate of \$50,000 for 12 months, December 23, 2018 through June 30, 2019. Passed Board/Certification Exams. University base \$40,000. Department salary \$10,000. New consecutive term appointment.

Currier, George Fräns, David Ross Boyd Professor of Developmental Sciences, Division of Orthodontics, Adjunct Professor of Pediatric Dentistry, and The Ram S. Nanda Chair in Orthodontics; title Chair of Developmental Sciences deleted, given additional title Division Head of Orthodontics, December 30, 2018.

Fagan, Timothy Robert, Clinical Professor and Chair of Developmental Sciences and The William E. Brown Chair in Dentistry; salary changed from annualized rate of \$140,000 for 12 months, 0.60 time, to annualized rate of \$150,000 for 12 months, 0.60 time, December 30, 2018 through June 30, 2019. Includes an administrative supplement of \$63,000 while serving as Chair of Developmental Sciences. University base \$87,000.

Gent, Carmen Marie, title changed from Instructor to Assistant Professor of Pediatrics, Tulsa, annualized rate of \$50,000 for 12 months, December 23, 2018 through June 30, 2019. Passed Board/Certification Exams. University base \$40,000. Department salary \$10,000. New consecutive term appointment.

Hink, Lauren Z., title changed from Physician Assistant I to Clinical Instructor in Surgery, annualized rate of \$91,225 for 12 months, January 6, 2019 through June 30, 2019. Changing from Staff to Faculty.

Luu, David, Instructor in Anesthesiology, salary changed from annualized rate of \$30,000 for 12 months, 0.50 time, to annualized rate of \$45,000 for 12 months, 0.75 time, January 6, 2019 through June 30, 2019. Change in FTE.

Maheshwari, Praveen, title changed from Assistant Professor to Clinical Assistant Professor of Anesthesiology, salary changed from annualized rate of \$65,000 for 12 months, full time, to agreed Professional Practice Plan earnings from OUP patient care activity, 0.05 time, January 6, 2019 through June 30, 2019. Change in FTE.

Malone, Loren M., Clinical Assistant Professor of Pediatrics, salary changed from annualized rate of \$70,000 for 12 months, full time, to agreed Professional Practice Plan earnings from OUP patient care activity, 0.05 time, December 9, 2018 through June 30, 2019. Change in FTE.

McGhee, Jessica E., title changed from Instructor to Assistant Professor of Pediatrics, Tulsa, annualized rate of \$100,000 for 12 months, December 23, 2018 through June 30, 2019. Passed Board/Certification Exams. University base \$40,000. Department salary \$60,000. New consecutive term appointment.

Nelson, Peter R., Associate Professor of Surgery, Tulsa, and The Mary Louise Todd Chair in Cardiovascular Research; salary changed from annualized rate of \$190,000 for 12 months to annualized rate of \$215,000 for 12 months, December 23, 2018 through June 30, 2019. Includes an administrative supplement of \$25,000 while serving as Vascular Fellowship Program Director. University base \$50,000.

Russell, Marni Allison Fuller, Clinical Instructor in Restorative Sciences, Division of Operative Dentistry, salary changed from annualized rate of \$17,000 for 12 months, 0.20 time, to annualized rate of \$25,500 for 12 months, 0.30 time, December 30, 2018 through June 30, 2019. Change in FTE.

Shadid, Nanay, Clinical Assistant Professor and Chair of Restorative Sciences, salary changed from annualized rate of \$135,000 for 12 months to annualized rate of \$145,000 for 12 months, December 30, 2018 through June 30, 2019. Includes an administrative supplement of \$38,000 while serving as Chair of Restorative Sciences. University base \$107,000.

Stoner, Julie Ann, Professor and Chair of Biostatistics and Epidemiology, given additional titles Associate Dean for Research, College of Public Health, and The Edward E. and Helen T. Bartlett Foundation Chair in Public Health; salary changed from annualized rate of \$179,275 for 12 months to annualized rate of \$194,275 for 12 months, February 3, 2019 through June 30, 2019. Includes an administrative supplement of \$15,000 while serving as Associate Dean for Research, College of Public Health. Tenured base \$146,000.

Taubman, Kevin Edward, Associate Professor of Surgery, Tulsa, salary changed from annualized rate of \$170,000 for 12 months to annualized rate of \$135,000 for 12 months, December 23, 2018 through June 30, 2019. Removal of \$35,000 administrative supplement for serving as Vascular Fellowship Program Director. University base \$130,000. Department salary \$5,000.

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

Basmadjian, Garabed Philip, Professor Emeritus of Pharmaceutical Sciences, January 7, 2019.

Bennett, Christina Juris, Assistant Professor of Health Administration and Policy, January 31, 2019.

Bohn, Shelley Ann, Clinical Assistant Professor of Pediatrics, December 31, 2018.

Jernigan, Valarie Jeanine, Associate Professor of Health Promotion Sciences, Associate Professor of Family and Community Medicine, Tulsa, Assistant Dean of Community Medicine, School of Community Medicine, and The George Kaiser Family Foundation Chair in Community Medicine #2, December 31, 2018. Accepted position at Oklahoma State University.

Regmi, Narottam, Assistant Professor of Internal Medicine/Nephrology, Tulsa, February 28, 2019.

Quang, Lawrence S., Associate Professor of Pediatrics and The CHF Express Employment Professionals Endowed Research Chair in Pediatric Emergency Medicine #20, December 31, 2019.

Wang, Hua, Clinical Assistant Professor of Pediatrics, January 15, 2019.

RETIREMENT(S):

McCaffree, Mary A., Professor of Pediatrics, January 5, 2019.

Norman Campus:

LEAVE(S) OF ABSENCE:

Coodin, Sara, Associate Professor of Classics and Letters, return from family and medical leave of absence, November 30, 2018.

Frick, William C., Professor of Educational Leadership and Policy Studies and Rainbolt Family Endowed Education Presidential Professor, family and medical leave of absence, November 19, 2018.

Hennessey, Maeghan N., Associate Professor of Educational Psychology, family and medical leave of absence, January 2, 2019.

Kim, Junghwan, Assistant Professor of Educational Leadership and Policy Studies, return from family and medical leave of absence, December 3, 2018.

Lawson, Paul, Professor of Microbiology and Plant Biology, leave of absence with pay, February 1, 2019 through April 1, 2019. J. William Fulbright Foreign Scholarship Board.

Yang, Yunfeng, Adjunct Professor of Microbiology and Plant Biology, return from leave of absence without pay, December 5, 2018.

NEW APPOINTMENT(S):

Blanchard, Emilie A., J.D., Visiting Professor of Law, rate of \$30,580 for 4.5 months, 0.50 time, January 1, 2019 through May 15, 2019.

Farooq, Hasan, Ph.D., Postdoctoral Research Fellow, annualized rate of \$60,000 for 12 months, December 2, 2018. Paid from grant funds; subject to availability of funds.

Fornelli, Luca, Ph.D., Assistant Professor of Biology, annualized rate of \$80,000 for 9 months, January 1, 2019 through May 15, 2019. New tenure-track faculty. Update to June 2018 Agenda.

Greco, Samuel A., Instructor of Marketing and Supply Chain Management, annualized rate of \$80,000 for 9 months, January 1, 2019 through May 15, 2022. Three and a half year renewable term appointment.

McConnell, Mike, Director of the Robert M. Zinke Energy Management Program, annualized rate of \$200,000 for 12 months, June 1, 2019. Funded from endowed funds.

Ogwari, Paul O., Ph.D., Geophysicist III, Oklahoma Geological Survey, annualized rate of \$74,000 for 12 months, 0.80 time, January 1, 2019.

Pan, Xuhui, Ph.D., Assistant Professor of Finance, annualized rate of \$220,000 for 9 months, August 16, 2019 through May 15, 2020. New tenure-track faculty.

Stanfield, Jared R., Ph.D., Assistant Professor of Finance, annualized rate of \$220,000 for 9 months, August 16, 2019 through May 15, 2020. New tenure-track faculty.

Sung, Yoon Hi, Ph.D., Assistant Professor of Journalism and Mass Communication, annualized rate of \$73,500 for 9 months, August 16, 2019 through May 15, 2020. New tenure-track faculty.

Wavering, Thomas, Instructor of Entrepreneurship and Economic Development, annualized rate of \$192,850 for 12 months, January 1, 2019 through June 30, 2022. Three and a half year renewable term appointment. Changing from staff administrator. Salary includes FY19 Faculty Compensation Program. Correction to December 2018 Agenda.

REAPPOINTMENT(S):

Bredeson, Jon G., reappointed as Professor Emeritus of Electrical and Computer Engineering, rate of \$10,000 for 4.5 months, 0.25 time, January 1, 2019 through May 15, 2019.

LoLordo, Vincent N., reappointed to a five-year renewable term as Lecturer of Expository Writing Program, annualized rate of \$43,000 for 9 months, August 16, 2019 through May 15, 2024.

Ngo, Huong Thi Thu, reappointed as Lecturer of Biomedical Engineering, rate of \$16,000 for 4.5 months, 0.50 time, January 1, 2019 through May 15, 2019.

Ozias, Moira Leigh, reappointed to a one-year renewable term as Instructor and Associate Director of the Writing Center, annualized rate of \$63,036 for 12 months, July 1, 2019 through June 30, 2020.

CHANGE(S):

The salaries of 12 faculty members have been corrected by Human Resources on the FY19 Faculty Compensation Program approved by the Board of Regents on December 11, 2018. The updated full list of affected employees and their compensation adjustments is provided to the Board, retained in the Board of Regents' office and attached hereto as Exhibit B.

Backus, Mary Sue, Professor of Law, Robert Glenn Rapp Foundation Presidential Professor and Hugh Roff Professor in Law, annualized rate of \$151,551 for 9 months, additional stipend of \$10,000 for increased teaching duties in the College of Law, January 1, 2019 through May 15, 2019.

Bessire, Lucas, Associate Professor of Anthropology, salary changed from annualized rate of \$81,200 for 9 months to annualized rate of \$95,000 for 9 months, January 1, 2019. Retention increase.

Carl, John D., Assistant Professor of Sociology, annualized rate of \$56,000 for 9 months, additional stipend of \$1,500 for increased teaching duties in the Department of Sociology, January 1, 2019 through May 15, 2019.

Childers, Rachel C., Assistant Professor of Biomedical Engineering, annualized rate of \$96,425 for 12 months, additional stipend of \$5,000 for serving as Undergraduate Chair for Stephenson School of Biomedical Engineering, July 1, 2018 through June 30, 2019.

Claybon, Rocio, Instructor of Management Information Systems, annualized rate of \$66,000 for 9 months, additional stipend of \$12,000 for increased teaching duties in the Division of Management Information Systems, January 1, 2019 through May 15, 2019.

Connelly Mumford, M. Shane, Professor of Psychology, salary changed from annualized rate of \$89,573 for 9 months to annualized rate of \$99,573 for 9 months, January 1, 2019. Retention increase.

Cuccia, Andrew D., Associate Professor of Accounting, Steed Professor of Accounting #1 and Grant Thornton Faculty Fellow, annualized rate of \$147,949 for 9 months, additional stipend of \$18,000 for increased teaching duties in the John T. Steed School of Accounting, January 1, 2019 through May 15, 2019.

Dallam, Marie W., Associate Professor of Honors and Reach for Excellence Professor of Honors #10, annualized rate of \$72,716 for 9 months, additional stipend of \$16,619 for serving as Acting Chair of the Department of Religious Studies, January 1, 2019 through June 30, 2019. Correction to December 2018 Agenda.

Davidson, Ronald L., Instructor of Marketing and Supply Chain Management, Executive Director of the Center for the Business of Healthcare and Director of Supply Chain Management Program, annualized rate of \$116,725 for 12 months, additional stipend of \$8,181 for increased teaching duties in the Division of Marketing and Supply Chain Management, January 1, 2019 through May 15, 2019.

Davis, Ashley R., Assistant Professor of Accounting, annualized rate of \$111,650 for 9 months, additional stipend of \$18,000 for increased teaching duties in the John T. Steed School of Accounting, January 1, 2019 through May 15, 2019.

Dyer, Paul L. Assistant Professor of Professional and Continuing Studies, annualized rate of \$65,000 for 9 months, additional stipend of \$10,800 for additional duties in the College of Professional and Continuing Studies, January 1, 2019 through December 31, 2019.

Eaves, Katherine L., Instructor of Business Communications, annualized rate of \$41,000 for 9 months, additional stipend of \$4,000 for increased teaching duties in the Center for Student Success – Business Communications, January 1, 2019 through May 15, 2019.

Faison, Elyssa, Associate Professor of History and L.R. Brammer Jr. Presidential Professor, annualized rate of \$78,728 for 9 months, additional stipend of \$4,500 for serving as Acting Chair of the Department of Women's and Gender Studies, January 1, 2019 through May 15, 2019.

Gaddie, R. Keith, Professor of Political Science, President's Associates Presidential Professor, Executive Faculty Fellow and Senior Fellow, Headington College, given additional title Professor of Journalism and Mass Communication, salary remains at annualized rate of \$206,045 for 9 months, January 1, 2018. Adjustment to January 2018 Agenda.

Garofalo, Daniela, Chair and Professor of the Department of English, salary changed from annualized rate of \$111,300 for 12 months to annualized rate of \$116,300 for 12 months, January 1, 2019. Retention increase.

Grillot, Suzette R., Professor of International and Area Studies and William J. Crowe Jr. Chair in Geopolitics, deleted titles Dean of the College of International Studies and Vice Provost for International Programs, salary changed from annualized rate of \$227,808 for 12 months to annualized rate of \$170,856 for 9 months, January 18, 2019. Changing from 12-month academic administrator to 9-month faculty.

Gullberg, Steven R., Assistant Professor of Professional and Continuing Studies and of Aviation, annualized rate of \$66,000 for 9 months, additional stipend of \$10,800 for additional duties in the College of Professional and Continuing Studies, January 1, 2019 through December 31, 2019.

Guzman, Katheleen G., Professor of Law, Mapco/Williams Presidential Professor and Earl Sneed Centennial Professor of Law, annualized rate of \$183,763 for 9 months, additional stipend of \$5,000 for increased teaching duties in the College of Law, January 1, 2019 through May 15, 2019.

Hambright, Karl D., Professor of Biology, delete title Director of the Environmental Studies Program, salary changed from annualized rate of \$108,613 for 12 months to annualized rate of \$109,858 for 9 months, January 1, 2019. Changing from 12-month academic administrator to 9-month faculty.

Hirschfeld, Tassie K., Associate Professor of Anthropology, salary changed from annualized rate of \$74,088 for 9 months to annualized rate of \$84,135 for 9 months, January 1, 2019. Retention increase.

Irvine, Jill, President's Associates Presidential Professor, Professor of International and Area Studies and Vice Provost for Faculty Development, Office of the Senior Vice President and Provost, given additional title Interim Dean of the College of International Studies, with additional supplemental pay of \$40,000 annualized for 12 months while serving as Interim Dean, salary remains at annualized rate of \$187,775 for 9 months, January 18, 2019.

Jensen, Kevan L., Associate Professor of Accounting and KPMG Peat Marwick Centennial Professor of Accounting, annualized rate of \$158,793 for 9 months, additional stipend of \$18,000 for increased teaching duties in the John T. Steed School of Accounting, January 1, 2019 through May 15, 2019.

LaGreca, Nancy A., Professor of Modern Languages, Literatures, and Linguistics, delete title Associate Dean of the Graduate College, salary changed from annualized rate of \$151,200 for 12 months to annualized rate of \$104,139 for 9 months, January 1, 2019. Changing from 12-month academic administrator to 9-month faculty.

Liu, Nian, Associate Professor and Assistant Chair of the Department of Modern Languages, Literatures, and Linguistics, salary changed from annualized rate of \$83,727 for 9 months to annualized rate of \$73,647 for 9 months, January 1, 2019. Temporarily stepping down as Assistant Chair of the Department of Modern Languages, Literatures, and Linguistics.

McHale, Susan, Research Associate, K20 Center for Educational and Community Renewal, salary changed from annualized rate of \$14,269 for 12 months, 0.22 time, to annualized rate of \$35,672 for 12 months, 0.50 time, January 7, 2018.

Mirkovic, Djordje, title changed from Postdoctoral Research Associate to Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$75,700 for 12 months to annualized rate of \$81,000 for 12 months, January 6, 2019. Paid from grant funds; subject to availability of funds.

Mohi, Sahar M., Instructor of Business Communications, annualized rate of \$41,000 for 9 months, additional stipend of \$4,000 for increased teaching duties in the Center for Student Success – Business Communications, January 1, 2019 through May 15, 2019.

Muralidhar, Krishnamurty, Professor of Marketing and Supply Chain Management, Director of the Center for the Business of Healthcare and Baldwin Chair of Business Administration, annualized rate of \$177,142 for 9 months, additional stipend of \$12,000 for increased teaching duties in the Division of Marketing and Supply Chain Management, January 1, 2019 through May 15, 2019.

Pepper, Amelia S., Assistant Professor of Law, annualized rate of \$83,687 for 12 months, additional stipend of \$15,000 for increased teaching duties in the College of Law, January 1, 2019 through May 15, 2019.

Porwancher, Andrew R. Associate Professor of Classics and Letters and Wick Cary Professor in the Institute for the American Constitutional Heritage #2, salary changed from annualized rate of \$75,575 for 9 months to annualized rate of \$110,000 for 9 months, January 1, 2019. Retention increase.

Raman, Shivakumar, Samuel Roberts Noble Presidential Professor and David Ross Boyd Professor of Industrial and Systems Engineering, delete title John A. Myers Professor in Engineering, title changed from Interim Director to Director of the School of Industrial and Systems Engineering, given additional title Morris R. Pitman Professor of Engineering, salary remains at annualized rate of \$203,000 for 12 months, January 1, 2019.

Robertson, Lindsay G., Professor of Law, Sam K. Viersen Family Foundation Presidential Professor and Chickasaw Nation Endowed Chair in Native American Law, annualized rate of \$161,305 for 9 months, additional stipend of \$60,000 for increased teaching duties in the College of Law, January 1, 2019 through May 15, 2019. Teaching eight additional sections.

Sadler, Christopher B., Associate Professor of Drama, annualized rate of \$54,060 for 9 months, additional stipend of \$5,000 for serving as Curriculum Coordinator for the School of Drama, December 1, 2018 through April 30, 2019.

Shaffer, Margaret A., Professor of Management and International Business and Michael F. Price Chair in International Business #1, annualized rate of \$190,361 for 9 months, additional stipend of \$12,000 for increased teaching duties in the Division of Management and International Business, January 1, 2019 through May 15, 2019.

Smothermon, Connie S., Assistant Professor of Law, Assistant Director of Legal Writing and Research, Director of Competitions and Director of Externships, annualized rate of \$83,738 for 9 months, additional stipend of \$25,000 for increased teaching duties in the College of Law, January 1, 2019 through May 15, 2019.

Stetson, Tracy E., Associate Professor of Accounting and Charles C. and Virginia Ann Weddle Professor of Accounting, annualized rate of \$111,650 for 9 months, additional stipend of \$18,000 for increased teaching duties in the John T. Steed School of Accounting, January 1, 2019 through May 15, 2019.

Tang, Lin, Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$64,816 for 12 months to annualized rate of \$80,000 for 12 months, January 1, 2019. Hired to new position. Paid from grant funds; subject to availability of funds.

Thai, Joseph T., Professor of Law, President's Associates Presidential Professor and Glenn R. Watson Centennial Chair in Law, annualized rate of \$156,058 for 9 months, additional stipend of \$5,000 for increased teaching duties in the College of Law, January 1, 2019 through May 15, 2019.

Vincent, Andrea S., Research Associate Professor, College of Arts and Sciences, salary changed from annualized rate of \$9,499 for 12 months, 0.10 time, to annualized rate of \$18,998 for 12 months, 0.20 time, December 8, 2018. Paid from grant funds; subject to availability of funds.

Wang, Le, Professor of Economics and Chong K. Liew Chair in Economics, salary changed from annualized rate of \$170,115 for 9 months to annualized rate of \$180,176 for 9 months, January 1, 2019. Retention increase.

Ward, Julie A., Assistant Professor of Modern Languages, Literatures, and Linguistics, annualized rate of \$71,050 for 9 months, additional stipend of \$5,040 for serving as Assistant Chair of the Department of Modern Languages, Literatures, and Linguistics, January 1, 2019 through May 15, 2019.

Wuestewald, Todd C., Assistant Professor of Professional and Continuing Studies, annualized rate of \$67,100 for 9 months, additional stipend of \$10,800 for additional duties in the College of Professional and Continuing Studies, January 1, 2019 through December 31, 2019.

RESIGNATION(S)/TERMINATION(S):

Beatty, Kyle, Senior Research Scientist, Vice President for Research, January 1, 2019.

Branham, Lady J., Instructor of Business Communications, January 15, 2019.

Dyer, John, Research Assistant Professor of Electrical and Computer Engineering, January 1, 2019.

Holt III, Ben F., Professor of Microbiology and Plant Biology, February 1, 2019.

Koerner, Bryan D., Assistant Professor of Music, January 1, 2019.

McConnell, Amber Elizabeth, Research Associate, Zarrow Center for Learning Enrichment, January 1, 2019.

Wawrik, Boris, Associate Professor of Microbiology and Plant Biology, January 19, 2019.

RETIREMENT(S):

Shapiro, Alan M., Professor of Meteorology, President's Associates Presidential Professor and American Airlines Professor of Meteorology, January 1, 2019. Named Professor Emeritus of Meteorology.

This item was submitted by Dr. Jason Sanders on January 14, 2019 and Dr. Kyle Harper on January 11, 2019.

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

Regent Stone moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

Regent Stone moved the Board go into executive session at 4:58 p.m. to discuss agenda item 2, Administrative and Professional Personnel Actions. The executive session was held in the Provost's Conference Room.

The meeting reconvened in open session at 5:12 p.m. in the auditorium with the following Regents present: Leslie J. Rainbolt-Forbes, Vice Chairman of the Board, presiding; Regents C. Renzi Stone, Phil B. Albert, Frank Keating and Natalie Shirley.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS – ALLHealth Sciences Center:

APPOINTMENT(S):

Cook, Randy Paul, Physician Assistant II, Department of Surgery, College of Medicine, salary at an annualized rate of \$93,000 for 12 months, December 17, 2018. Professional Nonfaculty.

Maxwell, Lori Ann, Nurse Practitioner, Tulsa Student Affairs, salary at an annualized rate of \$83,000 for 12 months, February 4, 2019. Professional Nonfaculty.

REAPPOINTMENT(S):

Lowry, Amanda Lee, Nurse Practitioner, Department of Pediatrics, College of Medicine, salary at an annualized rate of \$90,000 for 12 months, January 7, 2018. Professional Nonfaculty.

CHANGE(S):

Dversdall, Paula Marie, Senior Clinics Administrator, OU Physicians Faculty Clinics, College of Medicine, salary changed from an annualized rate of \$86,839 for 12 months to an annualized rate of \$82,497 for 12 months, December 9, 2018. Managerial Staff. Reduction in duties.

RESIGNATION(S)/TERMINATION(S):

Bazoukis, Georgios X., Research Scholar, Heart Rhythm Institute, College of Medicine, December 8, 2018. Completion of program.

Cole, Justin Don, Nurse Practitioner, OUP Clinical Operations, College of Medicine Tulsa, December 1, 2018. Resignation.

Gharfeh, Kacee L., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 16, 2019. Resignation.

Ntia, Ofonime O., Nurse Practitioner, Medicine Infectious Diseases, College of Medicine, December 14, 2018. Resignation-other position.

Runningwolf, Paulette Rae, Psychological Clinician, Department of Pediatrics, College of Medicine, December 29, 2018. Elimination of funding.

Said, Jeries H., Resident, Pediatrics Residency Program, College of Medicine, December 8, 2018. Withdrew from program.

Seright, Chad Jefferson, Clinical Risk Manager, OU Physicians, January 5, 2019. Resignation.

Stewart, Lori Kay, Oncology Nurse III, Cancer Center Clinical Services, College of Medicine, December 18, 2018. Discharged.

Stites, Natalie, Administration Director, Department of Pediatrics, College of Medicine, December 29, 2018. Elimination of funding.

Taylor, Terrence W., Planning Director, University Relations, Provost, January 1, 2019. Elimination of funding.

Yarholar, Cortney Eugene, Psychological Clinician, Department of Pediatrics, College of Medicine, December 29, 2018. Elimination of funding.

RETIREMENT(S):

Wisby, David, IT Analyst II, Information Technology Tulsa, January 1, 2019. Retirement

Norman Campus:

NEW APPOINTMENT(S):

Conrad, Eric, Vice President for Operations [Vice President], salary at annualized rate of \$310,000 for 12 months, February 25, 2019. Executive Officer.

Hilger, Robyn, Program Administrator III, Center for Educational and Community Renewal, salary at annualized rate of \$75,000 for 12 months, December 3, 2018. Managerial Staff.

Pearce, Dawn, Program Administrator III, Center for Educational and Community Renewal, salary at annualized rate of \$78,000 for 12 months, December 17, 2018. Managerial Staff.

Surratt, David, Vice President for Student Affairs, Dean of Students [Vice President], salary at annualized rate of \$225,000 for 12 months, February 11, 2019. Executive Officer.

Utley, Carrie, Financial Associate II, Athletic Department, salary at annualized rate of \$65,000 for 12 months, December 14, 2018. Managerial Staff.

Wolf, Jacquelyn H., Senior Vice President, Chief Human Resources Officer [Senior Vice President, CHRO], salary at annualized rate of \$317,000 for 12 months, January 7, 2019. Executive Officer.

CHANGES:

*Beamer, Shane, Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

*Bedenbaugh, William E., Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

Billups, Dorion L., title changed from Coordinator of Community Inclusivity [Admissions/Recruitment Specialists I], Gaylord College of Journalism and Mass Communication to Director of Diversity Enrichment Programs [Administrator II], Admissions and Recruitment, Diversity Enrichment Program, salary changed from annualized rate of \$58,915 for 12 months to annualized rate of \$70,000 for 12 months, January 28, 2019. Administrative Staff. Accepted other job on campus through competitive recruitment process.

*Boulware, Jawara Jay, Assistant Coach, Football, Athletics Department, review of compensation, and contract of employment, and to make any necessary adjustments.

Fleming, Marcella R., title changed from Interim Vice President [Vice President], Human Resources Administrative Office to Director [Director (Administrative Officer)], Human Resources Administrative Office, salary remains at annualized rate of \$136,574 for 12 months, additional supplemental pay of \$40,000 ended, January 7, 2019. Administrative Officer. Changes in responsibilities.

Fuller, Marshall T., title changed from Associate Director for Research Development [Program Administrator III], Center for Research Program Development and Enrichment to Curator of the Western History Collections [Curator/Archivist III], University Libraries, Western History, salary changed from annualized rate of \$79,310 for 12 months to annualized rate of \$75,000 for 12 months, January 10, 2019. Professional Staff. Removed from Reduction in Force, accepted other job on campus through competitive recruitment process.

*Grinch, Alex, Assistant Coach, Football, Athletics Department, consideration of appointment, compensation, and contract of employment, and to take any necessary action.

*Gundy, Joseph C., Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

Janiak-Spens, Fabiola, Project Coordinator [Scientist/Researcher III], Oklahoma Center of Biomedical Research Excellence in Structural Biology, salary change from annualized rate of \$56,250 to annualized rate of \$60,000 for 12 months, November 1, 2018. Professional Staff. Grant funded increase.

Korhonen, Marilyn L., title changed from Interim Director of the Center for Applied Research and Development [Program Administrator III], Office of Research Administration to Director of Research Engagement [Program Administrator III], Office of Research Services, salary remains at annualized rate of \$105,331 for 12 months, November 1, 2018. Managerial Staff. Transfer in lieu of reduction in force.

Lawter, Lisa J., title changed from Project Coordinator [Program Specialist II], Jeannine Rainbolt College of Education, Educational Psychology to Project Director [Program Administrator III], Jeannine Rainbolt College of Education, Educational Psychology, salary changed from annualized rate of \$61,500 for 12 months to annualized rate of \$65,000 for 12 months, October 1, 2018. Managerial Staff. Added responsibilities and increase.

* See motion on page 36415.

*Manning, Roy, Assistant Coach, Football, Athletics Department, consideration of appointment, compensation, and contract of employment, and to take any necessary action.

Mattox, Danny E., title change from Field Technology Specialist and Researcher [Program Specialist I], Center for Educational and Community Renewal to Project Director for Gear Up for My Success [Program Administrator III], Center for Educational and Community Renewal, salary changed from annualized rate of \$54,036 for 12 months to annualized rate of \$75,000 for 12 months, December 3, 2018. Managerial Staff. Grant funded increase, change position number in department.

McIntyre, Amber M., Natural Resources Program Manager [Scientist/Researcher III], salary changed from annualized rate of \$75,388 for 12 months to annualized rate of \$76,230 for 12 months, July 9, 2018. Professional Staff. Grant funded increase, change of responsibilities.

*McNeil, Ruffin, Assistant Coach, Football, Athletics Department, review of consideration of appointment, compensation, and contract of employment and to make any necessary adjustments.

*Odom, Brian, Assistant Coach, Football, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action.

Partridge, Kristen N., title changed from Interim Vice President for Student Affairs and Dean of Students [Vice President], Student Affairs Administrative Office, Office of the Vice President, to Associate Vice President for Student Affairs and Associate Dean of Students [Associate Vice President], Student Affairs Administrative Office, Office of the Vice President, salary remains at annualized rate of \$165,000 for 12 months, additional supplemental pay of \$25,000 ended, February 11, 2019. ~~Executive Officer.~~ Administrative Officer. Change of responsibilities.

*Riley, Lincoln, Head Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

*Simmons, Dennis L., Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

Simpson, Erin D., title changed from Assistant Director [Administrator II], Student Affairs Housing, Residence Life to Director, Gender + Equality Center and Coordinator, OU Advocates [Administrator III], Student Affairs Administrative Office, salary changed from annualized rate of \$65,000 for 12 months to annualized rate of \$80,000 for 12 months, December 1, 2018. Administrative Staff. Accepted other job on campus through competitive recruitment process.

Smith, Sherri L., title changed from Post-Award Financial Coordinator [Grant Specialist I], Office of Research Administration to Director, Post-Award Service [Administrator II], Office of Research Administration, salary change from annualized rate of \$47,476 for 12 months to annualized rate of \$75,000 for 12 months, December 1, 2018. Administrative Staff. Promotion through competitive recruitment process.

Tarver, Richard D., Data and Collections Manager [Tech Project Management Specialist II], Oklahoma Geological Survey, salary changed from annualized rate of \$50,000 for 12 months to annualized rate of \$60,000 for 12 months, December 1, 2018. Managerial Staff. Retention increase.

*Thibodeaux, Calvin D., Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

* See motion on page 36415.

* See motion on page 36415.

*Wylie, Bennie, Director of Sports Performance, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

RESIGNATION(S)/TERMINATION(S):

Cooks, Kerry, Assistant Coach, Football, Athletics Department, January 10, 2019. Resignation.

Hamrin, Daniel Nicholas, Administrator III, December 1, 2018. Resignation.

Hoffner, David, Marketing/PR Specialist II, Information Technology, December 11, 2018.
Termination, date correction.

Husley, Dewey G., IT Specialist II, Center for Educational and Community Renewal, January 1, 2019. Resignation.

Kern, Suzanne E., Staff Attorney, Legal Counsel, November 19, 2018. Resignation.

Kish, Tim, Assistant Coach, Football, Athletics Department, January 10, 2019. Resignation.

Luciani, Nicole E., Program Administrator II, Southwest Prevention Center, December 7, 2018.
Resignation.

Pacheco, Caryn L., Financial Aid Specialist II, Financial Aid Services, February 5, 2019.
Resignation.

Singleton, Shauna J., Financial Associate II, Office of the Dean, Christopher C. Gibbs College of Architecture, December 15, 2018. Resignation.

Sneed, Karen, Architect/Engineering Professional III, Engineering and Design Services, November 21, 2018. Resignation.

Starchman, David A., Architect/Engineering Professional III, Advance Radar Research Center, January 04, 2019. Resignation.

Tomas, Lisa D., Managerial Associate II, Information Technology, December 11, 2018.
Termination, date correction.

RETIREMENT(S):

Burgess, Suzanne, Administrator II, Office of Research Administration, January 1, 2019.
Retirement.

Feuerborn, Barry T., Associate Vice President, University Development, December 2, 2018.
Retirement, date correction.

Kelly, Beth A., Financial Associate II, Athletic Department, January 1, 2019. Retirement.

This item was submitted by Dr. Jason Sanders on January 14, 2019 and Dr. Jacquelyn Wolf on January 11, 2019.

President Gallogly recommended the Board of Regents approve the administrative and professional personnel actions shown above, including the correction on the Kristen Partridge entry he brought to the Board's attention.

Regent Stone moved approval of the recommendation with the following amendment that was presented to members of the Board and made available to the public and the correction shown on one entry above. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

Beamer, Shane, Assistant Coach, Football, Athletics Department, - that the employment agreement be modified effective February 1, 2019, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to January 31, 2021.
2. Increase the current Base Salary from \$270,000 annually to \$280,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$165,000 to an annual total of \$190,000 payable monthly.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include terms and conditions customary and reasonable for agreements of this type

Bedenbaugh, William, Assistant Coach, Football, Athletics Department, - that the employment agreement be modified effective February 1, 2019, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to January 31, 2021.
2. Increase the current Base Salary from \$275,000 annually to \$280,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$350,000 to an annual total of \$420,000 payable monthly.
4. Provide an Annual Stay Benefit in the annual sum of Fifty Thousand Dollars (\$50,000) ("Annual Sum") payable to Coach on May 1 of each contract year ("Annual Date"). Coach will be entitled to each Annual Sum if Coach remains employed at the University as an Assistant Football Coach through each Annual Date outlined.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include terms and conditions customary and reasonable for agreements of this type.

Boulware, Jawara Jay, Assistant Coach, Football, Athletics Department, - that the employment agreement be modified effective February 1, 2019, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to January 31, 2021.
2. Increase the current Base Salary from \$250,000 annually to \$275,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$185,000 to an annual total of \$195,000 payable monthly.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include terms and conditions customary and reasonable for agreements of this type.

Grinch, Alex, Assistant Coach, Football, Athletics Department, - that the appointment be approved effective January 4, 2019, with material terms of the employment agreement to include:

1. Provide for the term of the employment agreement to January 31, 2022.
2. Provide Base Salary of \$280,000 annually, payable monthly.
3. Provide additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University in an annual total amount of \$1,020,000, payable monthly.
4. Provide an Annual Stay Benefit in the annual sum of One Hundred Thousand Dollars (\$100,000) ("Annual Sum") payable to Coach on May 1 of each contract year ("Annual Date"). Coach will be entitled to each Annual Sum if Coach remains employed at the University as an Assistant Football Coach through each Annual Date outlined.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type.

Gundy, Joseph Cale, Assistant Coach, Football, Athletics Department, – that the employment agreement be modified effective February 1, 2019, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the current employment agreement to January 31, 2021.
2. Increase the current Base Salary from \$275,000 annually to \$280,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$225,000 to an annual total of \$255,000 payable monthly.

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.

Manning, Roy, Assistant Coach, Football, Athletics Department, that the appointment be approved effective January 17, 2019, with material terms of the employment agreement to include:

1. Provide for the term of the employment agreement to January 31, 2021.
2. Provide Base Salary of \$280,000 annually, payable monthly.
3. Provide additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University in an annual total amount of \$145,000, payable monthly.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type.

McNeill, Ruffin, Assistant Coach, Football, Athletics Department, - that the employment agreement be modified effective February 1, 2019, with material terms of the employment agreement to include:

1. Continue the term of the current employment agreement to January 31, 2020.
2. Increase the current Base Salary of \$275,000 annually to \$280,000 annually, payable monthly.
3. Continue additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$295,000, payable monthly.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type.

Odom, Brian, Assistant Coach, Football, Athletics Department, - that the appointment be approved effective January 17, 2019, with material terms of the employment agreement to include:

1. Provide for the term of the employment agreement to January 31, 2020.
2. Provide Base Salary of \$275,000 annually, payable monthly.
3. Provide additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University in an annual total amount of \$100,000, payable monthly.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type.

Riley, Lincoln, Head Coach, Football, Athletics Department, - that the employment agreement be modified effective February 1, 2019, with material changes to the terms of the employment agreement to include as follows:

1. Extend the employment term to January 31, 2024.
2. Continue the Base Salary Compensation of \$325,000 annually with one-twelfth paid monthly, plus benefits provided to University employees, which benefits shall be computed using only the Base Salary payable through standard University payroll procedures on a monthly basis.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising and promotional activities, and all other athletics-related contracts and activities from the total annual amount of \$3,575,000 to the total annual amount of \$3,975,000 with one-twelfth payable monthly. Effective February 1, 2020, this annual total sum shall increase non-cumulatively by One Hundred Fifty Thousand Dollars (\$150,000) and annually on February 1 non-cumulatively in each contract year.
4. Increase the current Annual Stay Benefit in the annual sum of Five Hundred Thousand Dollars (\$500,000) to the Annual Sum of Seven Hundred Thousand Dollars (\$700,000) ("Annual Sum") payable to Coach on June 1 of each contract year ("Annual Date"). Coach will be entitled to each Annual Sum if Coach remains employed at the University as the Head Football Coach through each Annual Date outlined.
5. Increase the supplemental retirement income plan(s) ("Plans") from an annual amount of \$500,000 to an annual amount of \$1,000,000, with one-twelfth (1/12th) of this sum to be contributed to the Plans monthly (the "Supplemental Retirement"). The Coach will be 100% vested and non-forfeitable in the Supplemental Retirement benefit in the Plans at the time the contribution is made to the Plans.
6. Provide an Additional Stay Benefit in the amount of One Million Dollars (\$1,000,000) ("Stay Benefit") payable to Coach on April 1, 2021 ("Stay Benefit Date"). Coach will be entitled to the Stay Benefit if Coach remains employed at the University as the Head Football Coach through the Stay Benefit Date.
7. Increase the maximum Post Season Performance Bonuses from \$500,000 to \$750,000

Additionally, authorize the President, with the assistance of the General Counsel, to (1) amend existing University retirement plans or adopt additional retirement plans as necessary to fulfill contractual commitments to the Coach as authorized in this action and (2) 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.

Simmons, Dennis, Assistant Coach, Football, Athletics Department, – that the employment agreement be modified effective February 1, 2019, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to January 31, 2021.
2. Increase the current Base Salary from \$250,000 annually to \$275,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services and fund raising activities for the University from the total annual amount of \$150,000 to the total annual amount of \$185,000 payable monthly.

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.

Thibodeaux, Calvin, Assistant Coach, Football, Athletics Department, - that the employment agreement be modified effective February 1, 2019, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to January 31, 2020.
2. Increase the current Base Salary from \$250,000 annually to \$275,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$70,000 to an annual total of \$100,000 payable monthly.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include terms and conditions customary and reasonable for agreements of this type.

Wylie, Bennie, Director of Sports Performance, Football, Athletics Department, - that the employment agreement be modified effective February 1, 2019, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to January 31, 2021.
2. Increase the current Base Salary from \$250,000 annually to \$280,000 annually, payable monthly.
3. Continue the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University at the annual total of \$100,000 payable monthly.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include terms and conditions customary and reasonable for agreements of this type.

ACADEMIC SERVICES FEES REQUEST 2019-2020 – HSC

Oklahoma Legislation Title 70, O. S. § 3218.10, authorizes governing boards of institutions within The State System to establish academic services fees at their respective institutions, with the approval of the State Regents, which may be required in addition to resident and nonresident tuition and mandatory fees.

In accordance with policy established by the Oklahoma State Regents for Higher Education, requests for changes in academic services fees will be considered by the State Regents one time each year. It is the intent of the Legislature that the State Regents maintain information on established academic services fees. The information shall include, but shall not be limited to, the basis for the amount of the fee, the amount of total revenue to be collected from the fee, and the use of the revenue collected.

The Health Sciences Center eliminated over two hundred and twenty various academic services fees during FY18-19 and established twenty-two program fees. This change consolidated and simplified the Health Sciences Center's fee structure and provided students with an easier way to estimate tuition and fees.

The following pages summarize the changes in academic services fees requested by the Health Sciences Center for academic year 2019-2020.

SPECIAL FEES FOR INSTRUCTION AND ACADEMIC SERVICES

Academic services fees are assessed certain students as a condition of enrollment and as a condition of academic recognition for completion of prescribed courses. Such fees are assessed students receiving certain courses of instruction or certain academic services as designated by the institution and shall not exceed the actual costs of the course of instruction or the academic services provided by the institution. Such fees shall not exceed the actual costs of the academic services provided by the institution and may include, but shall not be limited to, special instruction, testing, and provision of laboratory supplies and materials. There are five categories of academic services fees: special instruction, facility-equipment utilization, testing-clinical service, classroom-laboratory, and other special fees.

Other Special Fees:

Included in this category are any other special fees that cannot be classified in any of the other categories.

The Health Sciences Center is requesting increases to 5 fees; 1 fee modification; and the deletion of 1 fee in Other Special Fees as summarized below. The fee increases requested will support teaching initiatives and improve learning competencies by providing required laboratory supplies; maintaining current equipment; replacing aged clinical equipment and instruments in research and teaching facilities. Additionally, revenue from these fees will be used to provide funding for ongoing and rising costs associated with maintaining computer labs, software licenses and updates, IT equipment, audio/visual equipment and existing infrastructure. The fee modification is changing the academic plans that are being assessed a program fee. The fee being deleted is no longer deemed necessary by the college.

This item was submitted by Mr. Kenneth D. Rowe on January 7, 2019.

SUMMARY SCHEDULE
OTHER SPECIAL FEES - MODIFICATIONS REQUESTED
ACADEMIC YEAR 2019-2020

<u>College and Program</u>	<u>AY 2019 Amount of Fee</u>	<u>AY 2020 Amount of Fee</u>	<u>Amount Changed</u>	<u>Notes</u>
<u>Program Fees</u>				
Allied Health Nutritional Sciences Professional	\$171.00	\$171.00	\$0.00	Fee assessed per credit hour. Delete fee assessed for academic plan 1228L; Add fee to academic plan 1228A.
Dentistry Professional	\$2,687.65	\$2,862.35	\$174.70	Fee assessed per term for Fall and Spring.
Dentistry Graduate	\$1,533.65	\$1,633.35	\$99.70	Fee assessed per term for Fall, Spring, and Summer.
Dental Hygiene Undergraduate - OKC	\$2,843.75	\$3,019.60	\$175.85	Fee assessed per term for Fall and Spring.
Dental Hygiene Undergraduate - Distance Sites	\$3,843.75	\$3,894.05	\$50.30	Fee assessed per term for Fall and Spring.
Pharmacy Professional	\$2,345.60	\$2,462.90	\$117.30	Fee assessed per term for Fall and Spring.

<u>Deposit on Enrollment</u>				
Medicine MD	\$100.00	\$0.00	-\$100.00	Fee no longer necessary.

President Gallogly recommended the Board of Regents approve the proposed changes in academic services fees for 2019-20 and authorize their submission to the Oklahoma State Regents for Higher Education.

Regent Shirley moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

PROFESSIONAL SERVICE AGREEMENT – HSC

The University of Oklahoma Health Sciences Center 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 OUHSC Departments and OUHSC-Tulsa Departments:

Union Public Schools
 OU Physicians Tulsa Family Medicine will provide an employee’s clinic. The Agreement was received on November 28, 2018 and signed on December 10, 2018.

This item was submitted by Mr. Kenneth D. Rowe on January 7, 2019.

President Gallogly recommended that the Board of Regents ratify the professional service agreements for The University of Oklahoma Health Sciences Center as listed.

Union Public Schools \$ 634,361
 OU Physicians Tulsa
 Term of Agreement 01/01/2019 to 12/31/2019

Regent Stone moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

SUBSTANTIVE PROGRAM CHANGES – NC

The Oklahoma State Regents for Higher Education require that all substantive changes in degree programs be presented to the institution’s governing board for approval before being forwarded to the State Regents for consideration. The changes in academic programs itemized in the list below have been approved by the appropriate faculty, academic units and deans, the Academic Programs Council, and the Senior Vice President and Provost. They are being submitted to the Board of Regents for approval prior to submission to the State Regents.

Approved by Academic Programs Council - November 16, 2018
Option Addition

JEANNINE RAINBOLT COLLEGE OF EDUCATION

Professional Counseling, Master of Education (RPC 248, MC MTBD)

Option addition: Clinical Professional Counseling. The option consists of 45 hours of required courses, including 6 hours of internship, and 15 hours of electives to total 60 credit hours. This option will address the 60-hour requirement set forth by the State Board of Behavioral Health to meet Licensed Professional Counselor (LPC) requirements in Oklahoma, after students obtain the master's degree in Professional Counseling.

Reason for request:

Most state mental health licensing boards have established a requirement that all entry-level counselor preparation programs, regardless of specialty area consists of a minimum of 60 semester credit hours, including the State Board of Behavioral Health in Oklahoma. Included in the 60 hours are core requirements (courses) that cover the 8 domains of the National Counselor Exam (NCE) which is the exam that is required for state licensure by the board. The license (Licensed Professional Counselor [LPC]) is transferable to other states when it is based on a 60-credit hour master's program.

Program Requirement Changes

COLLEGE OF ARCHITECTURE

Interior Design, Bachelor of Interior Design (RPC 126, MC B585)

Program requirement change. Total credit hours for the degree will change from 120 to 125. All interior design studio courses were renamed to provide a simple and direct sequencing, and course credit hours were increased from 3 to 4 credit hours. All graphics studios were renamed as communication studios to provide a simple and direct sequencing. The content of the 5 graphics studio courses (Graphics I, II, & III, Computer Apps. & Adv. Computer Apps) with credit hours varying from 1 to 4 (totaling 12 credit hours) were condensed into 3 design communication studio courses, each having 4 credit hours. Core lecture courses were moved from the junior and senior levels of the curriculum to the sophomore and junior levels to better meet accreditation needs of the curriculum (History of ID, Interior Materials & Specs, Portfolio I & Portfolio II). Lighting Design changed from a studio course to a lecture course, with application of knowledge and skills now happening in the design studio of the same semester. All 2 credit hour lecture courses were changed to 3 credit hours to provide credit for time and work already being done in the courses. Art History course requirements were changed from 2 to 1 Art History elective course to align with accreditation requirements. Business course requirements (ACCT & MKT) were changed to 1 Business elective course to align with accreditation requirements. Upper division professional electives with designator ARCH, ID, CNS, LA, RCPL, EN D were added in place of 2 required Architecture courses and 1 of the previously required Business courses.

Reason for request:

The requested curriculum revisions have been proposed primarily to meet changes in accreditation requirements. The curriculum in the Division of Interior Design includes lecture/lab studio courses in every semester of the program. These courses require contact hours and student workloads that exceed typical lecture courses. Thus, all lecture/lab studio courses in the curriculum are changing from 3 credit hours to 4 credit hours. A comparative analysis of peer and aspirational interior design programs was completed during the curriculum revision process. The results from this study revealed that 4 credit hour studio courses were typical and a degree

requirement of 125 credit hours was also common. Prior to this version of the curriculum that has been in place for approximately 7 years, the Bachelor of Interior Design degree at the University of Oklahoma required 4 credit hour studios and had a total degree requirement of 125 hours. Name changes to courses in the program will provide a streamlined and direct communication of curriculum sequencing. Additional professional elective course options have been implemented to allow students to customize a portion of their degree.

COLLEGE OF ARTS AND SCIENCES

Astrophysics, Bachelor of Science in Astrophysics (RPC 020, MC B082)

Course requirement change. Advanced Physics Lab (PHYS 3302) will be replaced by Advanced Observatory Methods (ASTR 4523). Total credit hours for the degree will not change.

Reason for request:

Learning the appropriate experimental tools and methods is vital to any science major. Currently, Astrophysics majors take Advanced Physics Lab (PHYS 3302) which focuses on tabletop physics experiments. The appropriate experimental tools and methods for astrophysicists are ground and space-based telescopes and spectrometers. In particular, OU now has access to the Apache Point Observatory, a state of the art telescope. Changing the requirement to Advanced Observatory Methods (ASTR 4523, a currently offered course) would give OU astrophysics undergraduates the training they need to perform substantive research and advance in their field.

Plant Biology, Bachelor of Science in Plant Biology (RPC 021, MC B787-P521, B787-P061)

Course requirement change. Biotechnology concentration: credit hours in the major have been increased to 34 to bring in line with the MBIO Biotechnology concentration which also requires 34 major credit hours. In the major: add BIOL 1134 and P BIO 4843; remove P BIO 4263, 4413, 4283, 5264, 5293, 2404, 3451, 4810, 4873 and BIOL 2013. In major support: add PHYS 2424, 1311, 1321, CHEM 3053, 3153, 3152, and 3653; remove HSCI 2423 as an option to HSCI 3333. Plant Biology concentration: In the major remove P BIO 4283, 4224, 3333, and 4843. In major support: add PHYS 2424; remove CHEM 3064 as an option to CHEM 3152, and one additional 3 hour letter graded science course (2000 level or above) outside Plant Biology as approved by the advisor. Total credit hours for the degree will not change.

Reason for request:

Removed option to take P BIO 2404, which is not intended for P BIO majors. Omitted "Area Requirements" to maximize flexibility and omit bottlenecks to graduation caused by infrequent availability of some previously required courses. Revised required courses to correspond to the MBIO biotech curriculum and/or changes to the standard P BIO curriculum, or they reflect regularly-taught course options to fulfill previously established degree requirements. Requiring PHYS 2424 and physics labs to bring P BIO in line with every other life science major.

Sociology, Master of Arts (RPC 213, MC M845)

Course requirement change. Total credit hours for the degree will change from 35 to 34 credit hours. SOC 5832 Sociology Professionalization course hours are being adjusted to the instruction time required for the subject matter to one credit hour -5821. SOC 6233 Advanced Sociological Statistics course number is changing to 5683 Categorical, Panel, and Advanced Statistical Analyses.

Reason for request:

Sociology Professionalization is changing from 2 credit hours to 1 credit hour (5832 to 5821) because the course has only enough substance to justify a one-credit-hour course. The change in course number for SOC 6233 to 5683 will encourage MA candidates from other programs to enroll and the change in title will improve the search-ability for potential students.

Spanish, Master of Arts (RPC 216, MC M850)

Course requirement change. We are including another MLLL course (MLLL 5813 Principles and Techniques of Teaching a Foreign Language) as a choice of three MLLL courses that may count toward the MA in Spanish. The limit of MLLL graduate courses that may count toward the degree is increased from six to nine hours. Total credit hours for the degree will not change.

Reason for request:

MLLL 5813 is a course that MA students in Spanish need if they serve as graduate teaching assistants in the department of MLLL. Also, it is a course that helps them prepare for a career in the teaching of Spanish after they complete their MA. Two other courses are now permitted as part of the MA in Spanish (MLLL 5063: Early Literary Criticism and MLLL 5073: Contemporary Literary Criticism). The addition of MLLL 5813: Principles and Techniques of Teaching a Foreign Language will complete the options of MLLL courses that are offered and acceptable for the MA in Spanish.

JEANNINE RAINBOLT COLLEGE OF EDUCATION

Adult and Higher Education: Intercollegiate Athletic Administration, Master of Education (RPC 113, MC M005-Q377)

Course requirement change. The EDAH IAA faculty would like to create a Social Foundations requirement for their students that will ensure that they have the foundational knowledge to complete their degree successfully and perform well in their future career. The program is adding two courses that will allow students an additional elective as well as to the Foundation requirement to better serve the students and their career choices. The faculty are updating EDAH 5633 to remove Issues from the title to adhere more with the field today. Total credit hours for the degree will not change.

Reason for request:

The faculty feel that adding the two new courses and updating the content and name of the other would better serve the students in the program. Adding the Social Foundations requirement within the concentration will better serve the students, their understanding of the field, and their readiness to face current issues in their careers. The program is also updating the name of one course to show more current practice and content information.

Professional Counseling, Master of Education (RPC 248, MC M216)

Course requirement change. It has come to the department's attention that there is a required course listed twice for the School Counseling Concentration within Professional Counseling and the program would like to update the second listing to an alternative course that faculty think would be an adequate substitution but still meet degree requirements. The program is also needing to add three (3) hours of internship as a required course per OU Legal recommendation to maintain record of student involvement in their internship sites off campus which is part of the required degree from the Mental and Behavioral Board. As the department is removing the concentration options there is also a need to remove the thesis option as that is no longer needed. Total credit hours for the degree will not change.

Reason for request:

Three hours of internship credits need to be added to the required coursework, making total internship credits to 6. In the past years, students enrolled in counselor internship for one semester (3 credits), but because one semester is not enough to obtain 500 total hours, they continued to work as counselor interns at their internship site during the following semester. Students were accruing counselor-client direct hours during this second semester of internship without being enrolled in an Internship course, yet working as OU interns, giving cause for liability issues for the University. Therefore, it was essential to add another internship course to required coursework thereby bringing the total internship hours to 6. For this addition to take place without changing total concentration track hours, 3 hours of electives needed to be reduced. The program has core requirements for all concentration areas and then specific requirements for their Graduate Certificates. It appears at the time of creation of these concentrations, the requirements from the Graduate Certificate for School Counseling was copied and included in the master's degree requirements and the duplication was never caught. We would like to maintain 45 credit hours for this degree and replacing the duplication is the best option for our students and the program. The thesis option has been removed because the last two-three years we have not had students interested in this track. Prior to that few students who enrolled in this concentration did so as preparation for future study, a PhD in Counseling Psychology

GAYLORD COLLEGE OF JOURNALISM AND MASS COMMUNICATION

Journalism Advertising, Bachelor of Arts in Journalism (RPC 134, MC B006)

Course requirement change. Adding a new course requirement (JMC 3343), editing JMC 3353 and removing the requirement of two ECON courses. Total credit hours for the degree will not change.

Reason for request:

Update in Advertising degree plan to reflect the change in the Advertising industry.

COLLEGE OF PROFESSIONAL AND CONTINUING STUDIES

Liberal Studies: Integrated Studies, Master of Arts (RPC 232, MC M575)

Course requirement changes. The Integrated Studies option is being modified to update the curriculum and create research tracks. The core required courses (9 hours) are not being changed. The three Independent Study courses (9 hours) will be removed from the curriculum and replaced with two new Integrated Studies foundational courses (6 hours), LSIS 5113 and LSIS 5133. The Electives component (9 hours) will be removed in favor of a new 12 hour track system where students will choose from one of four options in which to concentrate their research: Diversity, Interdisciplinary Research Methods, Self-Design, and Volunteerism and Social Entrepreneurship. The Completion component (6 hours) will remain and is shared with the other options in Liberal Studies (232). However, LSTD 5920 and LSTD 5940 will be removed as non-thesis options in favor of six credit hours of additional elective coursework. The coursework approval language will be updated to clarify the procedure graduate students should follow to have elective and completion courses reviewed and approved for their programs of study. The total credit hours for the degree will not change.

Reason for request:

The Integrated Studies program originally consisted of short-term, intensive learning seminars coupled with independent study enrollments. Several elements of the Integrated Studies program have been modified over time, including a shift from on-site to online instruction of

core courses due to evolving student demands and demographics. However, the program has continued to rely on an independent study instructional model for most of its curriculum. This creates a unique set of challenges for PACS faculty and staff to advise, teach, and create a learning community for a population of students no longer constrained by geographic location. The most difficult administrative element of the program is to pair students with OU faculty members for independent study coursework when the parties have never interacted with each other and are in different states or countries. The challenge and expense in doing so has made the program, as it is currently configured, unsustainable.

The College of Professional and Continuing Studies proposes two major changes to the Integrated Studies program to address the challenges mentioned previously and to encourage programmatic growth. First, the primary mode of instruction will shift from independent study to online lecture. The opportunity for independent study will still be available for elective and completion option credit hours but will no longer comprise the majority of the curriculum. Students will participate in a more formalized instructional environment where collaborative learning is encouraged through coursework and additional online and on-site opportunities.

To support this shift in instructional mode, the curriculum of the program will also be updated. Two additional core courses will increase student mastery of interdisciplinary research principles beyond the introductory course required of all PACS students. Curricular tracks in Diversity, Interdisciplinary Research Methods, and Volunteerism and Social Entrepreneurship, as well as a Self-Design track (limited admission), will direct student research in more clearly delineated areas of study. These tracks were selected based on a combination of student interest and the academic expertise of our lead faculty. Ultimately it is our goal that the updated Integrated Studies curriculum provides graduates with the necessary knowledge and skills to make positive, well-informed, and immediate contributions in their careers and communities.

Approved by Academic Programs Council, December 14, 2018
New Program

COLLEGE OF ARTS AND SCIENCES

TESOL, Master of Arts (RPC TBD, MC MTBD)

Request to add a new Level III program TESOL under Master of Arts. The degree requires 32 hours consisting of 10 required courses. In addition to Graduate College admission requirements, students must present a background in a modern language or culture-related studies and a personal statement demonstrating interest in TESOL.

Reason for request:

The Master of Arts in Teaching English to Speakers of Other Languages (TESOL) degree is part of an initiative from the OU Provost's Office to establish professional master's degrees, programs that deliver authentic skills that can translate directly into the workplace. Our mission is to educate TESOL professionals, providing graduates with the recognized credentials to teach language locally or internationally.

In 2015, the MA in TESOL program was approved and placed in the Graduate College as a professional master's program, with the understanding that the program would move into an academic unit at a future date. From 2016-present, the program has fulfilled the needs outlined below, graduating two cohorts and presently educating a third.

The focus of this request is to move our successful program into its natural academic unit -Modern Languages, Literatures and Linguistics. This move has strong support from the CAS Dean, Dr. Wrobel, the Dean of the Graduate College, Dr. Hewes, the Chair of MLLL, Dr. Herrick, and the Steering Committee that oversees the MA in TESOL program.

Option Deletion

PRICE COLLEGE OF BUSINESS

Business Administration: Energy Executive, Master of Business Administration (RPC 025, MC M365)

Deletion of the Energy Executive option. There are 52 students currently enrolled in the program. The last student is expected to graduate in 2019-20.

Reason for request:

The Executive MBA in Energy program has been approved as a stand-alone program, therefore the option is no longer required. All required coursework is now moved under the new stand-alone program, Executive Master of Business Administration, OSRHE code: 451. Currently enrolled students have all been notified by email of the change, which does not affect their coursework or degree requirements. They were simply given the opportunity to change programs or stay in the current program, depending on how they wish their diploma to read.

Program and Option Name Change

COLLEGE OF ARTS AND SCIENCES

Human Resource Diversity and Development, Graduate Certificate (RPC 389, MC G062, G063)

Change of Level III program name. The name of certificate will change from "Human Resource Diversity and Development" to "Human Resource Development and Workforce Diversity." Instead of a 3-hour elective, all students will take HR 5833 Human Resource Development. Total credit hours for the certificate will not change.

Reason for request:

The terminology human resource diversity is not a commonly expressed term of reference in human resources academic programs and/or practitioner/professional designations. Instead, the terminology human resource development, a sub-category of human resource management, more effectively aligns with the human resources certificate programs in human resources academic programs and is recognized by established academic organizations and professional organizations. The term workforce diversity more explicitly describes the context for the study of diversity within organizations and aligns with the business and socio-cultural perspectives of diversity in the workplace.

Adding H R 5833 Human Resource Development as a required course aligns with the proposed name change as well as adding relevant learning outcomes.

COLLEGE OF PROFESSIONAL AND CONTINUING STUDIES

Liberal Studies, Bachelor of Arts in Liberal Studies (RPC 231, MC B640, B645)

Request to change Level I and II degree designation to Bachelor of Arts in Integrative Studies and change Level III program name and Level IV option name to Integrative Studies.

Reason for request:

The Bachelor of Arts in Liberal Studies was established in 1960 and was one of the first degrees of its kind in the United States. The program was developed, not as a professional or technical degree, but as an opportunity for adult students to receive a broad liberal education in the humanities, natural sciences, and social sciences and to complete a bachelor's degree without attending traditional on-site classes.

As similar programs have proliferated in the United States over the past 50 years, degree and program titles have shifted away from the liberal studies designation, in part because of misconstruction and politicization of the word 'liberal'. This is arguably the most important reason that the College of Professional and Continuing Studies (PACS) is requesting degree, program, and option name changes. It is exceedingly difficult to foster a transformative learning experience in adult learners when the program's name deters many of them from inquiring about it. We have also received requests from both students and alumni of the program to change its name due to the current political climate.

As a part of its Provost-approved reorganization, the College of Professional and Continuing Studies sought to house and organize its 'liberal studies' programs within a singular administrative structure and nomenclature. Under that new configuration, PACS has a School of Integrative and Cultural Studies that includes the Bachelor of Arts in Liberal Studies and the Master of Arts in Integrated Studies. In this request, we are seeking a name change to the Bachelor of Arts in Liberal Studies to align the program with both its school name and with the master's degree option (note: a parallel modification is also being prepared, requesting a change in the master's degree name from 'Integrated' to 'Integrative' to assure full alignment in nomenclature).

Request to Offer Existing Program Online

COLLEGE OF ARTS AND SCIENCES

Social Work, Master of Social Work (RPC 211, MC M840, M842)

Request to offer the existing program through electronic delivery. The Online Master of Social Work (MSW) program will utilize several technologies to deliver content that is very similar to what is received by traditional students. These include Canvas, Zoom, and recording technologies related to our Simulation Center. Online students will also have access to several additional resources. The online Social Work master's program will cost \$625 per credit hour for both resident and non-resident students.

Reason for request:

The career outlook for social workers is strong, with faster than average growth (12%) compared to other professions. In 2015 there were more graduates of MSW programs (26,329) than BSW programs (21,164) (NCES, 2017), suggesting that students with bachelor's degrees in fields other than social work are completing traditional MSW programs. In the overall social worker workforce, 54.5% have obtained a BS degree and 40% have obtained a master's degree, perhaps signaling a higher demand for those with a master's degree and/or more stringent state licensing requirements in recent years. The return on investment for MSW graduates is significant: the National Association of Social Workers (2010) reported that those who obtain their MSW earn an average \$15,000 more per year than those with a BSW. Finally, the MSW degree provides the opportunity to gain an advanced license such as the Licensed Clinical Social Worker (LCSW) or Licensed Master Social Worker (LMSW). All of these are positive indicators for an on line MSW degree program.

The Bureau of Labor Statistics (BLS, 2017) reports faster than average growth (12%) for social workers and a median salary of \$45,900 in 2015. In the overall social worker workforce, 54.5% have obtained a BS degree and 40% have obtained a master's degree, perhaps signaling a higher demand for those with a master's degree and/or more stringent state licensing requirements in recent years (DataUSA, 2017). The return on investment for MSW graduates is significant: the National Association of Social Workers (2010) reported that those who obtain their MSW earn an average \$15,000 more per year than those with a BSW. Finally, the MSW degree provides the opportunity to gain an advanced license such as the Licensed Clinical Social Worker (LCSW) or Licensed Master Social Worker (LMSW).

When looking at the NASW's social worker salary survey, it is important to note that the state of Oklahoma is among the lowest paying slates in the U.S., and was consistently the lowest paying state among the contiguous states of Arkansas, Kansas, Missouri, Colorado, Louisiana, New Mexico, and Texas. In a profession that offers comparatively modest wages, the lower-than-average wages in the state of Oklahoma, make a Master's degree advantageous to those in that state. In addition, offering an online MSW presents the University of Oklahoma with an opportunity to market to a larger regional market that has a larger labor market and higher wages.

Program Requirement Changes

CHRISTOPHER C. GIBBS COLLEGE OF ARCHITECTURE

Construction Management, Master of Science in Construction Management (RPC 243, MC M253, M254)

Course requirement change. CNS 5033 Applied Project Management will be a new course that will be required in both CM Master programs. Dr. Matt Reyes will be teaching this course. Currently Dr. Matt Reyes is teaching the CNS 5203 Emerging Trends in Building Processes. In the Academic year of 2019-2020, Dr. Reyes will no longer teach CNS 5203 and will teach the new required course CNS 5033. CNS 5313 Advanced BIM is being removed from the curriculum due to low enrollment. Total credit hours for the degree will not change.

Reason for request:

The reason for this change is to address the new MS Student Learning Outcome 1: Graduates should demonstrate knowledge of fundamental Construction Management principles and practices. The CNS faculty believe the new course will better prepare students for the Construction Management industry.

COLLEGE OF ARTS AND SCIENCES

English, Master of Arts (RPC 069, MC M375-Q141, M375-Q426)

Course requirement change. *For both concentrations:* The non-thesis track will no longer be offered. The MA will be a thesis-only degree. *Rhetoric & Writing Studies concentration:* ENGL 6103 will replace ENGL 5313. A course in History of Rhetoric/Composition Theory will no longer be required. Six electives will be required instead of four. ENGL 5960 will no longer be required. *Literary Studies concentration:* ENGL 5113 will be required for all students. Seven electives will be required instead of six. ENGL 5960 will no longer be required. Total credit hours for the degree will not change.

Reason for request:

The non-thesis option does not suit our program and many other English graduate programs have moved to a thesis option as the ideal to prepare students for a publishable article, an application to graduate school, and to forward focused research projects. We have eliminated the specific requirement for one course in History of Rhetoric as ENGL 5403 will cover this. The electives have been increased because we believe that students will benefit by spending more time in the classroom. The directed reading for thesis preparation has been eliminated because we believe students are better prepared for their writing projects by spending more time in class.

English, Doctor of Philosophy (RPC 070, MC D375-Q141, D375-Q426)

Course requirement change. *Rhetoric & Writing Studies concentration*: ENGL 5113, ENGL 6103, and ENGL 5403 will be required for all students (students who took these for the MA will take additional electives instead). Six electives will be required instead of one. For exam preparation, ENGL 6880 Research for PhD Exam will be used instead of ENGL 5960, and the number of credits for exam research will be lowered from 6 to 3. *Literary Studies concentration*: ENGL 5313 and ENGL 5113 will be required for all students (students who took these for the MA will take additional electives instead). Seven electives will be required instead of six. The dissertation credit maximum will be reduced from 36 to 30. For exam preparation, ENGL 6880 Research for PhD Exam will be used instead of ENGL 5960, and the number of credits for exam research will be lowered from 6 to 3. Total credit hours for the degree will not change.

Reason for request:

Required course specification: The new plan offers a clearer and more user-friendly list of required course, leaving more options for electives so students can tailor their courses to their own interests.

Elective increase/dissertation maximum reduction: Students are better prepared for their dissertation/independent research by spending more time in the classroom. Additional electives also give students more opportunity to tailor their courses to their particular research interests.

The new course number ENGL 6880 has been proposed to alleviate confusion from using ENGL 5960 Directed Readings for exam preparation. The number of credits for exam research has been lowered from a possible 6 to a maximum of 3 to keep students in the classroom where they get better guidance in preparation for independent work.

Environmental Studies, Bachelor of Arts (RPC 422, MC B406)

Course requirement changes. 1) Major hours required: Change from 48 to 36. 2) New ENST Capstone added. 3) Major Support Requirements: Change from "Biology (4-5 hours), Chemistry (3-5 hours), and Physics (4 hours)" to "at least 7 hours of Biological and Physical Science support," equivalent to the general education requirement. Total credit hours for the degree will not change.

Reason for request:

Change of major hours: Over the past couple of years, we have lost majors and potential majors due to the unusually high requirement of 48 hours in the major, plus an intro course in the three sciences (BIOL, CHEM, PHYS). By dropping from 48 to 36, we are better aligned with the majority of the College of Arts and Sciences (CAS) degree programs (see figure below), and are thus not seen as potentially demanding on par with Astrophysics (49 hours required). *New capstone requirement*: The ENST has relied on MDS and other senior capstone courses. A proposal for our own capstone (ENST 4983 Senior Seminar) has been submitted.

Change of major support requirements: By changing to 7 or more credit hours of Biological and Physical Science support, this requirement also covers the General Education requirement of 7 hours or Biological and Physical Sciences, with at least one lab, thus freeing more credit hours to be used toward a minor or other specialty focus.

Environmental Studies, Bachelor of Science (RPC 423, MC B407)

Course requirement changes. 1) Major hours required: Change from 48 to 36. 2) New ENST Capstone added. 3) Major Support Requirements: Change from "Biology (4-5 hours), Chemistry (3-5 hours), and Physics (4 hours)" to "at least 7 hours of Biological and Physical Science support," equivalent to the general education requirement. 4) For the BS degree, add the 6-hr Environmental Research Experiences for Students (ERES) requirement to the core requirement separately from the required core groups. Total credit hours for the degree will not change.

Reason for request:

Change of major hours: Over the past couple of years, we have lost majors and potential majors due to the unusually high requirement of 48 hours in the major, plus an intro course in the three sciences (BIOL, CHEM, PHYS). By dropping from 48 to 36, we are better aligned with the majority of the College of Arts and Sciences (CAS) degree programs (see figure below), and are thus not seen as potentially demanding on par with Astrophysics (49 hours required). *New capstone requirement:* The ENST has relied on MDS and other senior capstone courses. A proposal for our own capstone (ENST 4983 Senior Seminar) has been submitted. *Change of major support requirements:* By changing to 7 or more credit hours of Biological and Physical Science support, this requirement also covers the General Education requirement of 7 hours or Biological and Physical Sciences, with at least one lab, thus freeing more credit hours to be used toward a minor or other specialty focus. *Change in ERES requirement:* Moving the ERES requirement from the core groupings will free more of the core requirements for coursework, rather than research.

German, Master of Arts (RPC 100, MC M490)

Course requirement changes. The program will no longer require reading competency in a second foreign language. Total credit hours for the degree will not change.

Reason for request:

We are proposing to eliminate the requirement of reading competency in an additional foreign language for our MA program because it is an outdated expectation that no longer serves a central pedagogical purpose within our degree program. The requirement does not figure into the number of credit hours to degree but typically requires students to take introductory language classes in addition to graduate coursework.

The original rationale for requiring reading competency in a second foreign language was presumably so that students could broaden the scope of their research to include primary or secondary texts written in other foreign languages. Decades ago, when this requirement was first included in the degree program, a major objective of the German MA was to prepare students to pursue a PhD in German. Since at that time German doctoral programs typically required reading competency in two additional research languages, the acquisition of one over the course of the MA degree was seen as essential preparation for the PhD application.

But times have changed. Today because of the near collapse of the job market for German Ph.D.'s, very few of our German MA students go on to a doctoral program in German: in fact, only five have pursued that course in the last twenty years. Top PhD programs in German (including Harvard, Yale, and Princeton) now only require reading competency in one additional foreign language rather than two. Thus any of our MA students who do choose to pursue a PhD

will not be derailed by an excessively burdensome language requirement. Within our current MA program, students are neither required nor expected to employ a second foreign language in their coursework, exam portfolio, or MA thesis. When students have occasionally drawn on knowledge of a second language, it has been entirely a matter of personal choice and preference.

The elimination of the reading competency in an additional foreign language would align us with comparable and competitor MA programs in the region. A survey of ten programs with terminal German MA programs revealed that the majority (six out of ten) had no such requirement. Georgia, Kentucky, New Mexico, and Utah require the additional foreign language; Alabama, Arkansas, Colorado, Kansas State, Missouri, Nebraska, and South Carolina, do not. Within our own department (MLLL), this change would align us with the Spanish MA, which recently dropped the same requirement.

Finally, the removal of this outdated requirement would allow students to focus on central objectives in the program: acquiring expertise in content areas (German literature and culture, Secondary Language Acquisition, linguistics); cultivating advanced to superior German proficiency in all four skills (writing, reading, speaking, listening); and, for GTA's, honing their own pedagogical skills. In short, this modification would make the degree more focused and efficient, more regionally competitive and up-to-date in its emphases, and more rational in its alignment of curriculum and goals.

Public Administration, Master of Public Administration (RPC 197, MC M805-Q550)

Course and degree requirement change. Modify existing required degree coursework, remove organizations, management, public policy, and American political process course requirements, modify concentrations and add additional elective credits to the MPA graduate degree program. Total hours for the degree will not change.

Reason for request:

The OU-Master of Public Administration (OU-MP A) graduate degree program respectfully requests approval for a program modification as outlined in the current summary. The request stems from a yearlong program review in preparation for writing our self-study accreditation report for accreditation with the Network of Schools of Public Policy, Affairs, and Administration (NASP AA). The NASPAA accreditation is a peer review process that graduate programs in the fields of public administration, public policy and public affairs go through to determine whether a program meets a threshold of quality. Undertaking the self-study process has made the MP A faculty take a closer look at the OU-MP A curriculum and opened up opportunities for improving student learning objectives. The proposed modification will require students to complete 15 hours of required courses, nine hours of concentration coursework and 12 credit hours of elective courses to fulfill the 36-hour degree requirement.

In addressing student competencies, the MP A faculty found that requiring an introductory course would be beneficial and desirable to introduce students to the professional competencies that each student is expected to develop over their course of study. We propose offering P SC 5003 Introduction to Public Administration as a required course offered on a regular basis.

The MP A faculty also re-examined the structure of the currently required P SC 5183 Public Budgeting and Finance course. The faculty concluded that P SC 5183 could be merged with an existing course (P SC 5363 Public Financial Management). The merging of the two courses will focus less on theoretical concepts of public budgeting and focus more on practitioner concepts of government accounting, debt management, forecasting, cash management and capital budgeting.

Currently, the degree requires students to complete one course in four areas of the curriculum (Organizations, Management, Public Policy and American Political Process) from an approved list of courses in each area. The MP A faculty agree that eliminating this requirement will give students more discretion in organizing their degree with electives suitable to their professional aspirations. OU-MP A students have only three credit hours available as elective credit. With the removal of "Area" course requirements, the MP A faculty agree that twelve hours of elective credit will allow students more elective coursework tailored to professional aspirations and general knowledge. The total credit hours of electives would change from three hours to 12 credit hours.

Social Work, Master of Social Work (RPC 211, MC M840, M842)

Course requirement change. There are two major changes to the concentration year MSW program: 1) Currently, we have two program concentrations: Direct Practice and Administration and Community Practice. We will no longer have these two concentrations and only offer ONE concentration. 2) We have raised the hours on the Advanced Standing Option, from 33 to 36.

Reason for request:

While some revisions have been made to the SSW curriculum, the basic structure of the CY curriculum had not been substantially altered for at least 10 years. In the meantime, the school has experienced tremendous growth, has had to respond to ever demanding accreditation and assessment requirements, has gained new and diverse faculty with new expertise and experiences, and garnered increased interest from external stakeholders in collaborating and innovating with the school. The State of Oklahoma has also experienced a significant decline in resources allocated to higher education and many of our state, local and community programs that support the well-being of her citizens have experienced similar declines while also experiencing increasing demand for services. Students have expressed desire for more choice in their educational programs, have expressed that graduating with debt that is difficult to manage, and want to graduate with skills that will prepare them for success in the 21st century workforce. Many of our students also live in and return to rural areas for work, experience disadvantage before and sometimes during their social work education, and post degree -are reporting entering supervision or administration positions relatively quickly-particularly in rural areas. Data reveals that by most measures of wellbeing, there are many worrisome trends for Oklahomans and while many of these needs require interventions at the micro level; they also require civic responsibility, collective approaches, political advocacy and organizing. In short, Oklahoma's social workers need to be prepared to work in difficult circumstances with declining public support.

Spanish, Doctor of Philosophy (RPC 217, MC D850)

Course requirement change. The proposed changes merely clarify how students divide the 90 hours of coursework into three categories: "Required courses" (9 hours made up of SPAN 5713, MLLL 5063, and MLLL 5073); "Elective courses" (at least 51 hours in other graduate-level courses in SPAN, MLLL, or related fields as approved by the Advisory Conference Committee); and Dissertation Research (at least 2 hours of SPAN 6980; SPAN 6980 may not count as an elective. The total hours for the degree will not change.

Reason for request:

As it stands, the wording of the doctoral degree requirements is confusing for students, faculty, and Graduate College advisors. These modifications should clarify the degree requirements without changing them. 1) Rather than using the phrases "beyond the Bachelor's degree" and "in the major," which do not have a clear definition at the graduate level, we would like to change the requirement to state "at the graduate level." 2) We would like to simplify by

defining "Elective courses" as: "Other graduate-level courses in SPAN, MLLL, or related fields as approved by the Advisory Conference Committee. SPAN 6980 may not count as an elective course."

The requested changes are only meant to clarify the intentions of the Spanish graduate faculty when we recently designed these new PhD requirements, not to make any substantial changes to the requirements as they are actually implemented.

PRICE COLLEGE OF BUSINESS

Accounting, Master of Accountancy (RPC 265, MC M001, M002)

Course requirement change. We would like to add one course in tax accounting, ACCT 5703, to our list of required courses. Total credit hours for the degree will not change.

Reason for request:

We wish to require our students to complete an additional course specifically in tax accounting in order to better prepare them for sitting for the CPA exams in Oklahoma and Texas. These exams have in recent years had expanded areas in taxation.

The Business of Energy, Graduate Certificate (RPC 421, MC G022)

Course requirement change. Remove ENGB 5131 as a required course from the graduate certificate requirements. Change the graduate certificate program hours from 13 to 12 total credit hours.

Reason for request:

Changing the required hours from 13 to 12 will allow the graduate certificate in the Business of Energy to align with the required hours from the other graduate certificates offered by the Price College of Business. Deleting ENGB 5131 as a required course from the graduate certificate requirements will allow students who have an energy background to earn the graduate certificate without repeating coursework they already have exposure to.

Finance, Master of Science (RPC 450, MC M435)

Course requirement change. We are reducing the total number of program credit hours from 37 to 32. To make these changes we are realigning the course groupings by making the foundations and financial data and decision-making courses part of the possible elective course offerings, thus reducing the number of core courses to 8 and increasing the number of elective offerings from 14 to 24. FIN 5302 Financial Markets & Securities is being replaced with Investments (FIN 5112). FIN 5312 Corporate Finance is being replaced with Financial Management (FIN 5102). This program will cost \$985 per credit hour for both resident and non-resident students.

Reason for request:

Elsmere Education-the vendor hired by OU to assist with online programs-has concluded, based on its study of the current environment, that the online MS in Finance market has become even more competitive over the past two years since the program was first designed by the faculty. The average length of these programs is 21 months and the average number of credit hours is 32. To remain competitive, OU needs to benchmark its program with those offered by these peer and aspirational schools. Nearly half the growth in Price College masters' programs in the last two years has come from accelerated programs, where students pursuing an undergraduate degree apply and are admitted to a masters' program, which they can complete with one additional year of coursework. BBA students majoring in Finance will serve as a large

pool of candidates for the MS in Finance, and their accelerated program will be completed with an additional year of coursework with the revision. Moreover, these students would have had the five credit hours of coursework being eliminated in the revision. One of the courses in the original proposal, BAD 5001 is being phased out in favor of a more in-depth quantitative methods course, which will be available in the revised version.

WEITZENHOFFER COLLEGE OF FINE ARTS

Drama, Bachelor of Fine Arts in Drama (RPC 330, MC B275-P626)

Course requirement change. Changes in requirements for Stage Management concentration: Update DRAM 3853, Theatre Management to its new course number DRAM 4853; Add: DRAM 3781 Topics in Drama Lit (repeated once), DRAM 2821 Design Drafting for Stage Managers (new course), 2 credit hours DANC/MTHR movement elective (approved by Schools of MTHR and Dance), 3 credit hours upper-division DRAM Elective; Remove: DRAM 1133 Drawing & Rendering, HES 2212 First Aid, DRAM 3413 Sound Design or DRAM 4113 Scene Painting. Total hours for the degree will not change.

Reason for request:

The information needed by stage managers can be addressed in the new one-credit course and frees up needed seats for design students in Drawing & Rendering. This allows students to learn dancers' process with the 2-credit Dance Elective (like they do with actors, designers, and directors). First Aid training may be gained extra-curricularly in a weekend. This frees up credit hours for dramatic literature classes; students need a strong background in this area. Finally, the change to an upper-division DRAM elective allows for greater options to the majors.

COLLEGE OF LAW

Oil, Gas, and Energy Law, Master of Legal Studies (RPC 157, MC M752)

Course requirement change. 1) Two courses are being combined to create one three-credit course. LAW 6532 (a two-credit course) and LAW 6521 (a one-credit course) are being deleted and a new course, LSO 6573, is replacing the previous courses. The new course will be titled, "Oil & Gas Development on Public Lands." Originally, two different professors taught LAW 6532 and LAW 6521, covering subject matter related to oil & gas development on federal lands and federal offshore lands, respectively. Now, one professor teaches both courses and, for simplicity, we are combining them. The subject matter from the two previous courses will be covered in the new, three-credit course. 2) The prefixes are changing from LAW, the prefix used for all College of Law courses (J.D. and Non-J.D.), to a prefix unique to the particular Master of Legal Studies Oil, Gas, and Energy Law program (LSO). The total hours for the degree will not change.

Reason for request:

The request for new prefixes is made as these MLS courses are currently listed under LAW but may not be taken to satisfy the J.D. degree. This is creating confusion among J.D. students who see these courses when attempting to enroll. In addition we are running out of course numbers as we add Masters' degrees and need to create course numbers for these new courses.

This item was submitted by Dr. Kyle Harper on January 3, 2019.

President Gallogly recommended the Board of Regents approve the proposed changes in the Norman Campus academic programs.

Regent Shirley moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

ACADEMIC SERVICE FEES REQUEST 2019-2020 – NC & LAW

In accordance with policy established by the Oklahoma State Regents for Higher Education, requests for changes in academic service fees will be considered by the State Regents one time each year.

The pages attached hereto as Exhibit C summarize the changes in fees requested by the Norman Campus and College of Law for academic year 2019-2020. They have been reviewed and approved by the appropriate directors, deans and vice presidents and by the Senior Vice President and Provost. The changes requested fall into one of the following categories:

SPECIAL FEES FOR INSTRUCTION AND ACADEMIC SERVICES

Special fees for instruction and academic services are fees, other than tuition and mandatory fees, that are assessed to a student as a condition of enrollment and as a condition of academic recognition for completion of prescribed courses. These fees are applicable for all students receiving courses of instruction or academic services as designated by the institution. These fees are charged for enrollment in a particular course or by the credit hour for all enrollments in a given semester.

Special Instruction Fees:

Includes private instruction, private applied music lessons, aviation and physical education courses. Changes in special instruction fees require approval by The University of Oklahoma Board of Regents and will require State Regents' item-by-item approval; institutions may assess these fees up to the actual cost of the special instruction.

The Norman Campus requests increases to 15 special instructional fees related to the aviation program. These fees are itemized at Appendix – Page 1. Student input was solicited on all fees at the Departmental level.

Classroom/Laboratory Supplies Fee:

Includes consumable supplies such as laboratory breakage and replacement, art supplies and materials for the natural sciences. Changes in classroom/laboratory supplies fees do not require State Regents' item-by-item approval; institutions may assess these fees up to the actual cost of the supplies.

The Norman Campus requests a decrease to 1 classroom/laboratory supplies fee. This change is itemized at Appendix – Page 1.

Facility and Equipment Utilization Fees:

These fees help pay for students' access to equipment such as computers, physical equipment, musical instruments and medical equipment, and for facilities such as music practice rooms. Changes in Facility and Equipment Utilization Fees require approval by The University of Oklahoma Board of Regents and final approval by the State Regents.

The Norman Campus requests no changes to the facility and equipment utilization fees.

Other Special Fees:

Included in this category are other special fees that cannot be classified in any of the categories listed above (e.g., College-level Consolidated Course & Program Fee and Technology Fee). Student input was solicited on all fees at the Departmental or College level.

The Norman Campus is requesting no change to their Other Special fees as summarized below.

SUMMARY SCHEDULE Other Special Fees - Modifications ACADEMIC YEAR 2019-2020 <u>Norman Campus</u>					
<u>College</u>	<u>AY 2020 Consolidated Course & Program Fee</u>	<u>AY 2020 Technology Services Fee</u>	<u>Total AY 2020 Fee</u>	<u>Total AY 2019 Fee</u>	<u>Change</u>
Architecture	\$17.50	\$34.30	\$51.80	\$51.80	\$0.00
Arts & Sciences - Undergrad	30.00	4.00	34.00	34.00	0.00
Atmospheric and Geographic Sciences	9.50	39.50	49.00	49.00	0.00
Business – Undergrad	121.75	29.25	151.00	151.00	0.00
Business – Graduate	5.00	29.25	34.25	34.25	0.00
Earth and Energy	27.00	35.00	62.00	62.00	0.00
Education	16.00	31.35	47.35	47.35	0.00
Engineering	31.50	28.50	60.00	60.00	0.00
Fine Arts	35.00	10.00	45.00	45.00	0.00
International Studies	22.50	16.50	39.00	39.00	0.00
Journalism & Mass Comm.	38.75	42.00	80.75	80.75	0.00
Law	52.50	30.90	83.40	83.40	0.00
Professional & Continuing Studies	40.00	0.00	40.00	40.00	0.00
University College	25.00	10.00	35.00	35.00	0.00

The Norman Campus is requesting 1 addition and 1 deletion to the cohort specific Academic Excellence Fees, resulting in no change in cost for incoming students. The revenue generated from maintaining this fee enables the Norman Campus to:

- Aggressively recruit and retain excellent faculty. The Norman Campus needs dedicated funds for faculty start-up packages and to maintain competitive faculty compensation levels.
- Identify adequate funds to renovate and update classrooms on a regular basis.

Cohort Specific Student Fee – Norman Campus

The Norman Campus is requesting the establishment of a cohort specific Academic Excellence Fee of \$27.50 per credit hour, assessed to students entering the university between Fall 2019 through Summer 2022 (3-year fee cycle).

The Norman Campus is requesting to delete the existing cohort specific Academic Excellence Fee of \$27.50 per credit hour, assessed to students entering the university between Fall 2016 through Summer 2019 (3-year fee cycle).

The above actions for the cohort specific Academic Excellence Fees result in no change in cost for incoming students.

This item was submitted by Mr. Kenneth D. Rowe on January 14, 2019.

President Gallogly recommended the Board of Regents approve the proposed changes in academic service fees for 2019-20 and authorize their submission to the Oklahoma State Regents for Higher Education.

Regent Shirley moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

DISPOSITION OF PROPERTY – NC

In 2015, the citizens of the Norman approved bonds to support the Norman Forward Project, a citizen-initiated proposal to renovate, expand, construct, and fund quality of life projects throughout Norman. Included in this proposal is a new aquatic and multi-sport complex to be built on University property east of the YMCA where an existing University-owned WWII hangar is currently located. (See Exhibit “A”). In May 2017, the City approached the University seeking a multi-year ground lease for the property. The University offered to sell the property to the City for the fair market value. In late 2018, the City advised the University it may have a source of funds to purchase the property. The University gave the City the option to purchase the property for \$2,435,000, the market value established by an appraisal obtained by the University in September 2018. Additionally, the City has agreed to make road improvements as identified on the map attached hereto as Exhibit D if the purchase is completed.

The sale of this property satisfies the requirements for the disposition of property under section 4.15.2 of the Regents Policy Manual.

- This property is not required for University expansion or to protect other University lands and facilities.
- The property is not economical to operate and maintain and does not provide other benefits. Currently, the hangar is being leased to the Optimist Club, a non-profit organization providing sporting leagues to children. The City will assume the lease.
- The property is not in a primary expansion zone contiguous to the campus and is not required for future development.
- The property was not received from a donor or as a gift.
- Selling the property allows the University to address other immediate needs and long-term requirements.

This item was submitted by Mr. Anil Gollahalli and Mr. Kenneth D. Rowe on January 14, 2019.

President Gallogly recommended the Board of Regents authorize the President or his designee to complete negotiations with the City of Norman (“City”) and execute all required agreements, subject to General Counsel approval, necessary to effectuate selling approximately 14.13 acres of property as identified on the attached map to the City. The property is being sold for the \$2,435,000, the current appraised fair market value.

Regent Stone moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

EASEMENT FOR CITY OF NORMAN – NC

The City of Norman has requested a Permanent Utilities easement to install a main water line.

The Board is requested to approve the above-mentioned Permanent Utilities easement. The drawing attached hereto as Exhibit E shows the location of the easement, which is described as follows:

Commencing at the Northwest (NW) corner of the Southeast Quarter (SE/4) of Section Six (6), Township eight (8) North, Range Two (2) West of the Indian Meridian, Cleveland County, Oklahoma;

Thence South along the West line of the $\frac{1}{4}$ Section Line of the Southeast Quarter (SE/4) of said Section, a distance of 56.0 feet to the point of beginning;

Thence East parallel to the north $\frac{1}{4}$ Section Line of the Southeast Quarter (SE/4) of said Section a distance of 130.0 feet;

Thence Southeast a distance of 201.35 feet to a point of 82.0 feet south and 330.0 feet east of the Northwest (NW) Corner of the Southeast Quarter (SE/4) of said Section;

Thence East a distance of 2,311.45 feet to a point of ending, Said point being on the East line of the $\frac{1}{4}$ Section Line of the Southeast Quarter (SE/4) of said Section and 69.0 feet South of the Northeast (NE) Corner of Southeast Quarter (SE/4) of said Section and containing 0.91 acres more or less.

This item was submitted by Mr. Kenneth D. Rowe on January 14, 2019.

President Gallogly recommended the Board of Regents:

- I. Approve the granting of a Permanent Utilities Easement to the City of Norman to allow for installation of main water line; and
- II. Authorize the President or his designee to execute the easement document.

Regent Albert moved approval of the recommendation. The following voted yes on the motion: Regents Stone, Albert, Keating and Shirley. The Vice Chairman declared the motion unanimously approved.

**NONSUBSTANTIVE PROGRAM CHANGES – NC
CURRICULUM CHANGES – NC
COURSE DELETIONS – NC
APPLE DESKTOP AND LAPTOP COMPUTERS – ALL**

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.

NONSUBSTANTIVE PROGRAM CHANGES – NC

The Oklahoma State Regents for Higher Education confer upon each institution the authority to implement Nonsubstantive changes to their programs. Nonsubstantive changes may be approved by the chief academic officer of the institution, but must be reported to the State Regents in a timely manner. The following Nonsubstantive changes have been approved by the appropriate faculty, academic units and deans, the Academic Programs Council, and the Senior Vice President and Provost. They are being forwarded to the Board of Regents for information only.

Approved - November 16, 2018
Addition of Concentrations

COLLEGE OF PROFESSIONAL AND CONTINUING STUDIES

Liberal Studies: Integrated Studies, Master of Arts (RPC 232, MC M575)

Addition of new concentrations: Diversity, Interdisciplinary Research Methods, Self-Design, and Volunteerism and Social Entrepreneurship. The proposed curricular tracks will allow students to apply interdisciplinary research principles learned in foundational courses of the Integrated Studies program option to a more concentrated area of study.

Reason for request:

The College of Professional and Continuing Studies is modifying the Integrated Studies master's program option, and the requested tracks are part of this modification. Level V track codes will help faculty and staff identify a student's selected area of study for effective advisement.

Deletion of Concentrations

JEANNINE RAINBOLT COLLEGE OF EDUCATION

Professional Counseling, Master of Education (RPC 248, MC M216-Q187, M216-Q586, M216-Q154, M216-Q533)

Deletion of concentrations: Drug and Alcohol Counseling, School Counseling, Counseling Research, and Professional Counseling concentration. No courses will be deleted. Students in the current concentrations will be allowed to complete their coursework as listed in the current degree or be able to switch to the new updated degree program. No courses will be deleted. EDPC 5633 is the only course that being removed from the required coursework as this course is not required for the Licensed Professional Counselor (LPC) license granted by the State Board for Behavioral Health. It is being replaced with an additional 3 hours of internship (see program modification). EDPC 5633 will remain an elective course which will be strongly suggested by the advisor.

Reason for request:

The department is updating their requirements and deleting the concentration areas allowing students more flexibility to work with their faculty advisors in deciding their elective coursework based on interest area. Three hours of internship credits need to be added to the required coursework, making total internship credits to 6. In the past years, students enrolled in counselor internship for one semester (3 credits), but because one semester is not enough to obtain 500 total hours, they continued to work as counselor interns at their internship site during the following semester. Students were accruing counselor-client direct hours during this second semester of internship without being enrolled in an Internship course, yet working as OU interns, giving cause for liability issues for the university.

Approved - December 14, 2018
Addition of Concentration

COLLEGE OF ARTS AND SCIENCES

Public Administration, Master of Public Administration (RPC 197, MC M805-QTBD)

Addition of a concentration: Public Management. The new concentration will allow students to tailor a portion of their curriculum to specific professional and personal goals focusing in public management.

Reason for request:

The MP A degree currently offers four concentrations that allow students to tailor curriculum to their specific professional and personal needs. Currently, these concentrations are: 1. General, 2. Public Policy, 3. Nonprofit Management, and 4. Individualized Intensive Study (IIS). During the course of our program review in preparation for peer-reviewed accreditation, the MP A faculty recommend the addition of a Public Management concentration. This new concentration will showcase the strength of our current faculty and provide students with professional competencies needed in all levels of public administration. To fulfill the concentration a student must complete nine hours of graduate level coursework from an approved list of courses applicable to public management.

Deletion of Concentrations

COLLEGE OF ARTS AND SCIENCES

Public Administration, Master of Public Administration (RPC 197, MC M805-Q331)

Deletion of a concentration: Individualized Intensive Study. Two students are currently enrolled and will be allowed to complete the concentration with current department coursework.

Reason for request:

The MPA degree currently offers four concentrations that allow students to tailor curriculum to their specific professional and personal needs. Currently, these concentrations are: 1. General, 2. Public Policy, 3. Nonprofit Management, and 4. Individualized Intensive Study (IIS). During the course of our program review in preparation for peer-reviewed accreditation the MP A faculty propose the removal of the Individualized Intensive Study (IIS) concentration. This concentration was envisioned to offer a student-developed concentration that would emphasize multi-disciplinary exploration of an emerging topic in public administration or public policy. Currently, the MPA program has only two students seeking this concentration. Given the limited number of students seeking this concentration and there being no fundamental academic or program difference between the General and IIS concentrations, we recommend its removal.

Social Work, Master of Social Work (RPC 211, MC M840-Q011, M840-Q181)

Deletion of a concentrations from the Social Work option: Administrative & Community Practice and Direct Practice. There are 19 students are enrolled in Norman and 26 enrolled in Tulsa. In preparation for this change, we have been presenting new concentration curriculum to students (noting pending final approval from OU graduate college, etc). In the Fall 2018, graduate coordinators will present the new curriculum to all SW students in the Foundation Year. A concentration year 'choice' form will be issue to students and collected by school personnel. Because the flexibility in the new concentration year still allows for students to emphasize the content in our previous concentrations and allows students more freedom and choice, we

anticipate most students will choose the new curriculum. In the past, students have always chosen to take the new. If not, we will work with individual students to plan out their pathway to graduation.

Reason for request:

While some revisions have been made to the SSW curriculum, the basic structure of the CY curriculum had not been substantially altered for at least 10 years. In the meantime, the school has experienced tremendous growth, has had to respond to ever demanding accreditation and assessment requirements, has gained new and diverse faculty with new expertise and experiences, and garnered increased interest from external stakeholders in collaborating and innovating with the school. Oklahoma has also experienced a significant decline in resources allocated to higher education and many of our state, local and community programs that support the well-being of her citizens have experienced similar declines while also experiencing increasing demand for services. Students have expressed desire for more choice in their educational programs, have expressed that graduating with debt that is difficult to manage, and want to graduate with skills that will prepare them for success in the 21st century workforce. Many of our students also live in and return to rural areas for work, experience disadvantage before and sometimes during their social work education, and post degree - are reporting entering supervision or administration positions relatively quickly - particularly in rural areas. Data reveals that by most measures of well being, there are many worrisome trends for Oklahomans and while many of these needs require interventions at the micro level; they also require civic responsibility, collective approaches, political advocacy and organizing. In short, Oklahoma's social workers need to be prepared to work in difficult circumstances with declining public support.

Social Work: Advanced Standing, Master of Social Work (RPC 211, MC M842-Q011, M842-Q181)

Deletion of a concentrations from Social Work Advance Standing option: Administrative & Community Practice and Direct Practice. There are 95 students are enrolled in Norman and 77 enrolled in Tulsa. Students will be given a choice to stay in the old curriculum or go with the new curriculum. We have informed all students on both the Norman and Tulsa campuses of this curriculum change, and will accommodate the choice of each student.

Reason for request:

While some revisions have been made to the SSW curriculum, the basic structure of the CY curriculum had not been substantially altered for at least 10 years. In the meantime, the school has experienced tremendous growth, has had to respond to ever demanding accreditation and assessment requirements, has gained new and diverse faculty with new expertise and experiences, and garnered increased interest from external stakeholders in collaborating and innovating with the school. Oklahoma has also experienced a significant decline in resources allocated to higher education and many of our state, local and community programs that support the well-being of her citizens have experienced similar declines while also experiencing increasing demand for services. Students have expressed desire for more choice in their educational programs, have expressed that graduating with debt that is difficult to manage, and want to graduate with skills that will prepare them for success in the 21st century workforce. Many of our students also live in and return to rural areas for work, experience disadvantage before and sometimes during their social work education, and post degree - are reporting entering supervision or administration positions relatively quickly - particularly in rural areas. Data reveals that by most measures of well being, there are many worrisome trends for Oklahomans and while many of these needs require interventions at the micro level; they also require civic responsibility, collective approaches, political advocacy and organizing. In short, Oklahoma's social workers need to be prepared to work in difficult circumstances with declining public support.

WEITZENHOFFER COLLEGE OF FINE ARTS

Drama, Bachelor of Fine Arts in Drama (RPC 330, MC B275-P586)

Deletion of a concentration: Scene Technology. Three students are enrolled. Those students will finish their degrees as members of the scene design concentration (P171).

Reason for request:

We have not actively & officially recruited for this concentration in over 5 years and no longer wish to have the option available in the University system. This oversight has allowed a few current students to have the P586 concentration. The difference between the scene design emphasis (P171 track A) and this concentration is only a requirement of 2 additional courses for scene technology (which are not offered by the School of Drama on a regular basis due to faculty teaching overloads and fiscal belt-tightening).

Program Requirement Changes

COLLEGE OF ARTS AND SCIENCES

Political Science, Bachelor of Arts (RPC 191, MC B790-P339)

Course requirement change. On the Elections and Campaign Management concentration: add PSC 3093 Minority Political Behavior, PSC 3763 OKC Exit Poll to group III and delete P SC 4420 from group IV. Total credit hours for the degree will not change.

Reason for request:

The check sheet has not been updated since this program was created and these additions will better capture the breadth of classes we offer that have electoral content.

Political Science, Master of Arts (RPC 192, MC M790)

Degree requirement change. Remove Research Methods (non-examining field) as a secondary emphasis. Add Political Methodology as a new secondary emphasis for the Political Science M.A. graduate degree program. Total credit hours for the degree will not change.

Reason for request:

The Department of Political Science propose that Political Methodology should constitute a new field in our department. Our graduate students will emerge with strong substantive and methodological training and provide a visible vehicle for situating the department within broader initiatives concerning skills development, initiatives in data science, and interdisciplinary collaboration in both curriculum and research.

Political Science, Doctor of Philosophy (RPC 193, MC D790)

Degree requirement change. Remove Research Methods (non-examining field) as a field. Add Political Methodology as a new field for the Political Science doctoral degree program. Add language regarding additional field coursework. Total credit hours for the degree will not change.

Reason for request:

The Department of Political Science proposes that Political Methodology should constitute a testing field in our department. Our graduate students will emerge with strong substantive and methodological training and provide a visible vehicle for situating the department within broader initiatives concerning skills development, initiatives in data science, and interdisciplinary collaboration in both curriculum and research.

WEITZENHOFFER COLLEGE OF FINE ARTS

Art History, Bachelor Arts in Art History (RPC 267, MC B070)

Course requirement change. 1) Adding A HI 1113 The Understanding of Art as an option for “Core IV: Humanities” (Understanding Artistic Forms) 2) Adding A HI 1113 The Understanding of Art as an option for “Requirements within the OU School of Visual Arts” 3) Deleting current distribution requirement of Advised Upper Division Art History courses and replacing it with new language. Total hours for the degree will not change.

Reason for request:

This would expand the lower division course offerings in the art history program. We also wish to eliminate the distribution requirements for upper-division electives. We do not currently have the faculty to support the existing distribution requirement and it was prohibitive for our majors to find courses that met this requirement. Under the new check sheet, students can take any advised upper-division electives offered in a given semester to reach their 24 hour requirement. This gives them far more flexibility to meet this requirement.

COLLEGE OF LAW

Healthcare Law, Master of Legal Studies (RPC 159, MC M503)

Course requirement change. The prefixes are changing from LAW, the prefix used for all College of Law courses (J.D. and Non-J.D.), to a prefix unique to the particular Master of Legal Studies in Healthcare Law program (LSH). The total hours for the degree will not change.

Reason for request:

The request for new prefixes is made as these MLS courses are currently listed under LAW but may not be taken to satisfy the J.D. degree. This is creating confusion among J.D. students who see these courses when attempting to enroll. In addition we are running out of course numbers as we add Masters' degrees and need to create course numbers for these new courses.

Indigenous Peoples Law, Master of Legal Studies (RPC 158, MC M522)

Course requirement change. The prefixes are changing from LAW, the prefix used for all College of Law courses (J.D. and Non-J.D.), to a prefix unique to the particular Master of Legal Studies in Indigenous Peoples Law program (LSI). The total hours for the degree will not change.

Reason for request:

The request for new prefixes is made as these MLS courses are currently listed under LAW but may not be taken to satisfy the J.D. degree. This is creating confusion among J.D. students who see these courses when attempting to enroll. In addition we are running out of course numbers as we add Masters' degrees and need to create course numbers for these new courses.

Administrative/Internal Program Changes
Approved December 14, 2018
Addition of Accelerated Degrees

GALLOGLY COLLEGE OF ENGINEERING

Bachelor of Science in Industrial and Systems Engineering/Master of Science (in Data Science and Analytics) (RPC 129/406, MC ATBD/FTBD)

Addition of accelerated degree. Students will pursue expertise in this rapidly growing discipline of data science. The accelerated degree will provide students with the skills to design and build tools to extract, assimilate, analyze data and the systems in just five short years.

Reason for request:

The growth and demand for the DSA program is high, and with ISE student interest increasing. The accelerated degree will allow current OU students to enter the work force with necessary, and in demand, skills.

Bachelor of Science in Industrial and Systems Engineering: Analytics/Master of Science (in Data Science and Analytics) (RPC 129/406, MC ATBD/FTBD)

Addition of accelerated degree. Students will pursue expertise in this rapidly growing discipline of data science. The accelerated degree will provide students with the skills to design and build tools to extract, assimilate, analyze data and the systems in just five short years.

Reason for request:

The growth and demand for the DSA program is high, and with ISE student interest increasing. The accelerated degree will allow current OU students to enter the work force with necessary, and in demand, skills.

Change of Concentration Names

COLLEGE OF ARTS AND SCIENCES

English, Master of Arts (RPC 069, MC M375-R141)

Change name of concentration in Composition/Rhetoric/Literacy to Rhetoric and Writing Studies.

Reason for request:

To make the language more contemporary and to reflect changes in the field.

English, Doctor of Philosophy (RPC 070, MC D375-R141)

Change name of concentration in Composition/Rhetoric/Literacy to Rhetoric and Writing Studies.

Reason for request:

To make the language more contemporary and to reflect changes in the field.

Program Requirement Changes

COLLEGE OF ARTS AND SCIENCES

Political Science, Minor (MC N339)

Course requirement change. Adding PSC 3093 Minority Political Behavior and PSC 3763 OKC Exit Poll. Delete P SC 3913 and 4420.

Reason for request:

The checksheet has not been updated since this program was created and these additions will better capture the breadth of classes we offer that have electoral content.

Bachelor of Arts (in Political Science)/Master of Arts (in Political Science) (RPC 191/192, MC A789/F790-Q528)

Accelerated requirement change. Add Political Methodology as a new secondary emphasis. Total hours for the degree will not change.

Reason for request:

The department of Political Science proposes that Political Methodology should constitute a field in our department. Our graduate students will emerge with strong substantive and methodological training and provide a visible vehicle for situating the department within broader initiatives concerning skills development, initiatives in data science, and interdisciplinary collaboration in both curriculum and research. The request will align our BA/MA (in Political Science) accelerated degree with the M.A. graduate degree.

Bachelor of Arts (in Political Science)/Master of Public Administration (RPC 191/197, MC A790/F805-Q528)

Course requirement changes: 1) Add P SC 5003 Introduction to Public Administration, 2) remove P SC 5183 Public Budgeting & Finance and replace with P SC 5363 Public Financial Management, 3) remove all area required courses, 4) add 9 hours of general concentration courses, P SC 5000-6000-level coursework from a list approved by the graduate liaison and advisor. ADP students are only allowed a general concentration to quickly move through the ADP program, and 5) add up to 12 hours of electives. Total credit hours for the degree will not change.

Reason for request:

The OU-Master of Public Administration (OU-MP A) graduate degree program respectfully requests approval for a program modification as outlined in the current summary. The request stems from a yearlong program review in preparation for writing our self-study accreditation report for accreditation with the Network of Schools of Public Policy, Affairs, and Administration (NASP AA). The NASPAA accreditation is a peer review process that graduate

programs in the fields of public administration, public policy and public affairs go through to determine whether a program meets a threshold of quality. Undertaking the self-study process has made the MP A faculty take a closer look at the OU-MP A curriculum and opened up opportunities for improving student learning objectives. The proposed modification will require students to completed 15 hours of required courses, nine hours of concentration coursework and 12 credit hours of elective courses to fulfill the 36-hour degree requirement.

In addressing student competencies, the MP A faculty found that requiring an introductory course would be beneficial and desirable to introduce students to the professional competencies that each student is expected to develop over their course of study. We propose offering P SC 5003 Introduction to Public Administration as a required course offered on a regular basis.

The MP A faculty also re-examined the structure of the currently required P SC 5183 Public Budgeting and Finance course. The faculty concluded that P SC 5183 could be merged with an existing course (P SC 5363 Public Financial Management). The merging of the two courses will focus less on theoretical concepts of public budgeting and focus more on practitioner concepts of government accounting, debt management, forecasting, cash management and capital budgeting.

Currently, the degree requires students to complete one course in four areas of the curriculum (Organizations, Management, Public Policy and American Political Process) from an approved list of courses in each area. The MP A faculty agree that eliminating this requirement will give students more discretion in organizing their degree with electives suitable to their professional aspirations. OU-MP A students have only three credit hours available as elective credit. With the removal of "Area" course requirements, the MP A faculty agree that twelve hours of elective credit will allow students more elective coursework tailored to professional aspirations and general knowledge. The total credit hours of electives would change from three hours to 12 credit hours.

Bachelor of Arts (in Public & Nonprofit Administration)/Master of Arts (in Political Science) (RPC 036/192, MC A807/F790)

Accelerated requirement change. Add Political Methodology as a new secondary emphasis. Total hours for the degree will not change.

Reason for request:

The department of Political Science proposes that Political Methodology should constitute a field in our department. Our graduate students will emerge with strong substantive and methodological training and provide a visible vehicle for situating the department within broader initiatives concerning skills development, initiatives in data science, and interdisciplinary collaboration in both curriculum and research. The request will align our BA (in Public & Nonprofit Administration)/MA (in Political Science) accelerated degree with our M.A. graduate degree.

Bachelor of Arts (in Public & Nonprofit Administration)/Master of Public Administration (RPC 036/197, MC A806/F805-Q559)

Course requirement changes: 1) Add P SC 5003 Introduction to Public Administration, 2) remove P SC 5183 Public Budgeting & Finance and replace with P SC 5363 Public Financial Management, 3) remove all area required courses, 4) add 9 hours of general concentration courses, P SC 5000-6000-level coursework from a list approved by the graduate liaison and advisor. ADP students are only allowed a general concentration to quickly move through the ADP program, and 5) add up to 12 hours of electives. Total credit hours for the degree will not change.

Reason for request:

The OU-Master of Public Administration (OU-MP A) graduate degree program respectfully requests approval for a program modification as outlined in the current summary. The request stems from a yearlong program review in preparation for writing our self-study accreditation report for accreditation with the Network of Schools of Public Policy, Affairs, and Administration (NASP AA). The NASPAA accreditation is a peer review process that graduate programs in the fields of public administration, public policy and public affairs go through to determine whether a program meets a threshold of quality. Undertaking the self-study process has made the MP A faculty take a closer look at the OU-MP A curriculum and opened up opportunities for improving student learning objectives. The proposed modification will require students to complete 15 hours of required courses, nine hours of concentration coursework and 12 credit hours of elective courses to fulfill the 36-hour degree requirement.

In addressing student competencies, the MP A faculty found that requiring an introductory course would be beneficial and desirable to introduce students to the professional competencies that each student is expected to develop over their course of study. We propose offering P SC 5003 Introduction to Public Administration as a required course offered on a regular basis.

The MP A faculty also re-examined the structure of the currently required P SC 5183 Public Budgeting and Finance course. The faculty concluded that P SC 5183 could be merged with an existing course (P SC 5363 Public Financial Management). The merging of the two courses will focus less on theoretical concepts of public budgeting and focus more on practitioner concepts of government accounting, debt management, forecasting, cash management and capital budgeting.

Currently, the degree requires students to complete one course in four areas of the curriculum (Organizations, Management, Public Policy and American Political Process) from an approved list of courses in each area. The MP A faculty agree that eliminating this requirement will give students more discretion in organizing their degree with electives suitable to their professional aspirations. OU-MP A students have only three credit hours available as elective credit. With the removal of "Area" course requirements, the MP A faculty agree that twelve hours of elective credit will allow students more elective coursework tailored to professional aspirations and general knowledge. The total credit hours of electives would change from three hours to 12 credit hours.

GAYLORD COLLEGE OF JOURNALISM AND MASS COMMUNICATION

Bachelor of Arts in Journalism: Advertising/Master of Arts (in Journalism and Mass Communication) (RPC 134/138, MC A006/F610-Q020)

Course requirement change. Adding new course requirement (JMC 3343), editing JMC 3353 and removing the requirement of two ECON courses (only one ECON required).

Reason for request:

Update in Advertising degree plan to reflect the change in the Advertising industry.

Course Designator Request

COLLEGE OF ARTS AND SCIENCES

New Course Designator Request: TESL

The Department of Modern Languages, Literatures, and Linguistics and the Steering Committee for the OU Professional Master's in TESOL would like to request the creation of a new designator, TESL.

Reason for request:

The Professional Master's in TESOL Program is being moved from the Graduate College to the Department of Modern Languages, Literatures, and Linguistics. The program currently uses the designator GRAD, which is reserved for Graduate College courses, so it will need a new designator. We are requesting the designator TESL, which is not currently in use by any other program.

This item was submitted by Dr. Kyle Harper on January 2, 2019.

This was reported for information only. No action was required

CURRICULUM CHANGES – NC

The Oklahoma State Regents for Higher Education confer upon each institution the authority to delete, modify, and add courses. The course deletions, modifications, and additions itemized in the list attached hereto as Exhibit F have been approved by the appropriate faculty, academic units and deans, the Academic Programs Council, and the Senior Vice President and Provost. They are being forwarded to the Board of Regents for information only.

This item was submitted by Dr. Kyle Harper on January 2, 2019.

This was reported for information only. No action was required

COURSE DELETIONS – NC

The Oklahoma State Regents for Higher Education confer upon each institution the authority to delete, modify, and add courses. The courses in the list attached hereto as Exhibit G are to be deleted because they have not been offered since Fall 2012 or earlier, for reasons that include low enrollment, modifications to program curriculum, or departure of faculty who specialized in teaching them. Academic departments will be able to reactivate them in the future if needed.

This item was submitted by Dr. Kyle Harper on January 4, 2019.

This was reported for information only. No action was required

APPLE DESKTOP AND LAPTOP COMPUTERS – ALL

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.

As part of the University's ongoing efforts to reduce administrative costs, computer device standardization is being implemented. This item reports a newly awarded contract with Apple Inc., at an additional 5% discount level, for Apple desktop and laptop computers available on an exception basis for specific academic, research, or administrative requirements. Based on fiscal year 2018 activity of 820 units at an overall cost of \$1.578 million, annual savings of 5% would be approximately \$79,000.

The University issued a competitive solicitation to ensure the most competitive prices available. Apple Inc. was the sole respondent.

The evaluation committee comprised the following individuals:

Jared Austin, IT Specialist II, Information Technology
Gary Bates, IT Technician III, College of Arts and Sciences
Aaron Biggs, IT Analyst III, Provost Office
Randy Gunter, IT Manager of Pediatrics, OUHSC
David Horton, Associate Vice President, OUHSC Information Technology
Eddie Huebsch, Senior Associate Vice President, Information Technology
Christopher Kobza, Administrator IV, Information Technology
Jeff McCanlies, IT Support Advisor, OUHSC Information Technology
Justin Miller, IT Specialist II, Information Technology
Ron Nealis, Departmental Business Manager, OU Tulsa Information Technology
Dana Saliba, IT Director, OU Tulsa Information Technology
Bryan Schuster, Managerial Associate I, Information Technology

The evaluation criteria were meeting detailed required specifications, pricing, value-adds/initiatives, and objectives.

Contract terms and conditions were negotiated with Apple Inc. by University Legal Counsel.

Funding must be available and budgeted with each University department that purchases an item from the approved standardized equipment list.

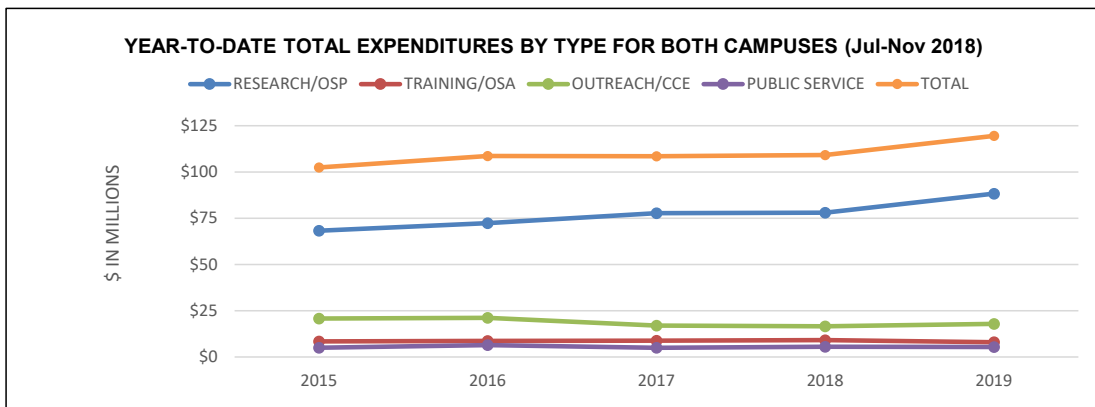
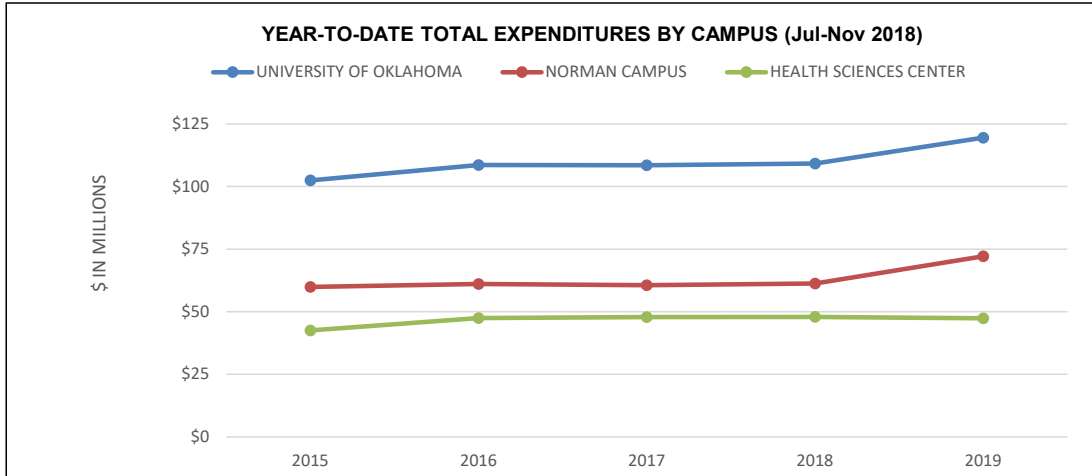
This item was submitted by Mr. Kenneth D. Rowe on January 14, 2019.

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

There being no further business, the meeting adjourned at 5:19 p.m.

Chris A. Purcell, Ph.D.
Executive Secretary of the
Board of Regents

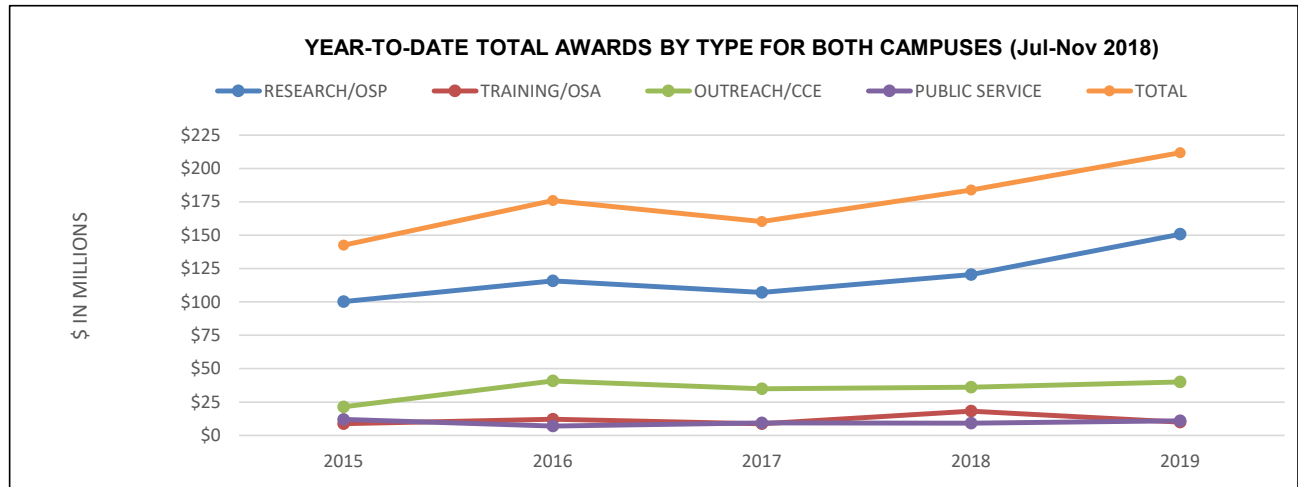
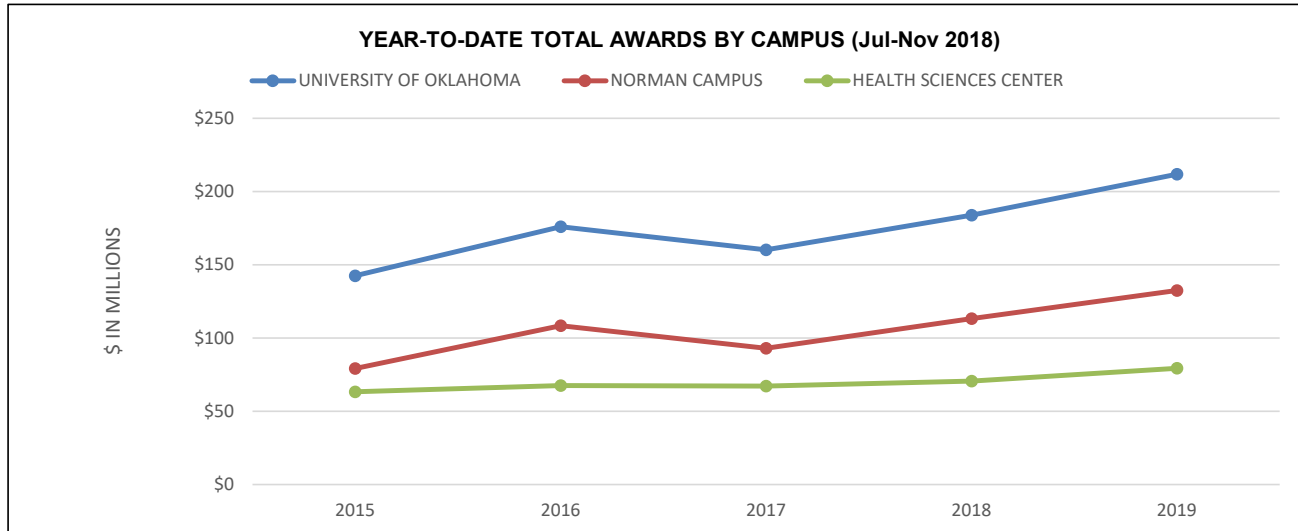
UNIVERSITY OF OKLAHOMA (BOTH CAMPUSES) EXPENDITURES



	FY 2019 Jul-Nov 2018	Jul-Nov %CHANGE	FY 2018 Jul-Nov 2017
RESEARCH/OSP	\$ 88,295,490	13.28%	\$ 77,941,794
TRAINING/OA	\$ 7,973,245	-12.59%	\$ 9,122,010
OUTREACH/CCE	\$ 17,831,261	7.51%	\$ 16,585,834
PUBLIC SERVICE	\$ 5,416,816	-2.51%	\$ 5,556,400
TOTAL	\$ 119,516,812	9.44%	\$ 109,206,038

NORMAN CAMPUS AND HEALTH SCIENCES CENTER

UNIVERSITY OF OKLAHOMA (BOTH CAMPUSES) AWARDS



	FY 2019 Jul-Nov 2018	Jul-Nov %CHANGE	FY 2018 Jul-Nov 2017
RESEARCH/OSP	\$ 150,746,400	25.05%	\$ 120,549,610
TRAINING/Osa	\$ 10,022,560	-44.83%	\$ 18,167,391
OUTREACH/Cce	\$ 40,074,053	11.08%	\$ 36,077,172
PUBLIC SERVICE	\$ 10,984,754	20.89%	\$ 9,086,813
TOTAL	\$ 211,827,767	15.20%	\$ 183,880,986

NORMAN CAMPUS AND HEALTH SCIENCES CENTER

NORMAN CAMPUS & HEALTH SCIENCES CENTER
REPORT OF CONTRACTS AWARDED (OVER \$1M)
October & November 2018

AWD #	AGENCY	TITLE	VALUE RECEIVED	TOTAL ANTICIPATED VALUE	TOTAL PERIOD	PI(s)
115222600	OK-DHS	Customer Assistance Response Effort (CARE) FY19	\$4,987,095	\$4,987,095	12 mo.	Vince Deberry (Outreach/CSCPM)
105497700	US-EDUC	K20 GEAR UP for the FUTURE (Forging Undergraduates Through University Readiness Experiences)	\$3,783,200	\$26,482,400	84 mo.	Scott Wilson (Ctr For Educational & Commun.)
105498900	US-EDUC	K20 GEAR UP for MY SUCCESS (Motivating You to Seek and Understand College & Career to Enhance Student Scholarship)	\$3,323,200	\$23,262,400	84 mo.	Scott Wilson (Ctr For Educational & Commun.)
105498300	US-EDUC	K20 GEAR UP OKC (Opportunities + Knowledge = College)	\$2,668,800	\$18,681,600	84 mo.	Scott Wilson (Ctr For Educational & Commun.)
115379300	US-EDUC	South Central Comprehensive Center (SC3) Year 7 FY19	\$1,937,164	\$14,182,146	84 mo.	Belinda Biscoe (Outreach/CSSC3)
115222100	OK-DHS	Child Support Services (CSS) OUTREACH FY19	\$1,899,166	\$1,899,166	12 mo.	Vince Deberry (Outreach/CSCPM)
115380400	US-EDUC	Central Comprehensive Center (C3) Year 7 FY19	\$1,564,030	\$10,601,896	84 mo.	Belinda Biscoe (Outreach/CSC3)
20172199	Oklahoma Department of Human Services	Oklahoma Nutrition Information and Education (ONIE)	\$1,356,822	\$1,356,822	12 mo.	Karla J Finnell (Dept. of Health Promotion Sci)
20140789	EMD Serono	A Phase I, open-label, multiple-screening dose trial to investigate the safety, tolerability pharmacokinetics, biological and clinical activity of MSB0010718C in subjects with metastatic or locally advanced solid tumors and expansion to selected indications	\$1,288,330	\$1,288,330	66 mo.	Raid Aljumaily (SOCC Clinical Trials Office)
9 Total			\$22,807,807	\$102,741,855		

THE UNIVERSITY OF OKLAHOMA

January 29-30, 2019

SUMMARY OF RESEARCH ACTIVITIES AT OU FOR JULY-NOVEMBER 2018

New awards: Total sponsored awards for the period from July-November 2018 are up \$27.9M from 2017 (+15.2%), with research up \$30.2M (+25.05%) primarily due to the NASA GeoCarb award, three U.S. DOE Gear Up programs awarded to the K20 Center, a U.S. DOD award from the Office of Naval Research awarded to the Advanced Radar Research Center, a NOAA contract awarded to the Cooperative Institute for Mesoscale Meteorological Studies, a \$6.8M commitment in new clinical trials, as well as an additional \$11M in federal research awards during this period. In October and November 2018 alone, OU received nine awards of over one million dollars each totaling \$22.8M. Outreach/CCE awards are up \$4M (+11.08%). This is primarily due to the timing of processing recurring awards and contracts. However, this also includes increases in award amounts for FY19: \$287K from the U.S. Department of Education, \$334K from the Oklahoma Department of Rehabilitation Services, and \$1M from the Oklahoma Department of Human Services. There is a decrease of \$8.1M (-44.83%) in training/OSA awards for this period from this same time last year primarily due to the Donald W. Reynolds Foundation supporting the Oklahoma Healthy Aging Initiative. This award was reported in September 2017; although all of the funds were awarded at that time, the term of the award was for 2 years.

Expenditures: The expenditures from July-November 2018 increased \$10.3M (+9.44%) from 2017. This is primarily due to the NASA expenditures of \$13M (+161%), the U.S. Department of Defense expenditures of \$2.4M (+47%), and the U.S. Department of Health and Human Services (HHS) expenditures of \$4.7M (+51.6%) expended since July 2018. Outreach/CCE's expenditures are up \$1.2M (+7.51%) from 2017. This is primarily due to State of Oklahoma expenditures.

The following are significant grants and activities during the time from October 2018-current, organized into thematic areas of research:

Alcohol Abuse and Alcoholism

- In December 2018, the Department of Occupational Therapy received a \$249,997 award for a total of five (5) years and \$1,249,985. This award is from the National Institute on Alcohol Abuse and Alcoholism and will be used to conduct statistical analysis of the impacts of factors related to tax avoidance and evasion on drinking outcome and consequences using international and US data sets, including Nielsen Retailer Scanner data and Economist Intelligence Unit data. The lead PI is Dr. Ce Shang.

Cancer

- A new \$869,995 three (3)-year award was received in October 2018. The award is from the U.S. Department of Defense and the funds will be used to participate in an early stage (phase 1B) clinical trial for patients with high grade, serious ovarian cancer. The study will combine a novel compound with current treatments in upfront epithelial ovarian

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cancer. The lead PI on this award is Dr. Resham Bhattacharya in the Stephenson Cancer Center.

Climate and Weather

- A new \$502,547 award for two (2) years was received in October 2018 from the U.S. Department of Commerce, National Oceanic and Atmospheric Administration (NOAA). These funds will be used for research on communicating forecast uncertainty and probabilistic information. This will be used to experiment social observation data in the hazardous weather testbed. The lead PI is Dr. Carol Silva in Political Science and the Center for Risk and Crisis Management (CRCM).
- A new \$999,655 award for three (3) years was received in November 2018 from the National Science Foundation (NSF). These funds will be used to tests a recent hypothesis that global anthropogenic change is causing systematic spatiotemporal anthropogenic rescaling (STAR) of environmental processes; particularly the acceleration of processes associated with climate warming. Understanding how human activity is rescaling phenology of life in the air will enable forecasting of future biodiversity changes and motivate climate adaptation to prevent undesirable outcomes. The lead PI on this award is Dr. Jeffrey Kelly in the Corix Plains Institute.

Immunology/Infectious Diseases

- A new \$869,822 award was received in November 2018, that is part of an anticipated five (5)-year project that will total \$3,395,548. The award is coming from Memorial Sloan Kettering Cancer Center through the National Institutes of Health (NIH). The funds will be used on a project to research antibiotic-resistant Gram-negative bacterial infections that are rapidly increasing in incidence and novel antibiotics that are urgently needed to combat this major threat to public health. One of the major roadblocks to the development of novel antibiotics is the poor understanding of the structural features of small molecules that correlate with bacterial penetration and efflux. The team will use a general platform for systematic, quantitative evaluation of small-molecule accumulation in bacteria, using LC-MSA/MS detection and cheminformatic analysis recently developed by the team. The lead PI on this award is Dr. Elena Zgurskaya in the Department of Chemistry and Biochemistry.

Systematic Disorders

- A new \$463,254 award was received in November 2018, that is part of an anticipated five (5)-year project that will total \$2,079,172. The funds will be used on a project to better understand Systematic Lupus Erythematosus (SLE), a multi-organ systematic autoimmune disorder, estimated to affect at least 1.5 million Americans. The successful application on SLE autoantibody analysis will provide foundations for new strategies in SLE prognosis, intervention, and prevention, which may lead to novel high diagnostic value biomarkers.

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If successfully developed, our top-down autoantibody characterization platform can be easily adapted to other autoimmune diseases such as Sjogren's Syndrome, Rheumatoid Arthritis, and Type 1 diabetes. The lead PI on this award is Dr. Si Wu in the Department of Chemistry and Biochemistry.

Vision

- A new \$249,000 award was received in October 2018, that is part of an anticipated three (3)-year project that will total \$747,000. The purpose of this funding from the National Eye Institute is to evaluate peripheral rod sensitivity and determine the best standardized method of tracking changes in rod photoreceptors. Goals during the training portion of this grant include comprehensive examination of retinal structure, acquiring advanced patient testing skills and methodological understanding and advancing theoretical knowledge of psychophysical testing and statistical analysis. The Lead PI is Dr. Lea Bennett from the Department of Ophthalmology.
- A new \$342,900 award was received in December 2018 that is part of an anticipated four (4)-year project that will total \$1,409,400. The award from the National Eye Institute is relevant to public health because the identification of intraocular growth regulators of scleral remodeling will provide new therapeutic targets in the choroid and/or sclera for the treatment and prevention of ocular growth disorder. This knowledge will contribute to fundamental understanding on the development and prevention or treatment of myopias. The lead PI on this award is Dr. Jody Summers in the Department of Cell Biology.

Other Research Items

- OU again achieved the 2018 Carnegie Institution's Very High Research Activity classification for the Norman campus. With this designation, OU is among the nation's top 120 doctoral-degree granting institutions in the 2018 top research category. OU made history in 2010 as the first public institution in Oklahoma to receive the Carnegie top tier research university classification and was classified again as a top tier research institution in 2015.
- We expect that the current partial shutdown of the federal government will have no significant impact on most of our research activities in the short term. Federal agency research funding that already has arrived at OU may be expended as usual, although some federal payments already authorized may be delayed. However, depending on the agency, the shutdown may suspend proposals in the review process, new submissions, progress and final reports, no-cost extension requests, and allocation of new funds. NSF, NOAA, NASA, and NEH, and others will be affected. These consequences may also delay agency activities when the government reopens, although hopefully not in a significant manner. If the shutdown continues for a longer period, impacts on OU research activities may be more pronounced, with some projects possibly requiring authorizations to proceed or furloughs. These will be assessed on a case-by-case basis.

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Harahap	Alwin	Instructor	Academic Engagement	Expository Writing	\$ 41,000.00	\$ 42,000.00
Bosse	Eric	Lecturer	Academic Engagement	Expository Writing	\$ 43,774.00	\$ 44,774.00
Bradford	Timothy	Lecturer	Academic Engagement	Expository Writing	\$ 41,000.00	\$ 42,000.00
Gaida	Margaret	Lecturer	Academic Engagement	Expository Writing	\$ 41,000.00	\$ 42,000.00
Jackson	Rachel	Lecturer	Academic Engagement	Expository Writing	\$ 42,000.00	\$ 43,000.00
Locke	Elizabeth	Lecturer	Academic Engagement	Expository Writing	\$ 45,136.00	\$ 46,136.00
LoLordo	Vincent	Lecturer	Academic Engagement	Expository Writing	\$ 43,000.00	\$ 44,000.00
Long	David	Lecturer	Academic Engagement	Expository Writing	\$ 83,295.34	\$ 84,545.00
Mintler	Catherine	Lecturer	Academic Engagement	Expository Writing	\$ 72,000.00	\$ 73,080.00
Scafe	Robert	Lecturer	Academic Engagement	Expository Writing	\$ 45,035.00	\$ 46,035.00
Ozias	Moira	Instructor	Academic Engagement	Writing Center	\$ 63,036.01	\$ 64,036.00
Eodice	Michele	Professor	Academic Engagement	Writing Center	\$ 115,786.01	\$ 121,877.00
Cavieres Pinilla	Andres	Assistant Professor	Architecture	Architecture	\$ 65,000.00	\$ 66,270.00
Marold	Ken	Assistant Professor	Architecture	Architecture	\$ 60,000.00	\$ 61,000.00
Richards	Deborah	Assistant Professor	Architecture	Architecture	\$ 65,000.00	\$ 66,270.00
Shadravan	Shideh	Assistant Professor	Architecture	Architecture	\$ 65,000.00	\$ 66,270.00
Boeck	David	Associate Professor	Architecture	Architecture	\$ 69,287.62	\$ 72,956.00
Butko	Daniel	Associate Professor	Architecture	Architecture	\$ 80,933.00	\$ 82,232.00
Callahan	Marjorie	Associate Professor	Architecture	Architecture	\$ 82,978.75	\$ 84,223.00
Fithian	Lee	Associate Professor	Architecture	Architecture	\$ 73,144.20	\$ 76,028.00
Pilat	Stephanie	Associate Professor	Architecture	Architecture	\$ 150,500.00	\$ 152,758.00
Schaefer	Shawn	Associate Professor	Architecture	Architecture	\$ 130,000.09	\$ 131,950.00
Hoffner	Michael	Instructor	Architecture	Architecture	\$ 72,000.00	\$ 73,080.00
Callahan	Samuel	Lecturer	Architecture	Architecture	\$ 55,000.00	\$ 56,000.00
Gianfarani	Francesco	Lecturer	Architecture	Architecture	\$ 34,900.00	\$ 35,900.00
Proietti	Tiziana	Lecturer	Architecture	Architecture	\$ 50,000.00	\$ 51,000.00
Bozorgi	Khosrow	Professor	Architecture	Architecture	\$ 95,082.00	\$ 99,726.00
Loon	Leehu	Assoc/Asst Dean	Architecture	Architecture Dean's Office	\$ 165,000.00	\$ 167,475.00
Cricchio	Anthony	Associate Professor	Architecture	Architecture Dean's Office	\$ 71,303.28	\$ 74,561.00
Frantz	Ronald	Associate Professor	Architecture	Architecture Dean's Office	\$ 95,472.00	\$ 96,904.00
Butzer	Hans	Dean	Architecture	Architecture Dean's Office	\$ 265,000.00	\$ 268,975.00
Ghosh	Somik	Assistant Professor	Architecture	Construction Science	\$ 68,340.00	\$ 69,962.00
Perrenoud	Anthony	Assistant Professor	Architecture	Construction Science	\$ 71,100.00	\$ 72,167.00
Bigelow	Ben	Associate Professor	Architecture	Construction Science	\$ 150,000.00	\$ 152,250.00
Reyes	Matthew	Associate Professor	Architecture	Construction Science	\$ 83,016.50	\$ 86,235.00
Bloom	Bryan	Lecturer	Architecture	Construction Science	\$ 67,500.00	\$ 68,513.00
McCuen	Tamera	Professor	Architecture	Construction Science	\$ 104,495.00	\$ 106,062.00
Bhattacharjee	Suchismita	Assistant Professor	Architecture	Interior Design	\$ 69,860.00	\$ 70,908.00
Ellis	Natalie	Assistant Professor	Architecture	Interior Design	\$ 65,000.00	\$ 66,165.00
Kile	Mia	Associate Professor	Architecture	Interior Design	\$ 101,775.00	\$ 103,302.00
Pober	Elizabeth	Associate Professor	Architecture	Interior Design	\$ 95,128.61	\$ 96,556.00
Skaggs	Rick	Lecturer	Architecture	Interior Design	\$ 50,000.00	\$ 51,000.00
Little	Sarah	Assistant Professor	Architecture	Landscape Architecture	\$ 65,000.00	\$ 66,358.00
Betnar	Bret	Lecturer	Architecture	Landscape Architecture	\$ 65,000.00	\$ 66,000.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Woodfin	Thomas	Professor	Architecture	Landscape Architecture	\$ 113,249.97	\$ 114,949.00
Harris	John	Assistant Professor	Architecture	Regional and City Planning	\$ 69,840.00	\$ 71,065.00
Lee	Christina	Assistant Professor	Architecture	Regional and City Planning	\$ 72,000.00	\$ 73,080.00
Lowery	Bryce	Assistant Professor	Architecture	Regional and City Planning	\$ 65,000.00	\$ 67,210.00
Wiefers	Kathleen	Assistant Professor	Architecture	Regional and City Planning	\$ 70,380.00	\$ 71,436.00
Warrken	Charles	Associate Professor	Architecture	Regional and City Planning	\$ 146,400.00	\$ 148,596.00
Graham	Greg	Assistant Professor	Arts and Sciences	African & African American Studies	\$ 64,260.00	\$ 66,035.00
Hill	Karlos	Associate Professor	Arts and Sciences	African & African American Studies	\$ 154,333.33	\$ 156,648.00
Davidson	Jeanette	Professor	Arts and Sciences	African & African American Studies	\$ 125,140.00	\$ 127,017.00
Anderson	Kermyt	Assistant Professor	Arts and Sciences	Anthropology	\$ 65,000.00	\$ 66,000.00
Cerezo-Roman	Jessica	Assistant Professor	Arts and Sciences	Anthropology	\$ 80,000.00	\$ 81,200.00
Duwe	Samuel	Assistant Professor	Arts and Sciences	Anthropology	\$ 60,000.00	\$ 62,007.00
Fenn	Thomas	Assistant Professor	Arts and Sciences	Anthropology	\$ 75,000.00	\$ 76,125.00
Hofman	Courtney	Assistant Professor	Arts and Sciences	Anthropology	\$ 70,000.00	\$ 71,050.00
Levine	Marc	Assistant Professor	Arts and Sciences	Anthropology	\$ 76,400.00	\$ 79,808.00
Pailles	Matthew	Assistant Professor	Arts and Sciences	Anthropology	\$ 75,000.00	\$ 76,125.00
Sapien	Racquel	Assistant Professor	Arts and Sciences	Anthropology	\$ 61,200.00	\$ 62,963.00
Singer	Elyse	Assistant Professor	Arts and Sciences	Anthropology	\$ 75,000.00	\$ 76,125.00
Trabert	Sarah	Assistant Professor	Arts and Sciences	Anthropology	\$ 60,000.00	\$ 62,007.00
Bessire	Lucas	Associate Professor	Arts and Sciences	Anthropology	\$ 80,000.00	\$ 81,200.00
Hirschfeld	Tassie	Associate Professor	Arts and Sciences	Anthropology	\$ 72,000.00	\$ 74,088.00
Kemp	Brian	Associate Professor	Arts and Sciences	Anthropology	\$ 100,000.00	\$ 101,500.00
Klein	Misha	Associate Professor	Arts and Sciences	Anthropology	\$ 61,206.00	\$ 64,878.00
Livingood	Patrick	Associate Professor	Arts and Sciences	Anthropology	\$ 61,308.00	\$ 64,986.00
Marshall	Kimberly	Associate Professor	Arts and Sciences	Anthropology	\$ 66,096.00	\$ 69,385.00
O'Neill	Sean	Associate Professor	Arts and Sciences	Anthropology	\$ 62,004.00	\$ 65,724.00
Rambo	Karl	Associate Professor	Arts and Sciences	Anthropology	\$ 91,800.00	\$ 93,177.00
Randall	Asa	Associate Professor	Arts and Sciences	Anthropology	\$ 66,096.00	\$ 69,385.00
Warren	Diane	Associate Professor	Arts and Sciences	Anthropology	\$ 100,000.00	\$ 101,970.00
Harris	Betty	Professor	Arts and Sciences	Anthropology	\$ 107,161.20	\$ 108,769.00
Jervis	Lori	Professor	Arts and Sciences	Anthropology	\$ 90,772.00	\$ 95,213.00
Lewis	Cecil	Professor	Arts and Sciences	Anthropology	\$ 129,600.00	\$ 131,544.00
Pitblado	Bonnie	Professor	Arts and Sciences	Anthropology	\$ 103,020.00	\$ 104,969.00
Spicer	Paul	Professor	Arts and Sciences	Anthropology	\$ 157,590.00	\$ 159,954.00
Swan	Daniel	Professor	Arts and Sciences	Anthropology	\$ 162,433.68	\$ 164,870.00
Ross	Jennifer	Assistant Professor	Arts and Sciences	Arts & Sciences Dean	\$ 61,363.64	\$ 62,364.00
Dean Kyncl	Rhonda	Assoc/Asst Dean	Arts and Sciences	Arts & Sciences Dean	\$ 125,000.00	\$ 126,875.00
Kosmopolou	Georgia	Assoc/Asst Dean	Arts and Sciences	Arts & Sciences Dean	\$ 190,000.00	\$ 192,850.00
Sturtevant	Victoria	Assoc/Asst Dean	Arts and Sciences	Arts & Sciences Dean	\$ 125,000.00	\$ 129,755.00
White	Kelvin	Assoc/Asst Dean	Arts and Sciences	Arts & Sciences Dean	\$ 125,000.00	\$ 129,755.00
Wrobel	David	Dean	Arts and Sciences	Arts & Sciences Dean	\$ 285,000.00	\$ 289,275.00
Gibbs	Laura	Lecturer	Arts and Sciences	Arts & Sciences Dean	\$ 44,240.99	\$ 45,241.00
Bell	Paul	Professor	Arts and Sciences	Arts & Sciences Dean	\$ 171,727.97	\$ 174,304.00
Deming	David	Professor	Arts and Sciences	Arts & Sciences Dean	\$ 104,448.00	\$ 108,081.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Marcus-Mendoza	Susan	Professor	Arts and Sciences	Arts & Sciences Dean	\$ 96,900.00	\$ 102,714.00
Welch	Kathleen	Professor	Arts and Sciences	Arts & Sciences Dean	\$ 115,894.44	\$ 117,633.00
Moore	Abigail	Assistant Professor	Arts and Sciences	Bio Station or Survey	\$ 90,000.00	\$ 93,662.00
Ross	Jeremy	Assistant Professor	Arts and Sciences	Bio Station or Survey	\$ 78,500.00	\$ 83,210.00
Bridge	Eli	Associate Professor	Arts and Sciences	Bio Station or Survey	\$ 75,908.00	\$ 79,671.00
Souza	Lara	Associate Professor	Arts and Sciences	Bio Station or Survey	\$ 105,000.00	\$ 109,246.00
Bergey	Elizabeth	Professor	Arts and Sciences	Bio Station or Survey	\$ 83,991.99	\$ 89,032.00
Hoagland	Bruce	Professor	Arts and Sciences	Bio Station or Survey	\$ 102,488.89	\$ 108,638.00
Patten	Michael	Professor	Arts and Sciences	Bio Station or Survey	\$ 83,661.00	\$ 88,681.00
Vaughn	Caryn	Professor	Arts and Sciences	Bio Station or Survey	\$ 118,259.00	\$ 125,355.00
Allen	Daniel	Assistant Professor	Arts and Sciences	Biology	\$ 78,000.00	\$ 79,170.00
Lanier	Hayley	Assistant Professor	Arts and Sciences	Biology	\$ 82,000.00	\$ 83,230.00
Marske	Katharine	Assistant Professor	Arts and Sciences	Biology	\$ 76,500.00	\$ 77,648.00
Miller	Matthew	Assistant Professor	Arts and Sciences	Biology	\$ 80,000.00	\$ 81,200.00
Padash Barmchi	Mojgan	Assistant Professor	Arts and Sciences	Biology	\$ 55,000.00	\$ 56,000.00
Rowe	Ashlee	Assistant Professor	Arts and Sciences	Biology	\$ 85,000.00	\$ 86,275.00
Gordon	Cynthia	Associate Professor	Arts and Sciences	Biology	\$ 79,813.47	\$ 81,011.00
Hobson	Kenneth	Associate Professor	Arts and Sciences	Biology	\$ 59,166.12	\$ 60,166.00
Ketchum	Heather	Associate Professor	Arts and Sciences	Biology	\$ 63,786.72	\$ 64,787.00
Lemon	Christian	Associate Professor	Arts and Sciences	Biology	\$ 87,026.00	\$ 88,331.00
Markham	Michael	Associate Professor	Arts and Sciences	Biology	\$ 98,925.00	\$ 100,409.00
Masly	John	Associate Professor	Arts and Sciences	Biology	\$ 80,352.00	\$ 81,557.00
McCauley	David	Associate Professor	Arts and Sciences	Biology	\$ 72,784.14	\$ 75,425.00
Safiejkomrocza	Barbara	Associate Professor	Arts and Sciences	Biology	\$ 61,087.92	\$ 62,088.00
Siler	Cameron	Associate Professor	Arts and Sciences	Biology	\$ 97,200.00	\$ 98,658.00
Eberle	Jess	Instructor	Arts and Sciences	Biology	\$ 40,000.00	\$ 41,000.00
Reeves	Shannon	Instructor	Arts and Sciences	Biology	\$ 34,000.00	\$ 35,000.00
Shelton	Kristen	Instructor	Arts and Sciences	Biology	\$ 36,800.00	\$ 37,800.00
Wegener	Lisa	Instructor	Arts and Sciences	Biology	\$ 34,000.00	\$ 35,000.00
Bright	Eric	Lecturer	Arts and Sciences	Biology	\$ 45,000.00	\$ 46,000.00
Hallidayschult	Thayer	Lecturer	Arts and Sciences	Biology	\$ 30,600.00	\$ 31,600.00
Lee	Eric	Lecturer	Arts and Sciences	Biology	\$ 47,000.00	\$ 48,000.00
Makowicz	Amber	Lecturer	Arts and Sciences	Biology	\$ 34,000.00	\$ 35,000.00
Martin	Wendy	Lecturer	Arts and Sciences	Biology	\$ 47,000.00	\$ 48,000.00
Shaw	Tarren	Lecturer	Arts and Sciences	Biology	\$ 52,000.00	\$ 53,000.00
Sherry	Rebecca	Lecturer	Arts and Sciences	Biology	\$ 40,000.00	\$ 41,000.00
Willis	Katie	Lecturer	Arts and Sciences	Biology	\$ 34,000.00	\$ 35,000.00
Berkowitz	Robert	Professor	Arts and Sciences	Biology	\$ 90,098.04	\$ 95,504.00
Broughton	Richard	Professor	Arts and Sciences	Biology	\$ 120,000.00	\$ 127,200.00
Cifelli	Richard	Professor	Arts and Sciences	Biology	\$ 113,978.45	\$ 120,817.00
Gibson	John	Professor	Arts and Sciences	Biology	\$ 99,985.00	\$ 105,148.00
Hambright	Karl	Professor	Arts and Sciences	Biology	\$ 108,612.64	\$ 115,129.00
Kaspari	Michael	Professor	Arts and Sciences	Biology	\$ 117,880.38	\$ 119,649.00
Knapp	Rosemary	Professor	Arts and Sciences	Biology	\$ 88,872.00	\$ 94,204.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Ray	Thomas	Professor	Arts and Sciences	Biology	\$ 137,703.49	\$ 139,769.00
Rowe	Matthew	Professor	Arts and Sciences	Biology	\$ 95,000.00	\$ 99,450.00
Schlupp	Ingo	Professor	Arts and Sciences	Biology	\$ 125,000.00	\$ 126,875.00
Thompson	James	Professor	Arts and Sciences	Biology	\$ 119,231.04	\$ 121,020.00
Weider	Lawrence	Professor	Arts and Sciences	Biology	\$ 117,842.43	\$ 119,610.00
Wellborn	Gary	Professor	Arts and Sciences	Biology	\$ 112,320.00	\$ 119,059.00
Biggs	Robyn	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 76,500.00	\$ 77,696.00
Bourne	Christina	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 81,600.00	\$ 82,824.00
Burgett	Anthony	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 76,500.00	\$ 77,696.00
Clifford	Laura	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 76,500.00	\$ 77,648.00
Duerfeldt	Adam	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 75,000.00	\$ 76,502.00
Kothapalli	Naga Rama	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 45,000.00	\$ 46,000.00
McCall	Laura-Isobel	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 80,000.00	\$ 81,200.00
Odeleye	Oluwatobi	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 75,000.00	\$ 76,502.00
Rajan	Rakhi	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 80,000.00	\$ 81,200.00
Saparov	Bayrammurad	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 75,000.00	\$ 76,502.00
Shao	Yihan	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 85,000.00	\$ 86,275.00
Sharma	Indrajeet	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 75,000.00	\$ 76,502.00
Singh	Shanteri	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 80,000.00	\$ 81,200.00
Wu	Si	Assistant Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 75,000.00	\$ 76,502.00
Rice	Charles	Associate Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 88,091.28	\$ 89,413.00
Schroeder	Susan	Associate Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 78,034.00	\$ 80,967.00
Sims	Paul	Associate Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 80,650.38	\$ 82,843.00
Yang	Zhibo	Associate Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 82,620.00	\$ 84,412.00
Yip	Wai Tak	Associate Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 93,582.96	\$ 94,987.00
Ashby	Michael	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 112,945.00	\$ 118,674.00
Cichewicz	Robert	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 150,000.00	\$ 152,250.00
Glatzhofer	Daniel	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 97,673.00	\$ 103,533.00
Halterman	Ronald	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 153,840.00	\$ 160,818.00
Hansmann	Ulrich	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 109,140.00	\$ 115,643.00
Liu	Shaorong	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 122,461.20	\$ 126,254.00
Mao	Chuanbin	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 118,608.00	\$ 123,185.00
Nelson	Donna	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 81,630.60	\$ 86,528.00
Richter Addo	George	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 152,796.00	\$ 155,088.00
Rybenkov	Valentin	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 122,000.00	\$ 125,887.00
West	Ann	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 156,000.00	\$ 158,340.00
White	Robert	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 78,063.66	\$ 82,747.00
Zgurkaya	Elena	Professor	Arts and Sciences	Chemistry and Biochemistry	\$ 160,000.00	\$ 162,400.00
Russell	Craig	Assistant Professor	Arts and Sciences	Classics and Letters	\$ 62,000.00	\$ 63,375.00
Schumaker	kathryn	Assistant Professor	Arts and Sciences	Classics and Letters	\$ 60,000.00	\$ 61,782.00
Watson	Charles	Assistant Professor	Arts and Sciences	Classics and Letters	\$ 63,000.00	\$ 64,171.00
Coodin	Sara	Associate Professor	Arts and Sciences	Classics and Letters	\$ 66,781.00	\$ 70,099.00
Huskey	Samuel	Associate Professor	Arts and Sciences	Classics and Letters	\$ 115,000.00	\$ 116,725.00
Huskey	Rebecca	Associate Professor	Arts and Sciences	Classics and Letters	\$ 66,031.00	\$ 69,501.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Johnson	Scott	Associate Professor	Arts and Sciences	Classics and Letters	\$ 73,440.00	\$ 75,403.00
Porwancher	Andrew	Associate Professor	Arts and Sciences	Classics and Letters	\$ 73,656.00	\$ 75,575.00
Chambers	Peggy	Instructor	Arts and Sciences	Classics and Letters	\$ 62,537.54	\$ 63,538.00
Davis	Darin	Instructor	Arts and Sciences	Classics and Letters	\$ 43,000.00	\$ 44,000.00
Hansen	John	Instructor	Arts and Sciences	Classics and Letters	\$ 45,000.00	\$ 46,000.00
Walker Esbaugh	Cheryl	Instructor	Arts and Sciences	Classics and Letters	\$ 50,778.48	\$ 51,778.00
Greene	Ellen	Professor	Arts and Sciences	Classics and Letters	\$ 90,095.00	\$ 95,501.00
McClay	Wilfred	Professor	Arts and Sciences	Classics and Letters	\$ 133,523.10	\$ 135,526.00
Stanley	Farland	Professor	Arts and Sciences	Classics and Letters	\$ 71,201.03	\$ 75,473.00
Gionea	Ioana	Assistant Professor	Arts and Sciences	Communication	\$ 64,770.00	\$ 65,770.00
Lee	Sun Kyong	Assistant Professor	Arts and Sciences	Communication	\$ 63,240.00	\$ 64,508.00
Meeks	Lindsey	Assistant Professor	Arts and Sciences	Communication	\$ 65,000.00	\$ 66,000.00
Reedy	Justin	Assistant Professor	Arts and Sciences	Communication	\$ 63,240.00	\$ 64,508.00
Banas	John	Associate Professor	Arts and Sciences	Communication	\$ 72,400.00	\$ 74,350.00
Bessarabova	Elena	Associate Professor	Arts and Sciences	Communication	\$ 71,604.00	\$ 73,716.00
Bisel	Ryan	Associate Professor	Arts and Sciences	Communication	\$ 75,040.00	\$ 76,453.00
Edy	Jill	Associate Professor	Arts and Sciences	Communication	\$ 72,165.00	\$ 74,162.00
Meirick	Patrick	Associate Professor	Arts and Sciences	Communication	\$ 71,400.00	\$ 73,553.00
Miller	Claude	Associate Professor	Arts and Sciences	Communication	\$ 73,420.00	\$ 75,162.00
Olufowote	James	Associate Professor	Arts and Sciences	Communication	\$ 71,053.00	\$ 73,277.00
Wong	Norman	Associate Professor	Arts and Sciences	Communication	\$ 70,370.00	\$ 72,733.00
Hsieh	Elaine	Professor	Arts and Sciences	Communication	\$ 88,679.00	\$ 94,000.00
Johnson	Amy	Professor	Arts and Sciences	Communication	\$ 87,577.00	\$ 92,832.00
Kim	Young	Professor	Arts and Sciences	Communication	\$ 110,160.00	\$ 111,812.00
Kramer	Eric	Professor	Arts and Sciences	Communication	\$ 96,080.00	\$ 100,421.00
Kramer	Michael	Professor	Arts and Sciences	Communication	\$ 148,000.00	\$ 150,220.00
Ghosh	Pallab	Assistant Professor	Arts and Sciences	Economics	\$ 105,000.00	\$ 108,298.00
Hicks	Joan	Assistant Professor	Arts and Sciences	Economics	\$ 113,000.00	\$ 116,007.00
Kim	Myongjin	Assistant Professor	Arts and Sciences	Economics	\$ 112,200.00	\$ 114,033.00
Kim	Jaeho	Assistant Professor	Arts and Sciences	Economics	\$ 105,000.00	\$ 108,298.00
Ransom	Tyler	Assistant Professor	Arts and Sciences	Economics	\$ 110,000.00	\$ 112,281.00
Sahabhtabrizy	Saleh	Assistant Professor	Arts and Sciences	Economics	\$ 75,000.00	\$ 76,125.00
Shen	Hewei	Assistant Professor	Arts and Sciences	Economics	\$ 110,000.00	\$ 113,617.00
Wang	Chunbei	Assistant Professor	Arts and Sciences	Economics	\$ 110,000.00	\$ 112,281.00
Weinberger	Ariel	Assistant Professor	Arts and Sciences	Economics	\$ 105,000.00	\$ 108,298.00
Burge	Gregory	Associate Professor	Arts and Sciences	Economics	\$ 107,174.98	\$ 111,144.00
Hicks	Daniel	Associate Professor	Arts and Sciences	Economics	\$ 111,565.00	\$ 114,641.00
Keen	Benjamin	Associate Professor	Arts and Sciences	Economics	\$ 109,463.70	\$ 112,967.00
Liu	Qihong	Associate Professor	Arts and Sciences	Economics	\$ 109,446.56	\$ 112,954.00
Mitra	Aparna	Associate Professor	Arts and Sciences	Economics	\$ 88,359.00	\$ 89,684.00
Nedlescu	Daniel	Lecturer	Arts and Sciences	Economics	\$ 75,000.00	\$ 76,125.00
Demir	Firat	Professor	Arts and Sciences	Economics	\$ 121,624.00	\$ 128,921.00
Hartigan	James	Professor	Arts and Sciences	Economics	\$ 129,606.54	\$ 137,383.00
Holmes	Alexander	Professor	Arts and Sciences	Economics	\$ 173,389.80	\$ 175,991.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Hoover	Gary	Professor	Arts and Sciences	Economics	\$ 195,000.00	\$ 204,358.00
Rogers	Cynthia	Professor	Arts and Sciences	Economics	\$ 120,312.00	\$ 127,531.00
Wang	Le	Professor	Arts and Sciences	Economics	\$ 167,400.00	\$ 170,115.00
Askew	Rilla	Assistant Professor	Arts and Sciences	English	\$ 65,000.00	\$ 66,000.00
Baishya	Amit	Assistant Professor	Arts and Sciences	English	\$ 62,000.00	\$ 63,000.00
Endres	William	Assistant Professor	Arts and Sciences	English	\$ 70,000.00	\$ 71,050.00
Kurlinkus	William	Assistant Professor	Arts and Sciences	English	\$ 62,000.00	\$ 63,000.00
Rios	Gabriela	Assistant Professor	Arts and Sciences	English	\$ 65,000.00	\$ 66,000.00
Sider	Justin	Assistant Professor	Arts and Sciences	English	\$ 68,000.00	\$ 69,020.00
Anderson	David	Associate Professor	Arts and Sciences	English	\$ 72,310.00	\$ 73,605.00
Coleman	Joyce	Associate Professor	Arts and Sciences	English	\$ 75,536.95	\$ 76,670.00
John	Catherine	Associate Professor	Arts and Sciences	English	\$ 75,536.95	\$ 76,670.00
Keresztesi	Rita	Associate Professor	Arts and Sciences	English	\$ 60,849.00	\$ 64,476.00
Mc Donald	William	Associate Professor	Arts and Sciences	English	\$ 60,689.00	\$ 64,330.00
Tarabochia	Sandra	Associate Professor	Arts and Sciences	English	\$ 77,760.00	\$ 78,926.00
Wieser	Kimberly	Associate Professor	Arts and Sciences	English	\$ 63,507.00	\$ 66,593.00
Zeigler	James	Associate Professor	Arts and Sciences	English	\$ 67,403.00	\$ 69,697.00
Alvarez	Kelli	Instructor	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Bridgers	Antoinette	Instructor	Arts and Sciences	English	\$ 28,391.84	\$ 29,392.00
Craig	Callie	Instructor	Arts and Sciences	English	\$ 22,713.48	\$ 23,713.00
Feltz	Silke	Instructor	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Hamilton	Blake	Instructor	Arts and Sciences	English	\$ 22,713.48	\$ 23,713.00
Lehman	Molly	Instructor	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Lubinski	Jason	Instructor	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Mulkey	Annemarie	Instructor	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Riggs	Kristin	Instructor	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Shannon	Devon	Instructor	Arts and Sciences	English	\$ 22,713.48	\$ 23,713.00
Shearer	Katie	Instructor	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Woodward	Jordan	Instructor	Arts and Sciences	English	\$ 22,713.48	\$ 23,713.00
Woody	Cassandra	Instructor	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Antonucci	Melissa	Lecturer	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Booker	Kristina	Lecturer	Arts and Sciences	English	\$ 42,000.00	\$ 43,000.00
Chancellor	Jennifer	Lecturer	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Feiner	Karen	Lecturer	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Kelly	David	Lecturer	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Kemper	Kevin	Lecturer	Arts and Sciences	English	\$ 36,443.86	\$ 37,444.00
Klinger	Amanda	Lecturer	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Lavender Smith	Jordan	Lecturer	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Malone	Eddie	Lecturer	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Mc Raniels	Daniel	Lecturer	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Snyder	Michael	Lecturer	Arts and Sciences	English	\$ 42,000.00	\$ 43,000.00
Weaver	Stephanie	Lecturer	Arts and Sciences	English	\$ 40,000.00	\$ 41,000.00
Garafalo	Daniela	Professor	Arts and Sciences	English	\$ 105,000.00	\$ 111,300.00
Jeffers	Honoree	Professor	Arts and Sciences	English	\$ 81,454.00	\$ 86,341.00

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Kates	Susan	Professor	Arts and Sciences	English	\$ 83,959.00	\$ 88,997.00
Mountford	Roxanne	Professor	Arts and Sciences	English	\$ 140,000.00	\$ 142,100.00
Ransom	Daniel	Professor	Arts and Sciences	English	\$ 67,249.00	\$ 71,284.00
Schleifer	Ronald	Professor	Arts and Sciences	English	\$ 112,093.25	\$ 113,775.00
Stalling	Jonathan	Professor	Arts and Sciences	English	\$ 154,800.00	\$ 157,122.00
Boyd	Katrina	Assistant Professor	Arts and Sciences	Film and Media Studies	\$ 53,040.00	\$ 54,040.00
Rueda	Maria	Assistant Professor	Arts and Sciences	Film and Media Studies	\$ 61,000.00	\$ 62,554.00
Nelson	Joshua	Associate Professor	Arts and Sciences	Film and Media Studies	\$ 120,000.00	\$ 121,800.00
Yip	Man Fung	Associate Professor	Arts and Sciences	Film and Media Studies	\$ 67,198.00	\$ 70,087.00
Bingham	Christopher	Lecturer	Arts and Sciences	Film and Media Studies	\$ 40,000.00	\$ 41,000.00
Tippeconnic	P	Lecturer	Arts and Sciences	Film and Media Studies	\$ 50,000.00	\$ 51,000.00
Nedeljkovich	Mihajlo	Professor	Arts and Sciences	Film and Media Studies	\$ 81,415.38	\$ 86,300.00
Black	Christopher	Assistant Professor	Arts and Sciences	Health & Exercise Science	\$ 71,260.00	\$ 72,329.00
Campbell	Jason	Assistant Professor	Arts and Sciences	Health & Exercise Science	\$ 67,000.00	\$ 68,232.00
Dobbs	Page	Assistant Professor	Arts and Sciences	Health & Exercise Science	\$ 73,000.00	\$ 74,095.00
Kellawan	Jeremy	Assistant Professor	Arts and Sciences	Health & Exercise Science	\$ 74,000.00	\$ 75,110.00
Larson	Daniel	Assistant Professor	Arts and Sciences	Health & Exercise Science	\$ 70,000.00	\$ 71,050.00
Maness	Sarah	Assistant Professor	Arts and Sciences	Health & Exercise Science	\$ 70,000.00	\$ 71,050.00
Maxwell Pereira	Hugo	Assistant Professor	Arts and Sciences	Health & Exercise Science	\$ 76,000.00	\$ 77,140.00
Wilkerson	Amanda	Assistant Professor	Arts and Sciences	Health & Exercise Science	\$ 69,000.00	\$ 70,035.00
Cheney	Marshall	Associate Professor	Arts and Sciences	Health & Exercise Science	\$ 75,600.00	\$ 77,603.00
Larson	Rebecca	Associate Professor	Arts and Sciences	Health & Exercise Science	\$ 75,600.00	\$ 77,603.00
Dennison	Terry	Instructor	Arts and Sciences	Health & Exercise Science	\$ 32,000.00	\$ 33,000.00
Tall Bear	Donna	Instructor	Arts and Sciences	Health & Exercise Science	\$ 50,000.00	\$ 51,000.00
Pincu	Yair	Lecturer	Arts and Sciences	Health & Exercise Science	\$ 50,000.00	\$ 51,000.00
Bemben	Michael	Professor	Arts and Sciences	Health & Exercise Science	\$ 144,540.00	\$ 146,708.00
Bemben	Debra	Professor	Arts and Sciences	Health & Exercise Science	\$ 105,000.00	\$ 107,098.00
Grinberg	Ronnie	Assistant Professor	Arts and Sciences	History	\$ 63,000.00	\$ 64,000.00
Hines	Sarah	Assistant Professor	Arts and Sciences	History	\$ 73,000.00	\$ 74,095.00
Holland	Jennifer	Assistant Professor	Arts and Sciences	History	\$ 66,000.00	\$ 67,000.00
Malka	Adam	Assistant Professor	Arts and Sciences	History	\$ 73,000.00	\$ 74,095.00
Seidelman	Rhona	Assistant Professor	Arts and Sciences	History	\$ 66,000.00	\$ 67,000.00
Brosnan	Kathleen	Associate Professor	Arts and Sciences	History	\$ 115,660.00	\$ 117,395.00
Cane Carrasco	James	Associate Professor	Arts and Sciences	History	\$ 72,975.00	\$ 74,351.00
Davis Cline	Jennifer	Associate Professor	Arts and Sciences	History	\$ 79,211.00	\$ 80,399.00
Faison	Elyssa	Associate Professor	Arts and Sciences	History	\$ 72,193.00	\$ 73,728.00
Folsom	Raphael	Associate Professor	Arts and Sciences	History	\$ 78,792.00	\$ 79,974.00
Gross	Miriam	Associate Professor	Arts and Sciences	History	\$ 76,530.00	\$ 77,812.00
Holguin	Sandie	Associate Professor	Arts and Sciences	History	\$ 71,512.77	\$ 73,186.00
Magnusson	Roberta	Associate Professor	Arts and Sciences	History	\$ 73,240.00	\$ 74,562.00
Metcalf	R Warren	Associate Professor	Arts and Sciences	History	\$ 69,512.23	\$ 71,592.00
Olberding	Garret	Associate Professor	Arts and Sciences	History	\$ 72,174.00	\$ 73,713.00
Saho	Bala	Associate Professor	Arts and Sciences	History	\$ 69,293.00	\$ 71,418.00
Schapkow	Carsten	Associate Professor	Arts and Sciences	History	\$ 72,032.00	\$ 73,599.00

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Shelden	Rachel	Associate Professor	Arts and Sciences	History	\$ 80,040.00	\$ 81,241.00
Shepkaru	Shmuel	Associate Professor	Arts and Sciences	History	\$ 93,500.00	\$ 94,903.00
Wickersham	Jane	Associate Professor	Arts and Sciences	History	\$ 71,551.00	\$ 73,216.00
Dupree	James	Lecturer	Arts and Sciences	History	\$ 28,000.00	\$ 29,000.00
Anderson	Gary	Professor	Arts and Sciences	History	\$ 103,812.00	\$ 105,789.00
Bradford	Alfred	Professor	Arts and Sciences	History	\$ 112,835.18	\$ 114,528.00
Chappell	David	Professor	Arts and Sciences	History	\$ 146,309.56	\$ 148,504.00
Griswold	Robert	Professor	Arts and Sciences	History	\$ 138,600.00	\$ 140,679.00
Hart	James	Professor	Arts and Sciences	History	\$ 139,000.00	\$ 141,517.00
Hyde	Anne	Professor	Arts and Sciences	History	\$ 130,500.00	\$ 132,458.00
Keppel	Ben	Professor	Arts and Sciences	History	\$ 77,124.00	\$ 81,751.00
Levenson	Alan	Professor	Arts and Sciences	History	\$ 151,958.01	\$ 154,237.00
Norwood	Stephen	Professor	Arts and Sciences	History	\$ 85,085.08	\$ 90,190.00
Stockdale	Melissa	Professor	Arts and Sciences	History	\$ 83,827.00	\$ 88,857.00
Ward	Janet	Professor	Arts and Sciences	History	\$ 138,400.00	\$ 141,039.00
Nair	Aparna	Assistant Professor	Arts and Sciences	History of Science	\$ 68,000.00	\$ 69,020.00
Soppelsa	Peter	Assistant Professor	Arts and Sciences	History of Science	\$ 48,850.00	\$ 49,850.00
Crowther	Kathleen	Associate Professor	Arts and Sciences	History of Science	\$ 67,820.00	\$ 70,295.00
Hale	Piers	Associate Professor	Arts and Sciences	History of Science	\$ 66,293.06	\$ 69,079.00
Moon	Suzanne	Associate Professor	Arts and Sciences	History of Science	\$ 77,431.00	\$ 78,592.00
Pandora	Katherine	Associate Professor	Arts and Sciences	History of Science	\$ 79,102.20	\$ 80,289.00
Weldon	Stephen	Associate Professor	Arts and Sciences	History of Science	\$ 68,000.00	\$ 70,439.00
Barker	Peter	Professor	Arts and Sciences	History of Science	\$ 100,369.74	\$ 103,608.00
Heyck	Hunter	Professor	Arts and Sciences	History of Science	\$ 106,000.00	\$ 112,360.00
Vermij	Rienk	Professor	Arts and Sciences	History of Science	\$ 81,531.00	\$ 86,423.00
Allen	Katie	Assistant Professor	Arts and Sciences	Human Relations	\$ 57,100.00	\$ 58,100.00
Gurney	Gerald	Assistant Professor	Arts and Sciences	Human Relations	\$ 148,344.72	\$ 150,570.00
Mosley	Sterlin	Assistant Professor	Arts and Sciences	Human Relations	\$ 63,000.00	\$ 64,000.00
Bert	Shannon	Associate Professor	Arts and Sciences	Human Relations	\$ 70,461.00	\$ 74,099.00
Byrd	Marilyn	Associate Professor	Arts and Sciences	Human Relations	\$ 66,960.00	\$ 70,978.00
Davidson	Timothy	Associate Professor	Arts and Sciences	Human Relations	\$ 72,345.54	\$ 75,600.00
Deacon	Zermarie	Associate Professor	Arts and Sciences	Human Relations	\$ 70,298.00	\$ 73,969.00
Johnson	Chad	Associate Professor	Arts and Sciences	Human Relations	\$ 70,662.00	\$ 74,259.00
Lloyd-Jones	Brenda	Associate Professor	Arts and Sciences	Human Relations	\$ 70,000.00	\$ 73,732.00
Long	Wesley	Associate Professor	Arts and Sciences	Human Relations	\$ 104,040.00	\$ 106,838.00
Worley	Jody	Associate Professor	Arts and Sciences	Human Relations	\$ 70,679.00	\$ 74,273.00
Givens	Angela	Instructor	Arts and Sciences	Human Relations	\$ 26,400.00	\$ 27,400.00
Olds	Tommy	Instructor	Arts and Sciences	Human Relations	\$ 32,000.00	\$ 33,000.00
Sourie	Eric	Instructor	Arts and Sciences	Human Relations	\$ 71,400.00	\$ 72,471.00
Martin	Janna	Lecturer	Arts and Sciences	Human Relations	\$ 40,000.00	\$ 41,000.00
Habashi	Janette	Professor	Arts and Sciences	Human Relations	\$ 75,825.00	\$ 80,375.00
Randle	Rodger	Professor	Arts and Sciences	Human Relations	\$ 127,490.94	\$ 135,140.00
Lu	Kun	Assistant Professor	Arts and Sciences	Library & Information Studies	\$ 68,340.00	\$ 69,365.00
Burke	Susan	Associate Professor	Arts and Sciences	Library & Information Studies	\$ 110,072.00	\$ 111,723.00

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Kim	Yong Mi	Associate Professor	Arts and Sciences	Library & Information Studies	\$ 74,521.12	\$ 77,034.00
Martens	Betsy	Associate Professor	Arts and Sciences	Library & Information Studies	\$ 73,539.97	\$ 76,253.00
Rubenstein	Ellen	Associate Professor	Arts and Sciences	Library & Information Studies	\$ 73,807.00	\$ 76,466.00
Abbas	June	Professor	Arts and Sciences	Library & Information Studies	\$ 85,435.20	\$ 90,561.00
Brown	Cecelia	Professor	Arts and Sciences	Library & Information Studies	\$ 90,000.00	\$ 95,400.00
Chavez Dominguez	Javier	Assistant Professor	Arts and Sciences	Mathematics	\$ 73,000.00	\$ 74,850.00
Docampo Alvarez	Roi	Assistant Professor	Arts and Sciences	Mathematics	\$ 73,000.00	\$ 74,850.00
Grigo	Alexander	Assistant Professor	Arts and Sciences	Mathematics	\$ 75,480.00	\$ 76,826.00
Malestein	Justin	Assistant Professor	Arts and Sciences	Mathematics	\$ 73,000.00	\$ 74,850.00
Muller	Gregory	Assistant Professor	Arts and Sciences	Mathematics	\$ 75,000.00	\$ 76,443.00
Wang	Ying	Assistant Professor	Arts and Sciences	Mathematics	\$ 77,520.00	\$ 78,683.00
Wu	Yilun	Assistant Professor	Arts and Sciences	Mathematics	\$ 83,000.00	\$ 84,245.00
Zhang	Pengfei	Assistant Professor	Arts and Sciences	Mathematics	\$ 75,000.00	\$ 76,443.00
Akin	Kaan	Associate Professor	Arts and Sciences	Mathematics	\$ 74,603.85	\$ 77,381.00
Jablonski	Michael	Associate Professor	Arts and Sciences	Mathematics	\$ 85,112.00	\$ 86,389.00
Lifschitz	Lucy	Associate Professor	Arts and Sciences	Mathematics	\$ 74,455.86	\$ 77,264.00
Pitale	Ameya	Associate Professor	Arts and Sciences	Mathematics	\$ 79,137.72	\$ 80,993.00
Roche	Alan	Associate Professor	Arts and Sciences	Mathematics	\$ 78,883.74	\$ 80,790.00
Savic	Milos	Associate Professor	Arts and Sciences	Mathematics	\$ 86,368.00	\$ 87,664.00
Stewart	Sepideh	Associate Professor	Arts and Sciences	Mathematics	\$ 77,112.00	\$ 79,379.00
Tao	Jing	Associate Professor	Arts and Sciences	Mathematics	\$ 81,000.00	\$ 82,476.00
Andrews	Candace	Instructor	Arts and Sciences	Mathematics	\$ 63,000.00	\$ 64,000.00
Barksdale	Gary	Instructor	Arts and Sciences	Mathematics	\$ 60,000.00	\$ 61,000.00
Berger	Ashley	Instructor	Arts and Sciences	Mathematics	\$ 50,000.00	\$ 51,000.00
Chapman	Carye	Instructor	Arts and Sciences	Mathematics	\$ 46,500.00	\$ 47,500.00
Davidson	Amber	Instructor	Arts and Sciences	Mathematics	\$ 46,500.00	\$ 47,500.00
Edwards	John	Instructor	Arts and Sciences	Mathematics	\$ 29,760.00	\$ 30,760.00
Gunter	Devon	Instructor	Arts and Sciences	Mathematics	\$ 37,600.00	\$ 38,600.00
Haskins	Casey	Instructor	Arts and Sciences	Mathematics	\$ 50,000.00	\$ 51,000.00
Lee	Jonathan	Instructor	Arts and Sciences	Mathematics	\$ 72,000.00	\$ 73,080.00
Tinsley	Christine	Instructor	Arts and Sciences	Mathematics	\$ 80,000.00	\$ 81,200.00
Cohen	Jonathan	Lecturer	Arts and Sciences	Mathematics	\$ 44,000.00	\$ 45,000.00
Davidson	Nicholas	Lecturer	Arts and Sciences	Mathematics	\$ 44,000.00	\$ 45,000.00
Epstein	Jonathan	Lecturer	Arts and Sciences	Mathematics	\$ 44,000.00	\$ 45,000.00
Schnake	Stefan	Lecturer	Arts and Sciences	Mathematics	\$ 44,000.00	\$ 45,000.00
Stewart	Wayne	Lecturer	Arts and Sciences	Mathematics	\$ 50,000.00	\$ 51,000.00
Swift	Andrew	Lecturer	Arts and Sciences	Mathematics	\$ 44,000.00	\$ 45,000.00
Troup	Jonathan	Lecturer	Arts and Sciences	Mathematics	\$ 44,000.00	\$ 45,000.00
Wright	Rachel	Lecturer	Arts and Sciences	Mathematics	\$ 60,000.00	\$ 61,000.00
Yamamoto	Tetsuya	Lecturer	Arts and Sciences	Mathematics	\$ 50,000.00	\$ 51,000.00
Yang	Fan	Lecturer	Arts and Sciences	Mathematics	\$ 44,000.00	\$ 45,000.00
Albert	John	Professor	Arts and Sciences	Mathematics	\$ 87,900.54	\$ 93,175.00
Apanasov	Boris	Professor	Arts and Sciences	Mathematics	\$ 92,513.68	\$ 98,065.00
Brady	Noel	Professor	Arts and Sciences	Mathematics	\$ 137,000.00	\$ 141,802.00

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Forester	Max	Professor	Arts and Sciences	Mathematics	\$ 84,341.00	\$ 89,401.00
Kornelson	Keri	Professor	Arts and Sciences	Mathematics	\$ 102,750.00	\$ 106,352.00
Kujawa	Jonathan	Professor	Arts and Sciences	Mathematics	\$ 93,636.00	\$ 99,092.00
Martin	Kimball	Professor	Arts and Sciences	Mathematics	\$ 83,524.00	\$ 88,535.00
Miller	Andrew	Professor	Arts and Sciences	Mathematics	\$ 115,000.00	\$ 116,725.00
Moore-Russo	Deborah	Professor	Arts and Sciences	Mathematics	\$ 145,800.00	\$ 148,812.00
Ozaydin	Murad	Professor	Arts and Sciences	Mathematics	\$ 86,733.66	\$ 91,938.00
Petrov	Nikola	Professor	Arts and Sciences	Mathematics	\$ 84,269.91	\$ 89,326.00
Przebinda	Tomasz	Professor	Arts and Sciences	Mathematics	\$ 89,755.83	\$ 95,141.00
Remling	Christian	Professor	Arts and Sciences	Mathematics	\$ 86,617.38	\$ 91,814.00
Schmidt	Ralf	Professor	Arts and Sciences	Mathematics	\$ 87,720.00	\$ 92,983.00
Shankar	Krishnan	Professor	Arts and Sciences	Mathematics	\$ 85,306.68	\$ 90,425.00
Wei	Shihshu	Professor	Arts and Sciences	Mathematics	\$ 84,194.20	\$ 89,246.00
Zhu	Meijun	Professor	Arts and Sciences	Mathematics	\$ 85,326.06	\$ 90,446.00
Meysick	Karen	Assistant Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 52,200.00	\$ 53,200.00
Sankaranarayanan	Krithivasan	Assistant Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 75,000.00	\$ 76,203.00
Bartley	Laura	Associate Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 78,036.00	\$ 81,176.00
Callaghan	Amy	Associate Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 77,210.00	\$ 80,518.00
Dunn	Anne	Associate Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 120,000.00	\$ 121,800.00
Karr	Elizabeth	Associate Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 78,881.00	\$ 81,849.00
McCarthy	Heather	Associate Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 75,502.00	\$ 79,157.00
Stevenson	Bradley	Associate Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 82,000.00	\$ 84,333.00
Wawrik	Boris	Associate Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 78,836.16	\$ 81,813.00
Savage Ashlock	Kristen	Lecturer	Arts and Sciences	Microbiology and Plant Biology	\$ 47,000.00	\$ 48,000.00
Holt	Ben	Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 100,000.00	\$ 106,000.00
Krumholz	Lee	Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 101,416.38	\$ 107,501.00
Lawson	Paul	Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 94,210.00	\$ 99,863.00
Mc Inerney	Michael	Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 125,000.00	\$ 126,875.00
Russell	Scott	Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 121,878.67	\$ 129,191.00
Tanner	Ralph	Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 97,006.55	\$ 102,827.00
Uno	Gordon	Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 140,000.00	\$ 142,100.00
Xiao	Xiangming	Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 140,518.00	\$ 142,626.00
Zhou	Jizhong	Professor	Arts and Sciences	Microbiology and Plant Biology	\$ 300,000.00	\$ 304,500.00
Frydman	Joshua	Assistant Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 60,000.00	\$ 61,000.00
Khalfaoui	Amel	Assistant Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 72,000.00	\$ 73,080.00
Mahdi	Waleed	Assistant Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 70,000.00	\$ 71,050.00
Norris	Mark	Assistant Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 62,000.00	\$ 63,000.00
Pesce	Roberto	Assistant Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 66,000.00	\$ 67,000.00
Ward	Julie	Assistant Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 70,000.00	\$ 71,050.00
Abramson	Julia	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 68,166.00	\$ 69,350.00
Al Masri	Mohammad	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 77,779.00	\$ 78,946.00
Boggs	Bruce	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 63,242.00	\$ 65,428.00
Colin	Jose	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 65,094.00	\$ 66,903.00
Herrick	Dylan	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 120,000.00	\$ 121,800.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Johnson	Emily	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 69,480.00	\$ 70,522.00
Lemon	Robert	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 62,478.00	\$ 64,819.00
Liu	Nian	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 82,490.00	\$ 83,727.00
Moreira	Paulo	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 75,000.00	\$ 76,125.00
Rioseco	Marcelo	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 68,299.00	\$ 69,456.00
Sullivan	Joseph	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 66,318.00	\$ 67,878.00
Winston	Michael	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 62,732.00	\$ 65,022.00
Wray	Grady	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 64,094.00	\$ 66,107.00
Zhang	Jie	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 74,909.00	\$ 76,033.00
Zhu	Ping	Associate Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 66,944.00	\$ 68,377.00
Anderson	Daniel	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 40,000.00	\$ 41,000.00
Audas	Christina	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 30,000.00	\$ 31,000.00
Bacher	Sabrina	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 48,000.00	\$ 49,000.00
Barakat	Hossam	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 48,000.00	\$ 49,000.00
Boggs	Serafina	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 37,000.00	\$ 38,000.00
Casagrande	Nicola	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Chavez-Losoya	Adriana	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Chilson	Christa	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Cortez	Rachel	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Dal Pont	Serena	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Echelle	Tyson	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Jarvis Denny	Jennifer	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,892.00	\$ 36,892.00
Loy	Dana	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Macias	Luis	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 40,202.00	\$ 41,202.00
Marchand	Maria	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
McGarry	Matthew	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 40,000.00	\$ 41,000.00
McMahan	Angela	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 22,256.00	\$ 23,256.00
Miura	Motoko	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Montoya Mejia	Luis	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Munoz	Maria	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 40,202.00	\$ 41,202.00
Naciri	Hichame	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 22,256.00	\$ 23,256.00
Novello	Francesca	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Okada	Aya	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Resasco	Teresita	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Salcido	Alicia	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 35,000.00	\$ 36,000.00
Sitya Nin	Carolina	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 27,272.00	\$ 28,272.00
Tatsuzawa	Shizuka	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 50,000.00	\$ 51,000.00
Virabyan	Rachick	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 40,768.30	\$ 41,768.00
Wei	Ching Cheng	Instructor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 22,256.00	\$ 23,256.00
Carrero Rincon	Victor	Lecturer	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 45,000.00	\$ 46,000.00
Doucet	Annie	Lecturer	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 40,000.00	\$ 41,000.00
Hassan	Dina	Lecturer	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 48,000.00	\$ 49,000.00
LaVander-Smith	Yael	Lecturer	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 48,000.00	\$ 49,000.00
Marculescu	Andreea	Lecturer	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 40,000.00	\$ 41,000.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Patten	Jared	Lecturer	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 40,000.00	\$ 41,000.00
Perez Limon	Lilia	Lecturer	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 40,000.00	\$ 41,000.00
Qi	Yanrong	Lecturer	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 46,000.00	\$ 47,000.00
Valdecantos Montegudo	Diego	Lecturer	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 40,000.00	\$ 41,000.00
Vito	Maurizio	Lecturer	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 42,000.00	\$ 43,000.00
Watlington Moreno	Francis	Lecturer	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 40,000.00	\$ 41,000.00
Cortest	Luis	Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 86,535.05	\$ 89,431.00
Genova	Pamela	Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 103,000.00	\$ 104,545.00
Haag	Marcia	Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 76,000.00	\$ 80,560.00
Kritz	Ori	Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 66,000.00	\$ 67,000.00
LaGreca	Nancy	Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 102,600.00	\$ 104,139.00
Lauer	A Robert	Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 88,989.38	\$ 91,386.00
Schutjer	Karin	Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 76,000.00	\$ 80,560.00
Whalen	Logan	Professor	Arts and Sciences	Modern Languages, Literatures, & Linguistics	\$ 75,046.00	\$ 79,549.00
Heaton	Raina	Assistant Professor	Arts and Sciences	Native American Studies	\$ 72,500.00	\$ 73,588.00
Richard	Gina	Assistant Professor	Arts and Sciences	Native American Studies	\$ 68,000.00	\$ 69,172.00
Orr	Raymond	Associate Professor	Arts and Sciences	Native American Studies	\$ 85,000.00	\$ 86,980.00
Shotton	Heather	Associate Professor	Arts and Sciences	Native American Studies	\$ 70,588.00	\$ 74,823.00
Armer	Christine	Instructor	Arts and Sciences	Native American Studies	\$ 42,500.00	\$ 43,500.00
Lewis	Frederick	Instructor	Arts and Sciences	Native American Studies	\$ 35,000.00	\$ 36,000.00
Poolaw	Dane	Instructor	Arts and Sciences	Native American Studies	\$ 35,000.00	\$ 36,000.00
Still	Corey	Instructor	Arts and Sciences	Native American Studies	\$ 35,000.00	\$ 36,000.00
Vaughn	Dillon	Instructor	Arts and Sciences	Native American Studies	\$ 35,000.00	\$ 36,000.00
Tsatoke	Toni	Lecturer	Arts and Sciences	Native American Studies	\$ 35,000.00	\$ 36,000.00
Cobb-Greetham	Amanda	Professor	Arts and Sciences	Native American Studies	\$ 150,000.00	\$ 159,000.00
Priselac	Matthew	Assistant Professor	Arts and Sciences	Philosophy	\$ 53,000.00	\$ 55,382.00
Burkhardt	Brian	Associate Professor	Arts and Sciences	Philosophy	\$ 72,000.00	\$ 73,132.00
Ellis	Stephen	Associate Professor	Arts and Sciences	Philosophy	\$ 67,098.00	\$ 69,228.00
Judisch	Neal	Associate Professor	Arts and Sciences	Philosophy	\$ 61,678.00	\$ 64,910.00
Huisman	Tyler	Lecturer	Arts and Sciences	Philosophy	\$ 50,000.00	\$ 51,000.00
Cook	Monte	Professor	Arts and Sciences	Philosophy	\$ 79,470.02	\$ 84,238.00
Montminy	Martin	Professor	Arts and Sciences	Philosophy	\$ 75,920.00	\$ 80,475.00
Olberding	Amy	Professor	Arts and Sciences	Philosophy	\$ 73,339.00	\$ 77,739.00
Riggs	Wayne	Professor	Arts and Sciences	Philosophy	\$ 110,160.00	\$ 116,770.00
Sankowski	Edward	Professor	Arts and Sciences	Philosophy	\$ 100,000.00	\$ 102,480.00
Snow	Nancy	Professor	Arts and Sciences	Philosophy	\$ 140,000.00	\$ 142,100.00
Trachtenberg	Zev	Professor	Arts and Sciences	Philosophy	\$ 71,873.00	\$ 76,185.00
Zagzebski	Linda	Professor	Arts and Sciences	Philosophy	\$ 200,000.00	\$ 203,000.00
Kalib	Nathan	Assistant Professor	Arts and Sciences	Physics and Astronomy	\$ 85,000.00	\$ 86,275.00
Munshi	Ferah	Assistant Professor	Arts and Sciences	Physics and Astronomy	\$ 84,500.00	\$ 85,768.00
Schwettmann	Arne	Assistant Professor	Arts and Sciences	Physics and Astronomy	\$ 85,000.00	\$ 86,275.00
Sinha	Kuver	Assistant Professor	Arts and Sciences	Physics and Astronomy	\$ 84,000.00	\$ 85,260.00
Stupak	John	Assistant Professor	Arts and Sciences	Physics and Astronomy	\$ 84,000.00	\$ 85,260.00
White	Daniel	Assistant Professor	Arts and Sciences	Physics and Astronomy	\$ 70,000.00	\$ 71,050.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Abraham	Eric	Associate Professor	Arts and Sciences	Physics and Astronomy	\$ 96,462.01	\$ 97,909.00
Barboza	Bruno	Associate Professor	Arts and Sciences	Physics and Astronomy	\$ 91,000.00	\$ 92,365.00
Bumm	Lloyd	Associate Professor	Arts and Sciences	Physics and Astronomy	\$ 92,692.59	\$ 94,083.00
Dai	Xinyu	Associate Professor	Arts and Sciences	Physics and Astronomy	\$ 91,000.00	\$ 92,365.00
Kilic	Mukremin	Associate Professor	Arts and Sciences	Physics and Astronomy	\$ 91,000.00	\$ 92,365.00
Marino Valle	Alberto	Associate Professor	Arts and Sciences	Physics and Astronomy	\$ 91,800.00	\$ 93,177.00
Mason	Bruce	Associate Professor	Arts and Sciences	Physics and Astronomy	\$ 96,897.00	\$ 98,350.00
Sellers	Ian	Associate Professor	Arts and Sciences	Physics and Astronomy	\$ 91,000.00	\$ 92,365.00
Wisniewski	John	Associate Professor	Arts and Sciences	Physics and Astronomy	\$ 93,280.00	\$ 94,679.00
Abbott	Braden	Professor	Arts and Sciences	Physics and Astronomy	\$ 103,172.00	\$ 108,017.00
Baer	Howard	Professor	Arts and Sciences	Physics and Astronomy	\$ 144,500.08	\$ 146,668.00
Baron	Edward	Professor	Arts and Sciences	Physics and Astronomy	\$ 117,423.00	\$ 119,368.00
Blume	Doerte	Professor	Arts and Sciences	Physics and Astronomy	\$ 110,000.00	\$ 113,456.00
Gutierrez	Phillip	Professor	Arts and Sciences	Physics and Astronomy	\$ 169,000.00	\$ 171,535.00
Kao	Chung	Professor	Arts and Sciences	Physics and Astronomy	\$ 103,179.00	\$ 108,022.00
Leighly	Karen	Professor	Arts and Sciences	Physics and Astronomy	\$ 103,355.00	\$ 108,163.00
Mullen	Kieran	Professor	Arts and Sciences	Physics and Astronomy	\$ 107,353.16	\$ 111,347.00
Santos	Michael	Professor	Arts and Sciences	Physics and Astronomy	\$ 117,832.64	\$ 119,695.00
Strauss	Michael	Professor	Arts and Sciences	Physics and Astronomy	\$ 113,468.46	\$ 116,218.00
Barry	Colin	Assistant Professor	Arts and Sciences	Political Science	\$ 65,280.00	\$ 67,580.00
Bracic	Ana	Assistant Professor	Arts and Sciences	Political Science	\$ 65,000.00	\$ 67,357.00
Ghosh Moullick	Abhisekh	Assistant Professor	Arts and Sciences	Political Science	\$ 72,000.00	\$ 73,080.00
Israel Trummel	Mackenzie	Assistant Professor	Arts and Sciences	Political Science	\$ 69,500.00	\$ 70,941.00
Morgan	Meg	Assistant Professor	Arts and Sciences	Political Science	\$ 70,000.00	\$ 71,050.00
Ripberger	Joseph	Assistant Professor	Arts and Sciences	Political Science	\$ 80,000.00	\$ 81,200.00
Shortle	Allyson	Assistant Professor	Arts and Sciences	Political Science	\$ 62,220.00	\$ 65,143.00
Tipler	Kathleen	Assistant Professor	Arts and Sciences	Political Science	\$ 67,500.00	\$ 69,348.00
Carlson	Deven	Associate Professor	Arts and Sciences	Political Science	\$ 97,567.00	\$ 99,031.00
Fryar	Alisa	Associate Professor	Arts and Sciences	Political Science	\$ 95,055.00	\$ 96,481.00
Johnson	Tyler	Associate Professor	Arts and Sciences	Political Science	\$ 73,561.00	\$ 76,837.00
Kenney	Charles	Associate Professor	Arts and Sciences	Political Science	\$ 77,483.97	\$ 79,962.00
Lamothe	Scott	Associate Professor	Arts and Sciences	Political Science	\$ 68,550.00	\$ 72,663.00
Lamothe	Meeyoung	Associate Professor	Arts and Sciences	Political Science	\$ 68,550.00	\$ 72,663.00
Szymanski	Ann Marie	Associate Professor	Arts and Sciences	Political Science	\$ 82,917.00	\$ 84,290.00
Wert	Justin	Associate Professor	Arts and Sciences	Political Science	\$ 149,333.00	\$ 151,573.00
Workman	Samuel	Associate Professor	Arts and Sciences	Political Science	\$ 104,652.00	\$ 106,222.00
Hartley	Diana	Instructor	Arts and Sciences	Political Science	\$ 46,000.00	\$ 47,000.00
Rowlett	Melody	Lecturer	Arts and Sciences	Political Science	\$ 51,000.00	\$ 52,000.00
Valentine	Paul	Lecturer	Arts and Sciences	Political Science	\$ 50,000.00	\$ 51,000.00
Franklin	Aimee	Professor	Arts and Sciences	Political Science	\$ 104,037.00	\$ 109,265.00
Gaddie	Ronald	Professor	Arts and Sciences	Political Science	\$ 203,000.00	\$ 206,045.00
Givel	Michael	Professor	Arts and Sciences	Political Science	\$ 82,050.00	\$ 86,973.00
Hertzke	Allen	Professor	Arts and Sciences	Political Science	\$ 120,296.00	\$ 122,216.00
Jenkins Smith	Hank	Professor	Arts and Sciences	Political Science	\$ 224,828.40	\$ 228,201.00

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Robinson	Scott	Professor	Arts and Sciences	Political Science	\$ 200,944.00	\$ 203,958.00
Russell	Gregory	Professor	Arts and Sciences	Political Science	\$ 107,000.00	\$ 111,625.00
Silva	Carol	Professor	Arts and Sciences	Political Science	\$ 136,158.00	\$ 138,200.00
Burgett	Jennifer	Associate Professor	Arts and Sciences	Psychology	\$ 71,020.00	\$ 74,448.00
Carvallo	Mauricio	Associate Professor	Arts and Sciences	Psychology	\$ 72,807.00	\$ 76,209.00
Cavazos	Jenel	Associate Professor	Arts and Sciences	Psychology	\$ 75,000.00	\$ 77,956.00
Feltz	Adam	Associate Professor	Arts and Sciences	Psychology	\$ 105,000.00	\$ 106,575.00
Freeman	Erin	Associate Professor	Arts and Sciences	Psychology	\$ 80,000.00	\$ 81,938.00
Fuenzalida	Luz-Eugenia	Associate Professor	Arts and Sciences	Psychology	\$ 72,819.00	\$ 76,218.00
Kimball	Daniel	Associate Professor	Arts and Sciences	Psychology	\$ 84,048.00	\$ 85,309.00
Mayeux	Lara	Associate Professor	Arts and Sciences	Psychology	\$ 71,364.00	\$ 75,059.00
Snyder	Lori	Associate Professor	Arts and Sciences	Psychology	\$ 74,569.23	\$ 77,612.00
Song	Hairong	Associate Professor	Arts and Sciences	Psychology	\$ 85,000.00	\$ 86,275.00
Steinheider	Brigitte	Associate Professor	Arts and Sciences	Psychology	\$ 77,173.27	\$ 79,687.00
Cokely	Edward	Professor	Arts and Sciences	Psychology	\$ 102,060.00	\$ 108,184.00
Connelly Mumford	Mary	Professor	Arts and Sciences	Psychology	\$ 84,503.00	\$ 89,573.00
Day	Eric	Professor	Arts and Sciences	Psychology	\$ 135,000.00	\$ 143,100.00
Gronlund	Scott	Professor	Arts and Sciences	Psychology	\$ 95,573.00	\$ 101,307.00
Mendoza	Jorge	Professor	Arts and Sciences	Psychology	\$ 125,000.00	\$ 126,875.00
Mumford	Michael	Professor	Arts and Sciences	Psychology	\$ 187,771.64	\$ 190,588.00
Showers	Carolin	Professor	Arts and Sciences	Psychology	\$ 87,006.00	\$ 92,226.00
Terry	Robert	Professor	Arts and Sciences	Psychology	\$ 83,083.00	\$ 88,068.00
Wenger	Michael	Professor	Arts and Sciences	Psychology	\$ 118,717.80	\$ 121,675.00
Goble	Geoffrey	Assistant Professor	Arts and Sciences	Religious Studies	\$ 65,000.00	\$ 66,000.00
Hicks Keeton	Jill	Assistant Professor	Arts and Sciences	Religious Studies	\$ 65,000.00	\$ 66,000.00
Moodie	Deonnie	Assistant Professor	Arts and Sciences	Religious Studies	\$ 65,000.00	\$ 66,000.00
Cline	Rangar	Associate Professor	Arts and Sciences	Religious Studies	\$ 68,040.00	\$ 71,393.00
Vishanoff	David	Associate Professor	Arts and Sciences	Religious Studies	\$ 72,584.00	\$ 75,013.00
Kimball	Charles	Professor	Arts and Sciences	Religious Studies	\$ 184,500.00	\$ 187,268.00
Adamson	Tiffany	Assistant Professor	Arts and Sciences	Social Work	\$ 65,000.00	\$ 66,000.00
Brady	Shane	Assistant Professor	Arts and Sciences	Social Work	\$ 65,000.00	\$ 66,815.00
Cassie	Kimberly	Assistant Professor	Arts and Sciences	Social Work	\$ 75,000.00	\$ 76,125.00
Gandy Guedes	Megan	Assistant Professor	Arts and Sciences	Social Work	\$ 65,000.00	\$ 66,815.00
Grinnell Davis	Claudette	Assistant Professor	Arts and Sciences	Social Work	\$ 75,000.00	\$ 76,125.00
Jankowski	Carol	Assistant Professor	Arts and Sciences	Social Work	\$ 60,000.00	\$ 61,000.00
Kratz	Jonathan	Assistant Professor	Arts and Sciences	Social Work	\$ 60,000.00	\$ 61,000.00
McLeod	David	Assistant Professor	Arts and Sciences	Social Work	\$ 63,200.00	\$ 65,382.00
Munoz	Ricky	Assistant Professor	Arts and Sciences	Social Work	\$ 65,000.00	\$ 66,815.00
Noyori Corbett	Chie	Assistant Professor	Arts and Sciences	Social Work	\$ 59,100.00	\$ 62,116.00
Pettigrew	Dallas	Assistant Professor	Arts and Sciences	Social Work	\$ 60,000.00	\$ 61,000.00
Pharris	Angela	Assistant Professor	Arts and Sciences	Social Work	\$ 75,000.00	\$ 76,125.00
Riley	Ann	Assistant Professor	Arts and Sciences	Social Work	\$ 63,750.00	\$ 64,750.00
Byers	Lisa	Associate Professor	Arts and Sciences	Social Work	\$ 66,877.72	\$ 70,663.00
Dothard Peterson	Tina	Associate Professor	Arts and Sciences	Social Work	\$ 73,440.00	\$ 75,890.00

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Franklin	Lori	Associate Professor	Arts and Sciences	Social Work	\$ 74,500.00	\$ 75,618.00
Miller	Christina	Associate Professor	Arts and Sciences	Social Work	\$ 102,761.00	\$ 105,043.00
Natale	Anthony	Associate Professor	Arts and Sciences	Social Work	\$ 69,950.00	\$ 73,110.00
Wells	Steven	Associate Professor	Arts and Sciences	Social Work	\$ 71,931.39	\$ 73,010.00
Bewley	Kirby	Instructor	Arts and Sciences	Social Work	\$ 45,000.00	\$ 46,000.00
Butler King	Renea	Instructor	Arts and Sciences	Social Work	\$ 45,000.00	\$ 46,000.00
Dell	Jennifer	Instructor	Arts and Sciences	Social Work	\$ 55,000.00	\$ 56,000.00
Durrett	Sue	Instructor	Arts and Sciences	Social Work	\$ 45,000.00	\$ 46,000.00
Fritz	Teresa	Instructor	Arts and Sciences	Social Work	\$ 70,000.00	\$ 71,050.00
Kendrick	Charlotte	Instructor	Arts and Sciences	Social Work	\$ 45,000.00	\$ 46,000.00
McBride	Rachel	Instructor	Arts and Sciences	Social Work	\$ 45,000.00	\$ 46,000.00
Sanford	Pamela	Instructor	Arts and Sciences	Social Work	\$ 45,000.00	\$ 46,000.00
Brandt	Mary	Lecturer	Arts and Sciences	Social Work	\$ 46,000.00	\$ 47,000.00
Hellman	Chan	Professor	Arts and Sciences	Social Work	\$ 90,000.00	\$ 95,400.00
Miller Cribbs	Julie	Professor	Arts and Sciences	Social Work	\$ 145,000.00	\$ 147,392.00
Carl	John	Assistant Professor	Arts and Sciences	Sociology	\$ 55,000.00	\$ 56,000.00
Gerlinger	Julie	Assistant Professor	Arts and Sciences	Sociology	\$ 66,000.00	\$ 67,786.00
Hackney	Jennifer	Assistant Professor	Arts and Sciences	Sociology	\$ 55,570.00	\$ 56,570.00
Hill	Christopher	Assistant Professor	Arts and Sciences	Sociology	\$ 60,690.00	\$ 61,690.00
Perry	Samuel	Assistant Professor	Arts and Sciences	Sociology	\$ 82,000.00	\$ 83,230.00
Schleifer	Cyrus	Assistant Professor	Arts and Sciences	Sociology	\$ 62,000.00	\$ 64,600.00
Beutel	Ann	Associate Professor	Arts and Sciences	Sociology	\$ 71,110.00	\$ 73,629.00
Burge	Stephanie	Associate Professor	Arts and Sciences	Sociology	\$ 69,034.00	\$ 71,976.00
Chapple	Constance	Associate Professor	Arts and Sciences	Sociology	\$ 70,070.00	\$ 72,801.00
Clark	Robert	Associate Professor	Arts and Sciences	Sociology	\$ 69,534.00	\$ 72,374.00
Hope	Trina	Associate Professor	Arts and Sciences	Sociology	\$ 72,640.00	\$ 74,848.00
Maher	Erin	Associate Professor	Arts and Sciences	Sociology	\$ 100,000.00	\$ 101,500.00
Peck	Bob	Associate Professor	Arts and Sciences	Sociology	\$ 69,158.00	\$ 72,074.00
Piotrowski	Martin	Associate Professor	Arts and Sciences	Sociology	\$ 70,095.00	\$ 72,821.00
Worthen	Meredith	Associate Professor	Arts and Sciences	Sociology	\$ 69,305.00	\$ 72,192.00
Bass	Loretta	Professor	Arts and Sciences	Sociology	\$ 135,000.00	\$ 140,856.00
Burns	Thomas	Professor	Arts and Sciences	Sociology	\$ 100,855.22	\$ 105,328.00
Kroska	Amy	Professor	Arts and Sciences	Sociology	\$ 83,876.00	\$ 88,909.00
St John	Craig	Professor	Arts and Sciences	Sociology	\$ 130,000.00	\$ 131,950.00
Funnell	Lisa	Assistant Professor	Arts and Sciences	Women & Gender Studies	\$ 58,000.00	\$ 60,968.00
Sibbett	Megan	Assistant Professor	Arts and Sciences	Women & Gender Studies	\$ 53,000.00	\$ 54,000.00
Davidson	Maria	Associate Professor	Arts and Sciences	Women & Gender Studies	\$ 107,600.00	\$ 110,998.00
Mackey	Hollie	Associate Professor	Arts and Sciences	Women & Gender Studies	\$ 65,000.00	\$ 68,900.00
Langes	Rae	Lecturer	Arts and Sciences	Women & Gender Studies	\$ 45,000.00	\$ 46,000.00
Wall	JoAnna	Lecturer	Arts and Sciences	Women & Gender Studies	\$ 40,000.00	\$ 41,000.00
Klein	Petra	Assoc/Asst Dean	Atmospheric & Geogr. Sciences	Atmospheric&Geogr. Scs. Dean	\$ 210,000.00	\$ 213,150.00
Moore	Berrien	Dean	Atmospheric & Geogr. Sciences	Atmospheric&Geogr. Scs. Dean	\$ 367,093.00	\$ 372,599.00
Koch	Jennifer	Assistant Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 72,000.00	\$ 73,080.00
Lawhon	Mary	Assistant Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 76,000.00	\$ 77,140.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Loraamm	Rebecca	Assistant Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 69,000.00	\$ 70,035.00
Moreno Ramirez	Herman	Assistant Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 79,000.00	\$ 80,185.00
Neeson	Thomas	Assistant Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 72,000.00	\$ 73,080.00
Pierce	Joseph	Assistant Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 76,000.00	\$ 77,140.00
Gliedt	Travis	Associate Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 76,982.00	\$ 78,701.00
Mc Pherson	Renee	Associate Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 119,450.00	\$ 121,242.00
Purcell	Darren	Associate Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 77,831.08	\$ 79,377.00
Rundstrom	Robert	Associate Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 74,592.49	\$ 76,798.00
Smith	Laurel	Associate Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 75,266.00	\$ 77,334.00
Widener	Jeffrey	Associate Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 80,000.00	\$ 81,200.00
Ziolkowska	Jadwiga	Associate Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 97,200.00	\$ 98,658.00
de Beurs	Kirsten	Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 155,952.00	\$ 158,291.00
Greene	John	Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 124,000.00	\$ 125,860.00
Wimberly	Michael	Professor	Atmospheric & Geogr. Sciences	Geography and Environmental Sustainability	\$ 140,000.00	\$ 142,100.00
Furtado	Jason	Assistant Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 82,000.00	\$ 83,230.00
Homeyer	Cameron	Assistant Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 95,700.00	\$ 97,136.00
Martin	Elinor	Assistant Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 80,700.00	\$ 81,911.00
Sakaeda	Naoko	Assistant Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 82,000.00	\$ 83,230.00
Salesky	Scott	Assistant Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 82,000.00	\$ 83,230.00
Shafer	Mark	Assistant Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 108,800.00	\$ 110,432.00
Cavallo	Steven	Associate Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 88,940.00	\$ 91,196.00
Kloesel	Kevin	Associate Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 189,108.01	\$ 191,945.00
Kis	Amanda	Lecturer	Atmospheric & Geogr. Sciences	Meteorology	\$ 38,250.00	\$ 39,250.00
Biggerstaff	Michael	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 106,981.51	\$ 113,081.00
Bluestein	Howard	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 156,963.01	\$ 159,317.00
Chilson	Phillip	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 164,488.88	\$ 166,956.00
Droegemeier	Kelvin	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 250,470.00	\$ 254,227.00
Fedorovich	Evgeni	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 139,320.18	\$ 141,410.00
McFarquhar	Gregory	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 265,000.00	\$ 268,975.00
Palmer	Robert	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 300,000.00	\$ 304,500.00
Parsons	David	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 197,243.00	\$ 200,202.00
Redemann	Jens	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 287,500.00	\$ 291,813.00
Richman	Michael	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 115,374.24	\$ 119,766.00
Shapiro	Alan	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 117,231.66	\$ 121,246.00
Wang	Xuguang	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 170,000.00	\$ 172,550.00
Xue	Ming	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 160,755.00	\$ 163,166.00
Zhang	Guifu	Professor	Atmospheric & Geogr. Sciences	Meteorology	\$ 114,612.30	\$ 119,159.00
Christensen	Brant	Assistant Professor	Business	Accounting	\$ 200,000.00	\$ 203,000.00
Davis	Ashley	Assistant Professor	Business	Accounting	\$ 110,000.00	\$ 111,650.00
Hill	Mary	Assistant Professor	Business	Accounting	\$ 183,600.00	\$ 186,354.00
Li	Bin	Assistant Professor	Business	Accounting	\$ 200,000.00	\$ 203,000.00
Newton	Ashley	Assistant Professor	Business	Accounting	\$ 110,000.00	\$ 111,650.00
Ruch	George	Assistant Professor	Business	Accounting	\$ 185,000.00	\$ 187,775.00
Ayres	Frances	Assoc/Asst Dean	Business	Accounting	\$ 249,629.00	\$ 253,373.00

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Blaylock	Bradley	Associate Professor	Business	Accounting	\$ 220,000.00	\$ 223,300.00
Cuccia	Andrew	Associate Professor	Business	Accounting	\$ 140,957.04	\$ 147,949.00
Hennes	Karen	Associate Professor	Business	Accounting	\$ 185,000.00	\$ 187,775.00
Jensen	Kevan	Associate Professor	Business	Accounting	\$ 154,570.80	\$ 158,793.00
Price	Richard	Associate Professor	Business	Accounting	\$ 208,650.00	\$ 211,780.00
Stetson	Tracy	Associate Professor	Business	Accounting	\$ 110,000.00	\$ 111,650.00
Dulin	Joseph	Instructor	Business	Accounting	\$ 75,000.00	\$ 76,125.00
Hale	Jean	Instructor	Business	Accounting	\$ 110,000.00	\$ 111,650.00
Cuccia	Cynthia	Lecturer	Business	Accounting	\$ 67,940.00	\$ 68,959.00
Tankersley	Kaimee	Lecturer	Business	Accounting	\$ 80,000.00	\$ 81,200.00
Black	Ervin	Professor	Business	Accounting	\$ 275,000.00	\$ 280,298.00
Ghosh	Dipankar	Professor	Business	Accounting	\$ 240,108.00	\$ 243,710.00
Thomas	Wayne	Professor	Business	Accounting	\$ 298,469.01	\$ 302,946.00
Branham	Lady	Instructor	Business	Business Communications	\$ 40,000.00	\$ 41,000.00
Eaves	Katherine	Instructor	Business	Business Communications	\$ 40,000.00	\$ 41,000.00
Mohi	Sahar	Instructor	Business	Business Communications	\$ 40,000.00	\$ 41,000.00
Pedersen	Jocelyn	Instructor	Business	Business Communications	\$ 40,000.00	\$ 41,000.00
Jensen	Carolyn	Lecturer	Business	Business Communications	\$ 43,000.00	\$ 44,000.00
Dauffenbach	Robert	Assoc/Asst Dean	Business	Ctr For Economic & Mgmt Res	\$ 224,400.00	\$ 227,766.00
Bolen	Ronald	Assistant Professor	Business	Entrepreneurship and Economic Develop	\$ 168,300.00	\$ 170,825.00
Drover	Andrew	Assistant Professor	Business	Entrepreneurship and Economic Develop	\$ 135,000.00	\$ 137,025.00
Parris	Denise	Assistant Professor	Business	Entrepreneurship and Economic Develop	\$ 127,500.00	\$ 129,413.00
Wheeler	James	Assistant Professor	Business	Entrepreneurship and Economic Develop	\$ 148,869.00	\$ 151,102.00
Wolfe	Marcus	Assistant Professor	Business	Entrepreneurship and Economic Develop	\$ 151,459.00	\$ 153,731.00
Wavering	Thomas	Instructor	Business	Entrepreneurship and Economic Develop	\$ 190,000.00	\$ 192,850.00
Lumpkin	George	Professor	Business	Entrepreneurship and Economic Develop	\$ 336,111.00	\$ 341,153.00
Short	Jeremy	Professor	Business	Entrepreneurship and Economic Develop	\$ 220,000.00	\$ 223,300.00
Alam	Zinat	Assistant Professor	Business	Finance	\$ 127,500.00	\$ 129,413.00
Burt	Aaron	Assistant Professor	Business	Finance	\$ 205,000.00	\$ 208,075.00
Demiralp	Ilhan	Assistant Professor	Business	Finance	\$ 140,556.00	\$ 142,664.00
Farnsworth	Heber	Assistant Professor	Business	Finance	\$ 127,500.00	\$ 129,413.00
Holland	Sara	Assistant Professor	Business	Finance	\$ 220,000.00	\$ 223,300.00
Wang	Tong	Assistant Professor	Business	Finance	\$ 127,500.00	\$ 129,413.00
Wei	Wei	Assistant Professor	Business	Finance	\$ 127,500.00	\$ 129,413.00
Zhu	Heqing	Assistant Professor	Business	Finance	\$ 190,000.00	\$ 192,850.00
Litov	Lubomir	Associate Professor	Business	Finance	\$ 225,000.00	\$ 228,375.00
Stanhouse	Bryan	Associate Professor	Business	Finance	\$ 136,098.07	\$ 144,264.00
Hooper	Henry	Instructor	Business	Finance	\$ 105,000.00	\$ 106,575.00
McCown	James	Lecturer	Business	Finance	\$ 65,000.00	\$ 66,000.00
Fernando	Chitru	Professor	Business	Finance	\$ 354,444.00	\$ 359,761.00
Linn	Scott	Professor	Business	Finance	\$ 197,001.00	\$ 203,016.00
Megginson	William	Professor	Business	Finance	\$ 260,100.00	\$ 264,002.00
Stock	Duane	Professor	Business	Finance	\$ 183,600.00	\$ 192,342.00
Yadav	Pradeep	Professor	Business	Finance	\$ 274,364.00	\$ 278,479.00

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Anderson	Ronald	Assistant Professor	Business	Management and International Business	\$ 84,256.00	\$ 85,520.00
Baker	Colleen	Assistant Professor	Business	Management and International Business	\$ 135,000.00	\$ 139,302.00
Bolino	Ana	Assistant Professor	Business	Management and International Business	\$ 82,800.00	\$ 84,042.00
Grunsted	Michelle	Assistant Professor	Business	Management and International Business	\$ 135,000.00	\$ 137,025.00
Bradley	Bret	Associate Professor	Business	Management and International Business	\$ 140,000.00	\$ 146,182.00
Downs	Alexis	Associate Professor	Business	Management and International Business	\$ 87,000.00	\$ 88,305.00
Lepak	Robert	Lecturer	Business	Management and International Business	\$ 80,000.00	\$ 81,200.00
Quick	Traci	Lecturer	Business	Management and International Business	\$ 80,000.00	\$ 81,200.00
Bolino	Mark	Professor	Business	Management and International Business	\$ 210,000.00	\$ 213,150.00
Buckley	Michael	Professor	Business	Management and International Business	\$ 194,033.57	\$ 197,556.00
Ostas	Daniel	Professor	Business	Management and International Business	\$ 174,518.86	\$ 182,012.00
Russell	Craig	Professor	Business	Management and International Business	\$ 135,459.99	\$ 143,588.00
Shaffer	Margaret	Professor	Business	Management and International Business	\$ 185,000.00	\$ 190,361.00
Sharfman	Mark	Professor	Business	Management and International Business	\$ 234,437.00	\$ 244,073.00
Chidambaram	Lakshmanan	Assoc/Asst Dean	Business	Management Information Systems	\$ 285,300.00	\$ 289,580.00
Durcikova	Alexandra	Associate Professor	Business	Management Information Systems	\$ 143,208.00	\$ 145,356.00
Jensen	Matthew	Associate Professor	Business	Management Information Systems	\$ 175,000.00	\$ 177,625.00
Schwarzkopf	Albert	Associate Professor	Business	Management Information Systems	\$ 99,464.59	\$ 105,432.00
Shaft	Teresa	Associate Professor	Business	Management Information Systems	\$ 119,714.47	\$ 122,793.00
Sun	Heshan	Associate Professor	Business	Management Information Systems	\$ 175,000.00	\$ 177,625.00
Ackerman	Adam	Instructor	Business	Management Information Systems	\$ 75,000.00	\$ 76,125.00
Claybon	Rocio	Instructor	Business	Management Information Systems	\$ 65,000.00	\$ 66,000.00
Deitenbeck	Becky	Instructor	Business	Management Information Systems	\$ 75,000.00	\$ 76,125.00
Shreyasi	FNU	Instructor	Business	Management Information Systems	\$ 40,000.00	\$ 41,000.00
Bellah	Jeremy	Lecturer	Business	Management Information Systems	\$ 98,000.00	\$ 99,470.00
Miranda	Shaila	Professor	Business	Management Information Systems	\$ 157,022.00	\$ 160,322.00
Santhanam	Radhika	Professor	Business	Management Information Systems	\$ 249,333.00	\$ 253,073.00
Nath	Pravin	Assistant Professor	Business	Marketing and Supply Chain Management	\$ 151,980.00	\$ 154,260.00
Kasulis	Jack	Associate Professor	Business	Marketing and Supply Chain Management	\$ 190,068.83	\$ 194,181.00
Schmidt	Jeffrey	Associate Professor	Business	Marketing and Supply Chain Management	\$ 140,305.60	\$ 143,847.00
Wang	Qiong	Associate Professor	Business	Marketing and Supply Chain Management	\$ 157,529.00	\$ 159,892.00
Davidson	Ronald	Instructor	Business	Marketing and Supply Chain Management	\$ 115,000.00	\$ 116,725.00
Kissick	Elizabeth	Instructor	Business	Marketing and Supply Chain Management	\$ 65,000.00	\$ 66,000.00
Steyn	Theunis	Lecturer	Business	Marketing and Supply Chain Management	\$ 110,000.00	\$ 111,650.00
Ingene	Charles	Professor	Business	Marketing and Supply Chain Management	\$ 245,000.00	\$ 248,675.00
Muralidhar	Krishnamurthy	Professor	Business	Marketing and Supply Chain Management	\$ 170,000.00	\$ 177,142.00
Petersen	Kenneth	Professor	Business	Marketing and Supply Chain Management	\$ 240,000.00	\$ 243,600.00
Pullin	Daniel	Dean	Business	Office of the Dean	\$ 364,020.00	\$ 369,480.00
Chapman	Kenneth	Instructor	Business	Office of the Dean	\$ 70,000.00	\$ 71,050.00
Satterthwaite	Shad	Assoc/Asst Dean	Continuing Education Academic	Associate Dean's Office CLS/CE	\$ 146,780.00	\$ 148,982.00
Anderson	Brett	Instructor	Continuing Education Academic	Ctr For English As Second Lang	\$ 52,000.00	\$ 53,000.00
Corn	Janna	Instructor	Continuing Education Academic	Ctr For English As Second Lang	\$ 52,000.00	\$ 53,000.00
Hoyt	Thomas	Instructor	Continuing Education Academic	Ctr For English As Second Lang	\$ 52,000.00	\$ 53,000.00
Kirk	Hilary	Instructor	Continuing Education Academic	Ctr For English As Second Lang	\$ 52,000.00	\$ 53,000.00

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Martin	Mary	Instructor	Continuing Education Academic	Ctr For English As Second Lang	\$ 52,000.00	\$ 53,000.00
Parker	Laura	Instructor	Continuing Education Academic	Ctr For English As Second Lang	\$ 52,000.00	\$ 53,000.00
Robertson	Keely	Instructor	Continuing Education Academic	Ctr For English As Second Lang	\$ 52,000.00	\$ 53,000.00
Bedle	Heather	Assistant Professor	Earth and Energy	Geology and Geophysics	\$ 80,000.00	\$ 81,200.00
Behm	Michael	Assistant Professor	Earth and Energy	Geology and Geophysics	\$ 80,000.00	\$ 81,200.00
Carpenter	Brett	Assistant Professor	Earth and Energy	Geology and Geophysics	\$ 80,000.00	\$ 81,200.00
Chen	Xiaowei	Assistant Professor	Earth and Energy	Geology and Geophysics	\$ 80,000.00	\$ 81,200.00
Dee	Kato	Assistant Professor	Earth and Energy	Geology and Geophysics	\$ 80,000.00	\$ 81,200.00
Dulin	Shannon	Assistant Professor	Earth and Energy	Geology and Geophysics	\$ 70,000.00	\$ 71,050.00
Liu	Xiaolei	Assistant Professor	Earth and Energy	Geology and Geophysics	\$ 80,000.00	\$ 81,200.00
Elwood Madden	Megan	Associate Professor	Earth and Energy	Geology and Geophysics	\$ 86,830.56	\$ 88,133.00
Lupia	Richard	Associate Professor	Earth and Energy	Geology and Geophysics	\$ 87,818.97	\$ 93,088.00
Madden	Andrew	Associate Professor	Earth and Energy	Geology and Geophysics	\$ 80,827.86	\$ 83,297.00
Pigott	John	Associate Professor	Earth and Energy	Geology and Geophysics	\$ 82,855.41	\$ 84,912.00
Soreghan	Michael	Associate Professor	Earth and Energy	Geology and Geophysics	\$ 81,299.00	\$ 82,518.00
Weaver	Barry	Associate Professor	Earth and Energy	Geology and Geophysics	\$ 80,810.00	\$ 83,283.00
Aboulsleiman	Younane	Professor	Earth and Energy	Geology and Geophysics	\$ 201,412.50	\$ 204,434.00
Elmore	Richard	Professor	Earth and Energy	Geology and Geophysics	\$ 180,000.00	\$ 182,700.00
Engel	Michael	Professor	Earth and Energy	Geology and Geophysics	\$ 122,894.59	\$ 124,738.00
London	David	Professor	Earth and Energy	Geology and Geophysics	\$ 130,191.95	\$ 132,145.00
Mitra	Shankar	Professor	Earth and Energy	Geology and Geophysics	\$ 155,328.62	\$ 157,659.00
Pranter	Matthew	Professor	Earth and Energy	Geology and Geophysics	\$ 107,100.00	\$ 110,194.00
Slatt	Roger	Professor	Earth and Energy	Geology and Geophysics	\$ 175,455.55	\$ 178,087.00
Soreghan	Gerilyn	Professor	Earth and Energy	Geology and Geophysics	\$ 176,000.00	\$ 178,640.00
Westrop	Stephen	Professor	Earth and Energy	Geology and Geophysics	\$ 110,840.52	\$ 117,491.00
Stice	John	Dean	Earth and Energy	Other Earth and Energy	\$ 286,150.00	\$ 294,439.00
Fahs	Maichad	Assistant Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 85,680.00	\$ 88,120.00
Karami Mirazizi	Hamidreza	Assistant Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 86,000.00	\$ 88,375.00
Misra	Siddharth	Assistant Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 85,000.00	\$ 87,578.00
Ousseini Tinni	Ali	Assistant Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 86,000.00	\$ 88,375.00
Salahi	Saeed	Assistant Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 89,000.00	\$ 90,764.00
Ahmed	Ramadan	Associate Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 105,178.00	\$ 110,943.00
Devegowda	Deepak	Associate Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 104,022.00	\$ 110,023.00
Ghanbarnezhad Moghanloo	Rouzbeh	Associate Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 92,534.00	\$ 98,086.00
Reza	Zulfiquar	Associate Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 100,000.00	\$ 106,000.00
Teodoriu	Catalin	Associate Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 120,000.00	\$ 122,750.00
Wu	Xingru	Associate Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 103,020.00	\$ 109,201.00
Ghassemi	Ahmad	Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 154,020.00	\$ 158,591.00
Rai	Chandra	Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 212,948.46	\$ 217,500.00
Sharma	Suresh	Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 115,260.00	\$ 116,989.00
Shiau	Bor Jier	Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 110,646.00	\$ 117,285.00
Sondergeld	Carl	Professor	Earth and Energy	Petroleum & Geological Engineering	\$ 163,287.72	\$ 165,973.00
Lake	Vickie	Assoc/Asst Dean	Education	Education Dean	\$ 102,723.20	\$ 108,887.00
Garn	Gregg	Dean	Education	Education Dean	\$ 272,350.00	\$ 276,435.00

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Kalinski	John	Instructor	Education	Education Dean	\$ 52,000.00	\$ 53,000.00
Ford	Timothy	Assistant Professor	Education	Educational Leadership & Policy Studies	\$ 65,000.00	\$ 66,084.00
Hamilin	Daniel	Assistant Professor	Education	Educational Leadership & Policy Studies	\$ 60,000.00	\$ 62,302.00
Haslerig	Siduri	Assistant Professor	Education	Educational Leadership & Policy Studies	\$ 65,000.00	\$ 66,084.00
Hextrum	Kirsten	Assistant Professor	Education	Educational Leadership & Policy Studies	\$ 59,500.00	\$ 61,703.00
Houston	Derek	Assistant Professor	Education	Educational Leadership & Policy Studies	\$ 61,000.00	\$ 62,898.00
Kim	Junghwan	Assistant Professor	Education	Educational Leadership & Policy Studies	\$ 58,000.00	\$ 60,508.00
Urlick	Angela	Assistant Professor	Education	Educational Leadership & Policy Studies	\$ 64,160.00	\$ 65,415.00
Velazquez	Mirelisie	Assistant Professor	Education	Educational Leadership & Policy Studies	\$ 59,000.00	\$ 61,305.00
Adams	Curt	Associate Professor	Education	Educational Leadership & Policy Studies	\$ 78,000.00	\$ 79,297.00
Edwards	Kirsten	Associate Professor	Education	Educational Leadership & Policy Studies	\$ 73,000.00	\$ 75,314.00
Gutierrez	Kathrine	Associate Professor	Education	Educational Leadership & Policy Studies	\$ 62,503.53	\$ 63,504.00
Jones	John	Associate Professor	Education	Educational Leadership & Policy Studies	\$ 61,000.00	\$ 62,000.00
Ballard	Keith	Professor	Education	Educational Leadership & Policy Studies	\$ 110,000.00	\$ 111,650.00
Edwards	Beverly	Professor	Education	Educational Leadership & Policy Studies	\$ 83,444.00	\$ 84,696.00
Frick	William	Professor	Education	Educational Leadership & Policy Studies	\$ 84,424.00	\$ 89,489.00
Lim	Doo	Professor	Education	Educational Leadership & Policy Studies	\$ 78,380.00	\$ 83,083.00
Maiden	Jeffrey	Professor	Education	Educational Leadership & Policy Studies	\$ 74,962.16	\$ 79,460.00
Vaught	Sabina	Professor	Education	Educational Leadership & Policy Studies	\$ 135,000.00	\$ 139,171.00
Heddy	Benjamin	Assistant Professor	Education	Educational Psychology	\$ 66,500.00	\$ 67,951.00
Peltier	Corey	Assistant Professor	Education	Educational Psychology	\$ 65,000.00	\$ 66,581.00
Stare	Bryan	Assistant Professor	Education	Educational Psychology	\$ 58,000.00	\$ 59,000.00
Debacker	Teresa	Assoc/Asst Dean	Education	Educational Psychology	\$ 150,541.00	\$ 152,799.00
Bradshaw	Amy	Associate Professor	Education	Educational Psychology	\$ 61,791.51	\$ 65,499.00
Crowson	Howard	Associate Professor	Education	Educational Psychology	\$ 67,800.00	\$ 71,751.00
Cullen	Theresa	Associate Professor	Education	Educational Psychology	\$ 69,677.02	\$ 73,246.00
Fernando	Delini	Associate Professor	Education	Educational Psychology	\$ 73,000.00	\$ 75,893.00
Hennessey	Maeghan	Associate Professor	Education	Educational Psychology	\$ 67,999.28	\$ 71,910.00
Hong	Ji	Associate Professor	Education	Educational Psychology	\$ 67,999.28	\$ 71,910.00
Williams Diehm	Kendra	Associate Professor	Education	Educational Psychology	\$ 96,666.65	\$ 100,659.00
Davis	Gary	Instructor	Education	Educational Psychology	\$ 56,000.00	\$ 57,000.00
Carr	Rachel	Lecturer	Education	Educational Psychology	\$ 50,000.00	\$ 51,000.00
Ge	Xun	Professor	Education	Educational Psychology	\$ 98,137.00	\$ 101,848.00
McWhirter	Paula	Professor	Education	Educational Psychology	\$ 86,000.00	\$ 91,160.00
Robbins	Rockey	Professor	Education	Educational Psychology	\$ 72,424.48	\$ 76,770.00
Dewhirst	Courtney	Assistant Professor	Education	Instructional Leadership & Academic Curriculum	\$ 59,000.00	\$ 61,511.00
Feille	Kelly	Assistant Professor	Education	Instructional Leadership & Academic Curriculum	\$ 60,500.00	\$ 62,706.00
Henry	Aiyana	Assistant Professor	Education	Instructional Leadership & Academic Curriculum	\$ 59,840.00	\$ 60,840.00
Raymond	Kate	Assistant Professor	Education	Instructional Leadership & Academic Curriculum	\$ 60,500.00	\$ 62,706.00
Torres	Heidi	Assistant Professor	Education	Instructional Leadership & Academic Curriculum	\$ 59,000.00	\$ 61,511.00
Baines	Lawrence	Assoc/Asst Dean	Education	Instructional Leadership & Academic Curriculum	\$ 129,775.62	\$ 132,583.00
Brugar	Kristy	Associate Professor	Education	Instructional Leadership & Academic Curriculum	\$ 68,040.00	\$ 70,715.00
Ethridge	Elizabeth	Associate Professor	Education	Instructional Leadership & Academic Curriculum	\$ 73,000.00	\$ 74,666.00
Hill	Crag	Associate Professor	Education	Instructional Leadership & Academic Curriculum	\$ 65,221.00	\$ 68,470.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Kwon	Kyong Ah	Associate Professor	Education	Instructional Leadership & Academic Curriculum	\$ 72,000.00	\$ 73,870.00
Laubach	Timothy	Associate Professor	Education	Instructional Leadership & Academic Curriculum	\$ 67,175.94	\$ 70,027.00
Reeder	Stacy	Associate Professor	Education	Instructional Leadership & Academic Curriculum	\$ 126,527.00	\$ 128,425.00
Borden	Rebecca	Instructor	Education	Instructional Leadership & Academic Curriculum	\$ 50,000.00	\$ 51,000.00
Lawrence	Whitney	Instructor	Education	Instructional Leadership & Academic Curriculum	\$ 38,000.00	\$ 39,000.00
Snodgrass	Sara	Instructor	Education	Instructional Leadership & Academic Curriculum	\$ 45,000.00	\$ 46,000.00
Waggoner	Rebecca	Instructor	Education	Instructional Leadership & Academic Curriculum	\$ 45,000.00	\$ 46,000.00
Beach	Sara	Professor	Education	Instructional Leadership & Academic Curriculum	\$ 82,113.76	\$ 87,041.00
Horn	Diane	Professor	Education	Instructional Leadership & Academic Curriculum	\$ 231,000.00	\$ 234,465.00
Houser	Neil	Professor	Education	Instructional Leadership & Academic Curriculum	\$ 80,749.00	\$ 85,594.00
Ruan	Jiening	Professor	Education	Instructional Leadership & Academic Curriculum	\$ 70,203.36	\$ 74,416.00
Cai	Jie	Assistant Professor	Engineering	Aerospace & Mechanical Engineering	\$ 85,000.00	\$ 86,718.00
Dalton	Christopher	Assistant Professor	Engineering	Aerospace & Mechanical Engineering	\$ 80,000.00	\$ 81,200.00
Garg	Jivtesh	Assistant Professor	Engineering	Aerospace & Mechanical Engineering	\$ 81,600.00	\$ 84,010.00
Hays	Thomas	Assistant Professor	Engineering	Aerospace & Mechanical Engineering	\$ 89,000.00	\$ 90,335.00
L Afflitto	Andrea	Assistant Professor	Engineering	Aerospace & Mechanical Engineering	\$ 85,000.00	\$ 86,718.00
Lee	Chung Hao	Assistant Professor	Engineering	Aerospace & Mechanical Engineering	\$ 85,000.00	\$ 86,718.00
Liu	Yingtao	Assistant Professor	Engineering	Aerospace & Mechanical Engineering	\$ 80,000.00	\$ 82,736.00
Shabgard	Hamidreza	Assistant Professor	Engineering	Aerospace & Mechanical Engineering	\$ 85,000.00	\$ 86,718.00
Attar	Peter	Associate Professor	Engineering	Aerospace & Mechanical Engineering	\$ 85,033.71	\$ 89,618.00
Baldwin	James	Associate Professor	Engineering	Aerospace & Mechanical Engineering	\$ 84,994.56	\$ 89,586.00
Dai	Chenkai	Associate Professor	Engineering	Aerospace & Mechanical Engineering	\$ 95,000.00	\$ 97,556.00
Merchan Merchan	Wilson	Associate Professor	Engineering	Aerospace & Mechanical Engineering	\$ 85,033.71	\$ 89,618.00
Song	Li	Associate Professor	Engineering	Aerospace & Mechanical Engineering	\$ 110,772.00	\$ 112,434.00
Altan	Mustafa	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 146,027.00	\$ 148,217.00
Chang	Kuang Hua	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 114,016.53	\$ 120,858.00
Gan	Rong	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 124,375.61	\$ 130,230.00
Gramoll	Kurt	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 111,874.44	\$ 118,587.00
Lai	Fengchuan	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 96,458.42	\$ 102,246.00
Miller	David	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 132,983.25	\$ 137,086.00
Mistree	Farrakh	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 149,710.50	\$ 151,956.00
Parthasarathy	Ramkumar	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 111,082.02	\$ 117,747.00
Saha	Mirinal	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 95,390.00	\$ 101,113.00
Siddique	Zahed	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 182,800.00	\$ 187,154.00
Stafford	Harold	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 115,370.55	\$ 122,293.00
Vedula	Prakash	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 95,662.00	\$ 101,402.00
Walters	Dibbon	Professor	Engineering	Aerospace & Mechanical Engineering	\$ 135,000.00	\$ 138,693.00
Acar	Handan	Assistant Professor	Engineering	Biomedical Engineering	\$ 92,000.00	\$ 93,380.00
Childers	Rachel	Assistant Professor	Engineering	Biomedical Engineering	\$ 95,000.00	\$ 96,425.00
Moore	Marc	Assistant Professor	Engineering	Biomedical Engineering	\$ 95,000.00	\$ 96,425.00
Tang	Qinggong	Assistant Professor	Engineering	Biomedical Engineering	\$ 92,000.00	\$ 93,380.00
Wilhelm	Stefan	Assistant Professor	Engineering	Biomedical Engineering	\$ 92,000.00	\$ 93,380.00
Yuan	Han	Assistant Professor	Engineering	Biomedical Engineering	\$ 85,000.00	\$ 87,229.00
Bodurka	Jerzy	Associate Professor	Engineering	Biomedical Engineering	\$ 28,898.00	\$ 30,632.00

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Detamore	Michael	Professor	Engineering	Biomedical Engineering	\$ 215,000.00	\$ 218,225.00
Ding	Lei	Professor	Engineering	Biomedical Engineering	\$ 98,403.22	\$ 104,307.00
Galizia	Michele	Assistant Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 90,500.00	\$ 91,858.00
Gao	Jie	Assistant Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 85,000.00	\$ 86,275.00
Huang	Liangliang	Assistant Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 87,000.00	\$ 88,596.00
Razavi	Sepideh	Assistant Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 90,500.00	\$ 91,858.00
Wang	Bin	Assistant Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 87,000.00	\$ 88,596.00
Crossley	Steven	Associate Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 106,940.80	\$ 108,545.00
Nollert	Matthias	Associate Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 90,270.00	\$ 94,697.00
Grady	Brian	Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 183,479.00	\$ 189,562.00
Harrison	Roger	Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 114,666.86	\$ 121,547.00
Harwell	Jeffrey	Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 164,100.29	\$ 166,562.00
Lobban	Lance	Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 144,928.00	\$ 148,001.00
O'Rear	Edgar	Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 140,230.55	\$ 144,260.00
Papavassiliou	Dimitrios	Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 129,638.00	\$ 135,822.00
Resasco	Daniel	Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 164,257.13	\$ 166,721.00
Shambaugh	Robert	Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 110,981.67	\$ 117,641.00
Sikavitsas	Vassilios	Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 99,798.00	\$ 105,786.00
Walters	Keisha	Professor	Engineering	Chemical, Biological, and Materials Engineering	\$ 132,500.00	\$ 138,102.00
Harvey	Philip	Assistant Professor	Engineering	Civil Engineering & Environmental Science	\$ 80,000.00	\$ 82,248.00
Wang	Naiyu	Assistant Professor	Engineering	Civil Engineering & Environmental Science	\$ 81,600.00	\$ 83,523.00
Yang	Tiantian	Assistant Professor	Engineering	Civil Engineering & Environmental Science	\$ 85,000.00	\$ 86,275.00
Basara	Jeffrey	Associate Professor	Engineering	Civil Engineering & Environmental Science	\$ 97,849.00	\$ 99,317.00
Floyd	Royce	Associate Professor	Engineering	Civil Engineering & Environmental Science	\$ 82,620.00	\$ 86,760.00
Pei	Jinsong	Associate Professor	Engineering	Civil Engineering & Environmental Science	\$ 86,268.54	\$ 89,666.00
Ramseyer	Christopher	Associate Professor	Engineering	Civil Engineering & Environmental Science	\$ 93,800.00	\$ 95,207.00
Vogel	Jason	Associate Professor	Engineering	Civil Engineering & Environmental Science	\$ 150,000.00	\$ 152,250.00
Volz	Jeffery	Associate Professor	Engineering	Civil Engineering & Environmental Science	\$ 125,000.00	\$ 126,875.00
Butler	Elizabeth	Professor	Engineering	Civil Engineering & Environmental Science	\$ 105,313.46	\$ 111,632.00
Cerato	Amy	Professor	Engineering	Civil Engineering & Environmental Science	\$ 160,000.00	\$ 162,400.00
Hatami	Kianoosh	Professor	Engineering	Civil Engineering & Environmental Science	\$ 104,037.85	\$ 110,280.00
Hong	Yang	Professor	Engineering	Civil Engineering & Environmental Science	\$ 189,000.00	\$ 191,835.00
Kibbey	Tohren	Professor	Engineering	Civil Engineering & Environmental Science	\$ 107,531.96	\$ 113,984.00
Knox	Robert	Professor	Engineering	Civil Engineering & Environmental Science	\$ 125,432.27	\$ 129,274.00
Kolar	Randall	Professor	Engineering	Civil Engineering & Environmental Science	\$ 185,538.00	\$ 188,321.00
Miller	Gerald	Professor	Engineering	Civil Engineering & Environmental Science	\$ 118,943.64	\$ 124,106.00
Muraleetharan	Kanthasamy	Professor	Engineering	Civil Engineering & Environmental Science	\$ 127,471.40	\$ 130,898.00
Nairn	Robert	Professor	Engineering	Civil Engineering & Environmental Science	\$ 132,861.00	\$ 135,191.00
Nanny	Mark	Professor	Engineering	Civil Engineering & Environmental Science	\$ 104,113.00	\$ 110,360.00
Sabatini	David	Professor	Engineering	Civil Engineering & Environmental Science	\$ 131,503.11	\$ 134,110.00
Strevett	Keith	Professor	Engineering	Civil Engineering & Environmental Science	\$ 114,428.61	\$ 120,509.00
Zaman	Musharraf	Professor	Engineering	Civil Engineering & Environmental Science	\$ 186,317.53	\$ 189,112.00
Fang	Song	Assistant Professor	Engineering	Computer Science	\$ 93,000.00	\$ 94,395.00
Grant	Christian	Assistant Professor	Engineering	Computer Science	\$ 85,000.00	\$ 87,893.00

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Jabrzemski	Rafal	Assistant Professor	Engineering	Computer Science	\$ 80,000.00	\$ 81,200.00
Fagg	Andrew	Associate Professor	Engineering	Computer Science	\$ 99,462.27	\$ 101,979.00
Hougen	Dean	Associate Professor	Engineering	Computer Science	\$ 105,957.68	\$ 107,547.00
Pan	Chongle	Associate Professor	Engineering	Computer Science	\$ 123,750.00	\$ 125,606.00
Trytten	Deborah	Associate Professor	Engineering	Computer Science	\$ 111,178.00	\$ 112,846.00
Weaver	Christopher	Associate Professor	Engineering	Computer Science	\$ 93,866.00	\$ 97,522.00
Atiqzaman	Mohammed	Professor	Engineering	Computer Science	\$ 129,981.00	\$ 133,729.00
Cheng	Qi	Professor	Engineering	Computer Science	\$ 114,363.00	\$ 121,225.00
Gruenwald	Gia Loi	Professor	Engineering	Computer Science	\$ 135,101.04	\$ 137,807.00
Kim	Changwook	Professor	Engineering	Computer Science	\$ 90,644.82	\$ 96,084.00
Lakshmirahnan	Sivaramakrishnan	Professor	Engineering	Computer Science	\$ 138,806.76	\$ 140,889.00
McGovern	Amy	Professor	Engineering	Computer Science	\$ 103,865.00	\$ 110,097.00
Radhakrishnan	Sridhar	Professor	Engineering	Computer Science	\$ 199,000.00	\$ 201,985.00
Chan	Kam Wai	Assistant Professor	Engineering	Electrical and Computer Engineering	\$ 86,700.00	\$ 88,726.00
Fitzmorris	Cliff	Assistant Professor	Engineering	Electrical and Computer Engineering	\$ 90,000.00	\$ 91,350.00
Imran	Ali	Assistant Professor	Engineering	Electrical and Computer Engineering	\$ 95,000.00	\$ 96,425.00
McDaniel	Jay	Assistant Professor	Engineering	Electrical and Computer Engineering	\$ 90,000.00	\$ 91,355.00
Metcalf	Justin	Assistant Professor	Engineering	Electrical and Computer Engineering	\$ 92,000.00	\$ 93,380.00
Moses	Paul	Assistant Professor	Engineering	Electrical and Computer Engineering	\$ 85,000.00	\$ 87,372.00
Qiu	Yuchen	Assistant Professor	Engineering	Electrical and Computer Engineering	\$ 85,000.00	\$ 87,372.00
Ruyle	Jessica	Assistant Professor	Engineering	Electrical and Computer Engineering	\$ 90,000.00	\$ 91,355.00
Salazar Cerreno	Jorge	Assistant Professor	Engineering	Electrical and Computer Engineering	\$ 86,000.00	\$ 88,168.00
Weng	Binbin	Assistant Professor	Engineering	Electrical and Computer Engineering	\$ 90,000.00	\$ 91,355.00
Xiang	Liangzhong	Assistant Professor	Engineering	Electrical and Computer Engineering	\$ 85,000.00	\$ 87,372.00
Barnes	Ronald	Associate Professor	Engineering	Electrical and Computer Engineering	\$ 91,729.62	\$ 95,379.00
Cheng	Szeming	Associate Professor	Engineering	Electrical and Computer Engineering	\$ 100,000.00	\$ 101,967.00
Fulton	Caleb	Associate Professor	Engineering	Electrical and Computer Engineering	\$ 97,600.00	\$ 100,055.00
Jiang	Ning	Associate Professor	Engineering	Electrical and Computer Engineering	\$ 99,957.99	\$ 101,933.00
Sigmarsson	Hjalti	Associate Professor	Engineering	Electrical and Computer Engineering	\$ 99,360.00	\$ 101,457.00
Tang	Choon Yik	Associate Professor	Engineering	Electrical and Computer Engineering	\$ 88,576.80	\$ 92,868.00
Davis	Chad	Lecturer	Engineering	Electrical and Computer Engineering	\$ 81,600.00	\$ 82,824.00
Petrich	Erik	Lecturer	Engineering	Electrical and Computer Engineering	\$ 32,000.00	\$ 33,000.00
Cruz	Joao	Professor	Engineering	Electrical and Computer Engineering	\$ 198,993.20	\$ 201,978.00
Goodman	Nathan	Professor	Engineering	Electrical and Computer Engineering	\$ 170,316.00	\$ 172,871.00
Havlicek	Joseph	Professor	Engineering	Electrical and Computer Engineering	\$ 126,114.30	\$ 132,209.00
Jo	Javier	Professor	Engineering	Electrical and Computer Engineering	\$ 167,000.00	\$ 169,505.00
Liu	Hong	Professor	Engineering	Electrical and Computer Engineering	\$ 306,000.00	\$ 310,590.00
Mc Cann	Patrick	Professor	Engineering	Electrical and Computer Engineering	\$ 161,666.94	\$ 164,092.00
Refai	Hazem	Professor	Engineering	Electrical and Computer Engineering	\$ 158,000.00	\$ 160,370.00
Runolfsson	Thordur	Professor	Engineering	Electrical and Computer Engineering	\$ 130,555.84	\$ 135,747.00
Shi	Zhisheng	Professor	Engineering	Electrical and Computer Engineering	\$ 147,900.00	\$ 150,119.00
Yang	Rui	Professor	Engineering	Electrical and Computer Engineering	\$ 126,932.44	\$ 132,861.00
Yeary	Mark	Professor	Engineering	Electrical and Computer Engineering	\$ 183,000.00	\$ 185,745.00
Yu	Tian You	Professor	Engineering	Electrical and Computer Engineering	\$ 170,421.00	\$ 172,977.00

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Zhang	Yan	Professor	Engineering	Electrical and Computer Engineering	\$ 107,850.00	\$ 114,321.00
Zheng	Bin	Professor	Engineering	Electrical and Computer Engineering	\$ 153,000.00	\$ 155,295.00
Dodd	Owen	Assistant Professor	Engineering	Industrial & Systems Engineering	\$ 80,000.00	\$ 81,200.00
Gonzalez Huertas	Andres	Assistant Professor	Engineering	Industrial & Systems Engineering	\$ 90,000.00	\$ 91,350.00
Huebner Dos Reis	Pedro	Assistant Professor	Engineering	Industrial & Systems Engineering	\$ 90,000.00	\$ 91,350.00
Kang	Zilho	Assistant Professor	Engineering	Industrial & Systems Engineering	\$ 84,000.00	\$ 85,721.00
Mohebbi	Shima	Assistant Professor	Engineering	Industrial & Systems Engineering	\$ 90,000.00	\$ 91,350.00
Nicholson	Charles	Assistant Professor	Engineering	Industrial & Systems Engineering	\$ 85,680.00	\$ 87,060.00
Barker	Kash	Associate Professor	Engineering	Industrial & Systems Engineering	\$ 93,636.00	\$ 96,051.00
Allen	Janet	Professor	Engineering	Industrial & Systems Engineering	\$ 106,110.60	\$ 112,477.00
Raman	Shivakumar	Professor	Engineering	Industrial & Systems Engineering	\$ 200,000.00	\$ 203,000.00
Trafalis	Theodore	Professor	Engineering	Industrial & Systems Engineering	\$ 113,119.03	\$ 119,906.00
Antonio	John	Assoc/Asst Dean	Engineering	Other Engineering	\$ 215,000.00	\$ 218,225.00
Shehab	Randa	Assoc/Asst Dean	Engineering	Other Engineering	\$ 200,000.00	\$ 203,000.00
Neeman	Henry	Associate Professor	Engineering	Other Engineering	\$ 124,999.52	\$ 128,591.00
Landers	Thomas	Dean	Engineering	Other Engineering	\$ 278,368.00	\$ 288,240.00
Wolfinbarger	Kimberly	Lecturer	Engineering	Other Engineering	\$ 81,600.00	\$ 82,824.00
Lyst	Roxanne	Assistant Professor	Fine Arts	Dance	\$ 53,500.00	\$ 55,312.00
Steffensen	Leslie	Assistant Professor	Fine Arts	Dance	\$ 54,000.00	\$ 55,911.00
Bearden	Michael	Associate Professor	Fine Arts	Dance	\$ 121,600.00	\$ 123,424.00
Hartel	Austin	Associate Professor	Fine Arts	Dance	\$ 63,255.40	\$ 65,914.00
Lindberg	Jeremy	Associate Professor	Fine Arts	Dance	\$ 57,179.86	\$ 60,611.00
Dossev	Boyko	Instructor	Fine Arts	Dance	\$ 50,000.00	\$ 51,000.00
Erivanov	Yury	Instructor	Fine Arts	Dance	\$ 41,000.00	\$ 42,000.00
Fugit	Jan	Instructor	Fine Arts	Dance	\$ 55,000.00	\$ 56,000.00
Herrin	Rebecca	Instructor	Fine Arts	Dance	\$ 39,136.00	\$ 40,136.00
Madson	Ellen	Instructor	Fine Arts	Dance	\$ 39,138.08	\$ 40,138.00
Redwine	Kathleen	Lecturer	Fine Arts	Dance	\$ 40,000.00	\$ 41,000.00
Alberti	Joseph	Assistant Professor	Fine Arts	Drama	\$ 50,000.00	\$ 52,342.00
Sarmiento	Uldarico	Assistant Professor	Fine Arts	Drama	\$ 45,000.00	\$ 47,700.00
Sprecker	Richard	Assistant Professor	Fine Arts	Drama	\$ 48,500.00	\$ 51,147.00
Cracknell	Lloyd	Associate Professor	Fine Arts	Drama	\$ 53,500.00	\$ 56,710.00
Ellis	Matthew	Associate Professor	Fine Arts	Drama	\$ 51,000.00	\$ 54,060.00
Mortimer	Alissa	Associate Professor	Fine Arts	Drama	\$ 52,000.00	\$ 55,120.00
Sadler	Christopher	Associate Professor	Fine Arts	Drama	\$ 51,000.00	\$ 54,060.00
Shaughnessy	Susan	Associate Professor	Fine Arts	Drama	\$ 63,480.43	\$ 65,963.00
Young	Jon	Associate Professor	Fine Arts	Drama	\$ 61,884.98	\$ 64,692.00
Koger	Alicia	Professor	Fine Arts	Drama	\$ 65,000.00	\$ 68,900.00
Orr	Thomas	Professor	Fine Arts	Drama	\$ 126,100.00	\$ 127,992.00
Pender	Judith	Professor	Fine Arts	Drama	\$ 66,300.00	\$ 70,278.00
Fung	Adrian	Assoc/Asst Dean	Fine Arts	Fine Arts Dean's Office	\$ 185,000.00	\$ 187,775.00
Holt	Mary	Dean	Fine Arts	Fine Arts Dean's Office	\$ 239,950.00	\$ 243,549.00
Ambrosini	Armand	Assistant Professor	Fine Arts	Music	\$ 46,000.00	\$ 47,000.00
Baumgartner	Christopher	Assistant Professor	Fine Arts	Music	\$ 63,500.00	\$ 64,500.00

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Flanagan	Leslie	Assistant Professor	Fine Arts	Music	\$ 61,000.00	\$ 62,000.00
Gerber	Casey	Assistant Professor	Fine Arts	Music	\$ 54,000.00	\$ 55,912.00
Hammett	Larry	Assistant Professor	Fine Arts	Music	\$ 57,500.00	\$ 58,500.00
Hancock	Michael	Assistant Professor	Fine Arts	Music	\$ 70,000.00	\$ 71,050.00
Howard	David	Assistant Professor	Fine Arts	Music	\$ 54,000.00	\$ 55,000.00
Koerner	Bryan	Assistant Professor	Fine Arts	Music	\$ 56,000.00	\$ 57,505.00
Lipinski	Igor	Assistant Professor	Fine Arts	Music	\$ 54,000.00	\$ 55,912.00
McCrory	Mark	Assistant Professor	Fine Arts	Music	\$ 54,000.00	\$ 55,912.00
Spitzer	Damin	Assistant Professor	Fine Arts	Music	\$ 68,000.00	\$ 69,020.00
Swinkin	Jeffrey	Assistant Professor	Fine Arts	Music	\$ 54,000.00	\$ 55,912.00
Britt	Brian	Assoc/Asst Dean	Fine Arts	Music	\$ 175,000.00	\$ 177,625.00
Ackmann	Rodney	Associate Professor	Fine Arts	Music	\$ 68,667.00	\$ 69,976.00
Avery	Elizabeth	Associate Professor	Fine Arts	Music	\$ 58,320.00	\$ 61,734.00
Burcham	Joel	Associate Professor	Fine Arts	Music	\$ 68,299.00	\$ 69,682.00
Dell	Charlene	Associate Professor	Fine Arts	Music	\$ 69,696.00	\$ 70,795.00
Dobbins	Brian	Associate Professor	Fine Arts	Music	\$ 68,645.00	\$ 69,958.00
Koh	Min Jeong	Associate Professor	Fine Arts	Music	\$ 75,000.00	\$ 76,125.00
Lee	Gregory	Associate Professor	Fine Arts	Music	\$ 65,835.00	\$ 67,720.00
Nichol	Jonathan	Associate Professor	Fine Arts	Music	\$ 78,000.00	\$ 79,170.00
Richstone	Lorne	Associate Professor	Fine Arts	Music	\$ 68,499.12	\$ 69,842.00
Ruck	Jonathan	Associate Professor	Fine Arts	Music	\$ 66,020.00	\$ 67,867.00
Saltzstein	Jennifer	Associate Professor	Fine Arts	Music	\$ 66,135.00	\$ 67,959.00
Schwartz	Daniel	Associate Professor	Fine Arts	Music	\$ 63,180.00	\$ 65,605.00
Simon	Shanti	Associate Professor	Fine Arts	Music	\$ 135,000.00	\$ 137,025.00
Tirk	Suzanne	Associate Professor	Fine Arts	Music	\$ 68,484.00	\$ 69,830.00
Arana	Miranda	Instructor	Fine Arts	Music	\$ 18,000.00	\$ 19,000.00
Cotton	Robin	Instructor	Fine Arts	Music	\$ 25,600.00	\$ 26,600.00
Johnson	Andrea	Instructor	Fine Arts	Music	\$ 40,000.00	\$ 41,000.00
LeBlanc Germain	Gaye	Instructor	Fine Arts	Music	\$ 48,000.00	\$ 49,000.00
Miller	Kyle	Instructor	Fine Arts	Music	\$ 32,000.00	\$ 33,000.00
Shames	Stephanie	Instructor	Fine Arts	Music	\$ 53,000.00	\$ 54,000.00
Wilkinson	Jay	Instructor	Fine Arts	Music	\$ 39,300.00	\$ 40,300.00
Akarepi	Ekaterini	Lecturer	Fine Arts	Music	\$ 38,000.00	\$ 39,000.00
Baughman	Melissa	Lecturer	Fine Arts	Music	\$ 52,000.00	\$ 53,000.00
Brittan	Anne Valerie	Lecturer	Fine Arts	Music	\$ 42,000.00	\$ 43,000.00
Coelho de Souza	Marijorie	Lecturer	Fine Arts	Music	\$ 49,000.00	\$ 50,000.00
Giacona	Christina	Lecturer	Fine Arts	Music	\$ 47,000.00	\$ 48,000.00
Goza	Paul	Lecturer	Fine Arts	Music	\$ 33,000.00	\$ 34,000.00
Richardson	Andrew	Lecturer	Fine Arts	Music	\$ 45,000.00	\$ 46,000.00
Riddick	Frank	Lecturer	Fine Arts	Music	\$ 44,000.00	\$ 45,000.00
Rideout	Roger	Lecturer	Fine Arts	Music	\$ 24,000.00	\$ 25,000.00
Schullman	Matthew	Lecturer	Fine Arts	Music	\$ 40,000.00	\$ 41,000.00
Sievers	Beth	Lecturer	Fine Arts	Music	\$ 31,600.00	\$ 32,600.00
Slater	Jennifer	Lecturer	Fine Arts	Music	\$ 52,000.00	\$ 53,000.00

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Souza	Ricardo	Lecturer	Fine Arts	Music	\$ 34,000.00	\$ 35,000.00
Van Every	Nicole	Lecturer	Fine Arts	Music	\$ 40,000.00	\$ 41,000.00
Wolfe	Brian	Lecturer	Fine Arts	Music	\$ 55,000.00	\$ 56,000.00
Barrett	Roland	Professor	Fine Arts	Music	\$ 150,000.00	\$ 152,250.00
Ellis	Sarah	Professor	Fine Arts	Music	\$ 105,710.00	\$ 110,248.00
Enrico	Eugene	Professor	Fine Arts	Music	\$ 151,929.37	\$ 154,208.00
Fast	Barbara	Professor	Fine Arts	Music	\$ 90,000.00	\$ 91,350.00
Ferrara	William	Professor	Fine Arts	Music	\$ 80,028.00	\$ 83,280.00
Ham	Jeongwon	Professor	Fine Arts	Music	\$ 81,483.00	\$ 84,439.00
Josephson	Kim	Professor	Fine Arts	Music	\$ 85,743.24	\$ 87,832.00
Karathanasis	Konstantinos	Professor	Fine Arts	Music	\$ 74,645.00	\$ 78,992.00
Lamb	Marvin	Professor	Fine Arts	Music	\$ 142,147.56	\$ 144,280.00
Lee	Michael	Professor	Fine Arts	Music	\$ 84,092.00	\$ 86,517.00
Matlick	Eldon	Professor	Fine Arts	Music	\$ 84,092.00	\$ 86,517.00
Neumann	Mark	Professor	Fine Arts	Music	\$ 75,340.00	\$ 79,546.00
Pederson	Sanna	Professor	Fine Arts	Music	\$ 82,246.00	\$ 85,047.00
Schwandt	John	Professor	Fine Arts	Music	\$ 122,541.99	\$ 124,380.00
Shames	Jonathan	Professor	Fine Arts	Music	\$ 148,724.00	\$ 150,955.00
Sherinian	Zoe	Professor	Fine Arts	Music	\$ 71,530.00	\$ 75,822.00
Sievers	Karl	Professor	Fine Arts	Music	\$ 84,220.00	\$ 86,619.00
Stoops	Anthony	Professor	Fine Arts	Music	\$ 74,455.00	\$ 78,841.00
Wagner	Irvin	Professor	Fine Arts	Music	\$ 90,841.37	\$ 92,204.00
Watts	Valerie	Professor	Fine Arts	Music	\$ 82,092.00	\$ 84,924.00
Zielinski	Richard	Professor	Fine Arts	Music	\$ 101,788.00	\$ 103,315.00
Jiran	Amanda	Assistant Professor	Fine Arts	Musical Theatre	\$ 46,000.00	\$ 48,760.00
Churchman	David	Associate Professor	Fine Arts	Musical Theatre	\$ 51,442.00	\$ 54,529.00
Leseney	Vincent	Associate Professor	Fine Arts	Musical Theatre	\$ 54,000.00	\$ 57,240.00
Mortimer	Harold	Associate Professor	Fine Arts	Musical Theatre	\$ 72,000.00	\$ 73,080.00
Hamilton	Brian	Lecturer	Fine Arts	Musical Theatre	\$ 32,000.00	\$ 33,000.00
Byrum	Ashton	Professor	Fine Arts	Musical Theatre	\$ 140,000.00	\$ 142,100.00
Christman	Paul	Professor	Fine Arts	Musical Theatre	\$ 115,279.00	\$ 117,008.00
Cramer	Lyn	Professor	Fine Arts	Musical Theatre	\$ 69,929.11	\$ 74,125.00
Bates Stone	Jamie	Assistant Professor	Fine Arts	Visual Arts	\$ 55,000.00	\$ 56,698.00
Catalano	Tess	Assistant Professor	Fine Arts	Visual Arts	\$ 55,000.00	\$ 56,559.00
Duncan-O'Neill	Erin	Assistant Professor	Fine Arts	Visual Arts	\$ 55,000.00	\$ 56,559.00
Faubert	Cathleen	Assistant Professor	Fine Arts	Visual Arts	\$ 50,000.00	\$ 52,576.00
Kendall	Daren	Assistant Professor	Fine Arts	Visual Arts	\$ 48,000.00	\$ 50,880.00
Moore	Paul	Assistant Professor	Fine Arts	Visual Arts	\$ 94,554.00	\$ 95,972.00
Shehada	Sohail	Assistant Professor	Fine Arts	Visual Arts	\$ 50,108.92	\$ 52,663.00
Asprey	Stuart	Associate Professor	Fine Arts	Visual Arts	\$ 55,080.00	\$ 58,385.00
Bailey	Robert	Associate Professor	Fine Arts	Visual Arts	\$ 56,160.00	\$ 59,530.00
Begaye	Marwin	Associate Professor	Fine Arts	Visual Arts	\$ 55,850.00	\$ 59,201.00
Cytacki	Jason	Associate Professor	Fine Arts	Visual Arts	\$ 54,540.00	\$ 57,812.00
Fields	Allison	Associate Professor	Fine Arts	Visual Arts	\$ 56,732.00	\$ 60,097.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Frosolie	Peter	Associate Professor	Fine Arts	Visual Arts	\$ 60,538.00	\$ 63,129.00
Hills	Jonathan	Associate Professor	Fine Arts	Visual Arts	\$ 60,758.78	\$ 63,305.00
Jones	Curtis	Associate Professor	Fine Arts	Visual Arts	\$ 58,140.51	\$ 61,219.00
Stewart	Todd	Associate Professor	Fine Arts	Visual Arts	\$ 71,000.00	\$ 72,065.00
Newlin	Kristina	Instructor	Fine Arts	Visual Arts	\$ 32,000.00	\$ 33,000.00
Parsons	LaSondra	Instructor	Fine Arts	Visual Arts	\$ 32,000.00	\$ 33,000.00
Roseman	Barry	Instructor	Fine Arts	Visual Arts	\$ 45,000.00	\$ 46,000.00
Anderson	Eric	Professor	Fine Arts	Visual Arts	\$ 79,424.67	\$ 82,946.00
Basic	Rozmeri	Professor	Fine Arts	Visual Arts	\$ 68,550.00	\$ 72,663.00
Dohrmann	Robert	Professor	Fine Arts	Visual Arts	\$ 66,300.00	\$ 70,278.00
Haltman	Kenneth	Professor	Fine Arts	Visual Arts	\$ 88,128.00	\$ 89,878.00
Hayes Thumann	Karen	Professor	Fine Arts	Visual Arts	\$ 80,003.58	\$ 83,407.00
Palmer	Allison	Professor	Fine Arts	Visual Arts	\$ 65,000.00	\$ 68,900.00
Price	B	Professor	Fine Arts	Visual Arts	\$ 218,688.00	\$ 221,968.00
Rushing	William	Professor	Fine Arts	Visual Arts	\$ 110,800.00	\$ 112,462.00
Talvacchia	Bette	Professor	Fine Arts	Visual Arts	\$ 165,000.00	\$ 167,475.00
Irvin	Sherry	Assoc/Asst Dean	Graduate College	Graduate College Dean	\$ 135,000.00	\$ 137,025.00
Hewes	Randall	Dean	Graduate College	Graduate College Dean	\$ 227,566.00	\$ 230,979.00
Johnson	Brian	Assistant Professor	Honors College	Honors College	\$ 72,541.99	\$ 73,630.00
Hamerla	Ralph	Assoc/Asst Dean	Honors College	Honors College	\$ 128,520.00	\$ 130,448.00
Alpers	Benjamin	Associate Professor	Honors College	Honors College	\$ 72,553.00	\$ 75,227.00
Dallam	Marie	Associate Professor	Honors College	Honors College	\$ 69,401.00	\$ 72,716.00
Ehrhardt	Julia	Associate Professor	Honors College	Honors College	\$ 76,044.00	\$ 78,008.00
Lifset	Robert	Associate Professor	Honors College	Honors College	\$ 69,641.00	\$ 72,908.00
Mains	Daniel	Associate Professor	Honors College	Honors College	\$ 69,401.00	\$ 72,716.00
Minks	Amanda	Associate Professor	Honors College	Honors College	\$ 69,401.00	\$ 72,716.00
Pritchard	Andreana	Associate Professor	Honors College	Honors College	\$ 69,401.00	\$ 72,716.00
Tracy	Sarah	Associate Professor	Honors College	Honors College	\$ 85,919.00	\$ 87,208.00
Gaffin	Douglas	Dean	Honors College	Honors College	\$ 190,000.00	\$ 192,850.00
Lee	George	Instructor	Honors College	Honors College	\$ 40,000.00	\$ 41,000.00
Gillon	Steven	Professor	Honors College	Honors College	\$ 110,000.00	\$ 113,214.00
Colven	Emma	Assistant Professor	International Studies	International Studies	\$ 76,000.00	\$ 77,140.00
Costa Morais de Sa E Silva	Fabio	Assistant Professor	International Studies	International Studies	\$ 78,000.00	\$ 79,170.00
Hashemi	Manata	Assistant Professor	International Studies	International Studies	\$ 73,000.00	\$ 74,095.00
Jabbari	Alexander	Assistant Professor	International Studies	International Studies	\$ 70,000.00	\$ 71,072.00
Letsa	Natalie	Assistant Professor	International Studies	International Studies	\$ 76,000.00	\$ 77,140.00
Morais de Sa e Silva	Michelle	Assistant Professor	International Studies	International Studies	\$ 70,000.00	\$ 71,072.00
Raymond	Mark	Assistant Professor	International Studies	International Studies	\$ 85,000.00	\$ 86,275.00
Shah	Aqil	Assistant Professor	International Studies	International Studies	\$ 85,000.00	\$ 86,275.00
Spindel	Jennifer	Assistant Professor	International Studies	International Studies	\$ 77,000.00	\$ 78,155.00
Smith	Mitchell	Assoc/Asst Dean	International Studies	International Studies	\$ 170,000.00	\$ 172,550.00
Kong	Bo	Associate Professor	International Studies	International Studies	\$ 84,780.00	\$ 86,052.00
Marashi	Afsihin	Associate Professor	International Studies	International Studies	\$ 106,900.00	\$ 108,504.00
Shehata	Samer	Associate Professor	International Studies	International Studies	\$ 101,500.00	\$ 103,023.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Heinze	Eric	Professor	International Studies	International Studies	\$ 119,177.00	\$ 120,965.00
Landis	Joshua	Professor	International Studies	International Studies	\$ 129,794.00	\$ 131,741.00
Cruise	Rebecca	Assoc/Asst Dean	International Studies	International Studies Dean	\$ 101,202.00	\$ 102,720.00
Grillot	Suzette	Dean	International Studies	International Studies Dean	\$ 218,250.00	\$ 227,808.00
Claxton	Ray	Assistant Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 73,500.00	\$ 74,603.00
Croom	William Adam	Assistant Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 129,000.00	\$ 130,935.00
Evans	Mary Anna	Assistant Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 60,000.00	\$ 62,016.00
Moore	Jensen	Assistant Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 68,000.00	\$ 69,020.00
Patten	Thomas	Assistant Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 73,500.00	\$ 74,603.00
Wilderman	Melanie	Assistant Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 59,160.00	\$ 61,347.00
Craig	David	Assoc/Asst Dean	Journalism & Mass Comm	Journalism & Mass Comm	\$ 124,334.00	\$ 126,199.00
Beliveau	Ralph	Associate Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 81,537.66	\$ 82,761.00
Bergesen	Kyle	Associate Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 66,107.00	\$ 70,073.00
Steyn	Elizabeth	Associate Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 80,108.65	\$ 81,350.00
Tsutsura	Ekaterina	Associate Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 82,000.00	\$ 83,230.00
Yoon	Doyle	Associate Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 82,000.00	\$ 83,230.00
Yount	Deborah	Associate Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 127,778.00	\$ 129,695.00
Kelley	Carl	Dean	Journalism & Mass Comm	Journalism & Mass Comm	\$ 200,790.00	\$ 209,112.00
Fischer	Kenneth	Instructor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 58,499.30	\$ 59,499.00
Franklin	George	Instructor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 56,408.82	\$ 57,409.00
Odom	Melvin	Instructor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 41,000.00	\$ 42,000.00
Powell	Larry	Instructor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 72,500.00	\$ 73,588.00
Pritchard	Robert	Instructor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 57,783.00	\$ 58,783.00
Jones	Julie	Lecturer	Journalism & Mass Comm	Journalism & Mass Comm	\$ 68,289.00	\$ 69,313.00
Beard	Fred	Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 109,914.56	\$ 112,506.00
Boettcher	Michael	Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 91,800.00	\$ 93,177.00
Carstarphen	Meta	Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 101,335.00	\$ 105,672.00
Chester	Deborah	Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 94,048.32	\$ 99,691.00
Gade	Peter	Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 123,333.00	\$ 125,183.00
Hodgson	Scott	Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 92,789.86	\$ 98,357.00
Johnson	Kathleen	Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 65,790.00	\$ 66,790.00
Kerr	Robert	Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 91,506.70	\$ 96,997.00
Kim	Jeong-Nam	Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 135,000.00	\$ 137,025.00
Leshner	Glenn	Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 123,000.00	\$ 124,845.00
Schmeltzer	John	Professor	Journalism & Mass Comm	Journalism & Mass Comm	\$ 65,790.00	\$ 66,790.00
Barnes	Brenda	Assistant Professor	Law	Law	\$ 72,500.00	\$ 73,588.00
Dewalt	Erin	Assistant Professor	Law	Law	\$ 72,500.00	\$ 73,588.00
Mullins	Gail	Assistant Professor	Law	Law	\$ 82,500.00	\$ 83,738.00
Nicholson	Daniel	Assistant Professor	Law	Law	\$ 72,500.00	\$ 73,588.00
Pepper	Amelia	Assistant Professor	Law	Law	\$ 82,450.68	\$ 83,687.00
Schmook	Zachary	Assistant Professor	Law	Law	\$ 70,000.00	\$ 71,050.00
Smothermon	Connie	Assistant Professor	Law	Law	\$ 82,500.00	\$ 83,738.00
Taylor	Rebekah	Assistant Professor	Law	Law	\$ 70,000.00	\$ 71,050.00
Fox	Darin	Assoc/Asst Dean	Law	Law	\$ 150,450.00	\$ 155,421.00

last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Shaner	Megan	Assoc/Asst Dean	Law	Law	\$ 122,197.00	\$ 129,529.00
Ehrman	Monika	Associate Professor	Law	Law	\$ 112,500.00	\$ 116,352.00
Johnson	Catherine	Associate Professor	Law	Law	\$ 112,500.00	\$ 116,352.00
Johnson	Eric	Associate Professor	Law	Law	\$ 114,700.00	\$ 118,104.00
Michalski	Roger	Associate Professor	Law	Law	\$ 112,500.00	\$ 116,352.00
Mortazavi	Melissa	Associate Professor	Law	Law	\$ 112,500.00	\$ 116,352.00
Odinet	Christopher	Associate Professor	Law	Law	\$ 112,500.00	\$ 116,352.00
Shelley	Erin	Associate Professor	Law	Law	\$ 110,000.00	\$ 114,361.00
Harroz	Joseph	Dean	Law	Law	\$ 325,283.00	\$ 330,162.00
Arlota	Carolina	Instructor	Law	Law	\$ 55,000.00	\$ 56,000.00
Aswad	Evelyn	Professor	Law	Law	\$ 165,750.00	\$ 168,478.00
Backus	MarySue	Professor	Law	Law	\$ 144,500.00	\$ 151,551.00
Bogan	Donald	Professor	Law	Law	\$ 148,545.00	\$ 154,773.00
Burstein	Sarah	Professor	Law	Law	\$ 120,000.00	\$ 127,200.00
Cleveland	Steven	Professor	Law	Law	\$ 144,471.00	\$ 151,528.00
Coats	Andrew	Professor	Law	Law	\$ 276,160.92	\$ 280,303.00
Forman	Jonathan	Professor	Law	Law	\$ 163,352.00	\$ 166,568.00
Gensler	Steven	Professor	Law	Law	\$ 150,588.00	\$ 156,401.00
Guzman	Katheleen	Professor	Law	Law	\$ 181,047.00	\$ 183,763.00
Helton	Taiawagi	Professor	Law	Law	\$ 144,249.00	\$ 151,351.00
Henderson	Stephen	Professor	Law	Law	\$ 143,493.00	\$ 150,749.00
Knippenberg	F	Professor	Law	Law	\$ 157,977.00	\$ 162,286.00
McCall	Brian	Professor	Law	Law	\$ 190,500.00	\$ 193,358.00
Richter	Liesa	Professor	Law	Law	\$ 156,370.00	\$ 161,006.00
Robertson	Lindsay	Professor	Law	Law	\$ 156,745.00	\$ 161,305.00
Tabb	William	Professor	Law	Law	\$ 219,770.22	\$ 223,067.00
Tepker	Harry	Professor	Law	Law	\$ 180,302.00	\$ 183,007.00
Thai	Joseph	Professor	Law	Law	\$ 150,158.00	\$ 156,058.00
Dionne	Robert	Assistant Professor	Professional & Continuing Studie	Aviation	\$ 63,000.00	\$ 64,000.00
Hubbard	Todd	Professor	Professional & Continuing Studie	Aviation	\$ 75,360.00	\$ 76,490.00
Duncan	John	Assistant Professor	Professional & Continuing Studie	Liberal Studies	\$ 71,078.00	\$ 72,144.00
Dyer	Paul	Assistant Professor	Professional & Continuing Studie	Liberal Studies	\$ 64,000.00	\$ 65,000.00
Edmondson	Robert	Assistant Professor	Professional & Continuing Studie	Liberal Studies	\$ 63,650.00	\$ 64,650.00
Gullberg	Steven	Assistant Professor	Professional & Continuing Studie	Liberal Studies	\$ 65,000.00	\$ 66,000.00
Ketchum	Paul	Assistant Professor	Professional & Continuing Studie	Liberal Studies	\$ 65,400.00	\$ 66,400.00
Wuestewald	Todd	Assistant Professor	Professional & Continuing Studie	Liberal Studies	\$ 66,100.00	\$ 67,100.00
Alavi	Roksana	Associate Professor	Professional & Continuing Studie	Liberal Studies	\$ 71,388.00	\$ 72,459.00
Livesey	Nina	Associate Professor	Professional & Continuing Studie	Liberal Studies	\$ 70,500.00	\$ 71,558.00
Banz	Martha	Dean	Professional & Continuing Studie	Liberal Studies	\$ 180,000.00	\$ 182,700.00
Crespin	Michael	Associate Professor	Provost Direct	Carl Albert Center	\$ 168,400.00	\$ 170,926.00
Finocchiaro	Charles	Associate Professor	Provost Direct	Carl Albert Center	\$ 103,500.00	\$ 105,053.00
Kisamore	Jennifer	Assoc/Asst Dean	Provost Direct	OU-Tulsa	\$ 96,630.00	\$ 101,256.00
Sluss	James	Dean	Provost Direct	OU-Tulsa	\$ 240,000.00	\$ 243,600.00
Irvine	Jill	Professor	Provost Direct	Provost Office Administration	\$ 185,000.00	\$ 187,775.00

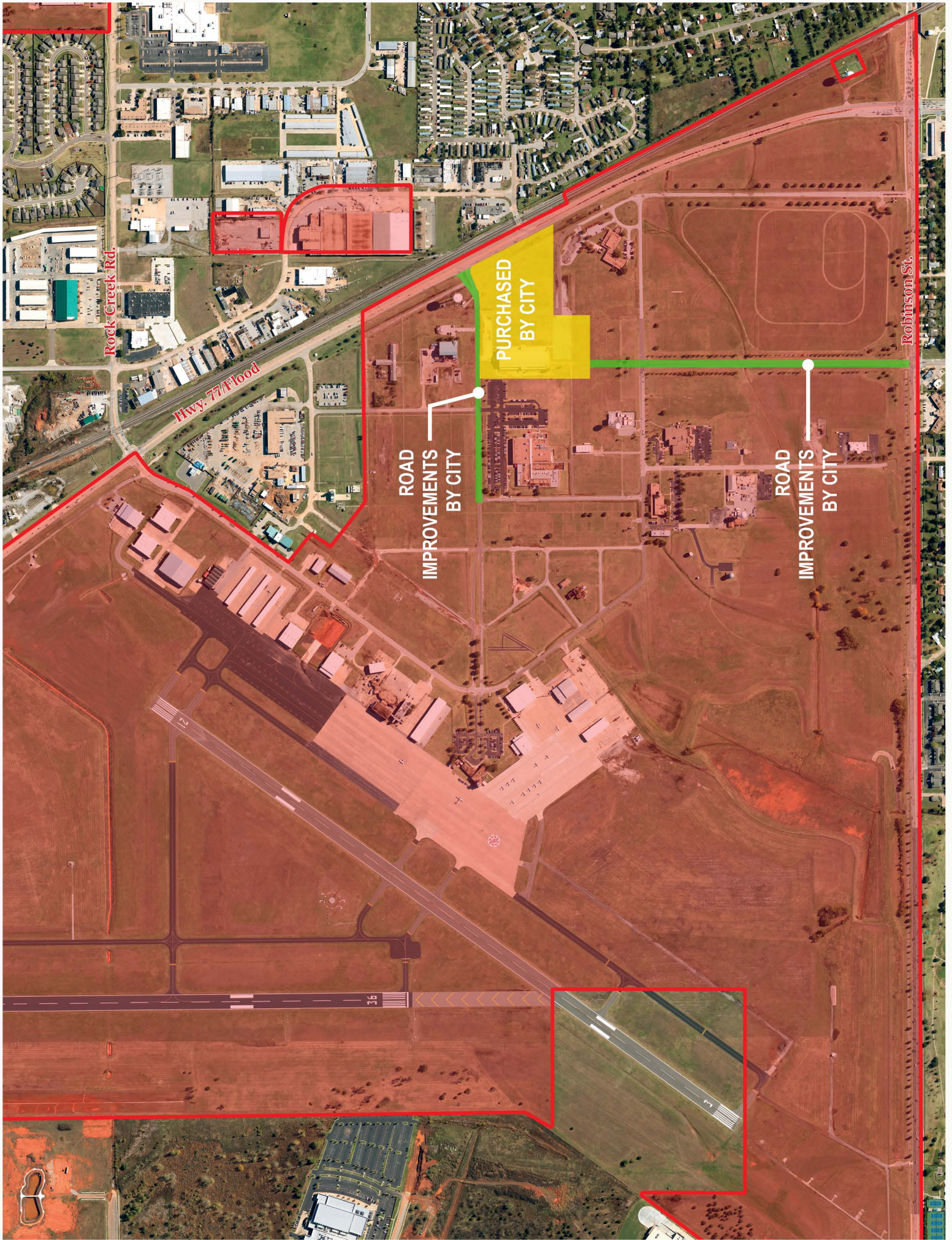
last_name	first_name	acad_rank_desc	ou_college	ou_department	current_salary	new_salary
Krutz	Glen	Professor	Provost Direct	Provost Office Administration	\$ 208,000.00	\$ 211,120.00
Regens	James	Professor	Provost Direct	Provost Office Administration	\$ 289,900.00	\$ 294,249.00
Davis	Robert	Professor	Provost Direct	World Literature Today	\$ 160,367.26	\$ 162,773.00
Campbell	Nicole	Dean	University College	University College Advising	\$ 175,000.00	\$ 182,528.00
Bierman	James	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 56,500.00	\$ 59,890.00
Golomb	Liorah	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 51,000.00	\$ 53,475.00
Hahn	Susan	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 56,096.41	\$ 57,534.00
Magruder	Kerry	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 83,775.01	\$ 85,032.00
Mc Cain	Cheryl	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 55,839.24	\$ 56,839.00
Murphy	Molly	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 56,215.50	\$ 59,588.00
Ortega	Lina	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 64,000.00	\$ 66,101.00
Reese	Jacquelyn	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 51,500.00	\$ 53,873.00
Robbins	Sarah	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 80,000.00	\$ 84,800.00
Scrivener	Laurie	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 59,314.98	\$ 60,315.00
Shorten	Jay	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 56,182.51	\$ 57,183.00
Steele	Thomas	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 51,000.00	\$ 52,913.00
Stock	Matthew	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 62,500.00	\$ 65,835.00
Strothmann	Amalia	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 59,000.00	\$ 60,000.00
Wilhite	Jeffrey	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 59,264.04	\$ 60,264.00
Rupp Serrano	karen	Assoc/Asst Dean	University Libraries	Library Administrative Serv	\$ 124,200.00	\$ 126,063.00
Grant	Carl	Dean	University Libraries	Library Administrative Serv	\$ 210,000.00	\$ 214,945.00
Kelly	Jeffrey	Professor	Vice President's Office	Corix Plains Institute	\$ 220,000.00	\$ 223,300.00
Kirstetter	Pierre Emmanuel	Associate Professor	Vice President's Office	VPR - Advanced Radar Research Center	\$ 94,000.00	\$ 95,526.00

The salaries of these 12 faculty members have been corrected on the FY19 Faculty Compensation Program approved by the Board of Regents on December 11, 2018. The new salary amounts are reported above.

Bemben	Debra	Professor	Arts and Sciences	Health & Exercise Science	\$ 105,000.00	\$ 107,098.00
Petrov	Nikola	Professor	Arts and Sciences	Mathematics	\$ 84,269.91	\$ 89,326.00
Harris	John	Assistant Professor	Architecture	Regional and City Planning	\$ 69,840.00	\$ 71,065.00
Jeffers	Honoree	Professor	Arts and Sciences	English	\$ 81,454.00	\$ 86,341.00
Lee	Eric	Lecturer	Arts and Sciences	Biology	\$ 47,000.00	\$ 48,000.00
Frick	William	Professor	Education	Educational Leadership & Policy Studies	\$ 84,424.00	\$ 89,489.00
Gaddie	Ronald	Professor	Arts and Sciences	Political Science	\$ 203,000.00	\$ 206,045.00
Palmer	Robert	Professor	Atmospheric & Geogrc. Sciences	Meteorology	\$ 300,000.00	\$ 304,500.00
Reese	Jacquelyn	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 51,500.00	\$ 53,873.00
Hahn	Susan	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 56,096.41	\$ 57,534.00
Golomb	Liorah	Assoc Prof-Librarian	University Libraries	Library Administrative Serv	\$ 51,000.00	\$ 53,475.00
Orr	Thomas	Professor	Fine Arts	Drama	\$ 126,100.00	\$ 127,992.00

SUMMARY SCHEDULE Special Instruction Fees – Modifications ACADEMIC YEAR 2018-2019 <u>Norman Campus</u>					
<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>AY 2018 Fee</u>	<u>AY 2019 Fee Request</u>	<u>Change</u>
PACS	AVIA	4023	\$795.00	\$875.00	\$80.00
PACS	AVIA	4004	1,545.00	1,700.00	155.00
PACS	AVIA	3313	335.00	369.00	34.00
PACS	AVIA	4013	795.00	875.00	80.00
PACS	AVIA	4622	8,422.00	9,689.00	1,267.00
PACS	AVIA	3111	1,036.50	1,199.00	162.50
PACS	AVIA	4613	2,812.50	3,255.00	442.50
PACS	AVIA	4602	4,192.40	4,696.00	503.60
PACS	AVIA	3572	6,273.80	7,243.00	696.20
PACS	AVIA	4552	5,746.00	6,571.00	825.00
PACS	AVIA	3581	4,224.00	4,861.00	637.00
PACS	AVIA	4313	5,905.00	7,455.00	1,550.00
PACS	AVIA	1222	6,590.00	7,613.00	1,023.00
PACS	AVIA	2231	5,573.50	6,412.00	838.50
PACS	AVIA	2341	5,252.50	6,045.00	792.50

SUMMARY SCHEDULE Classroom/Laboratory Supplies Fees – Deletion ACADEMIC YEAR 2018-2019 <u>Norman Campus</u>					
<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>AY 2018 Fee</u>	<u>AY 2019 Fee Request</u>	<u>Change</u>
Engineering	CEES	5624	\$ 75.00	\$ 60.00	\$ (15.00)



Rock Creek Rd.

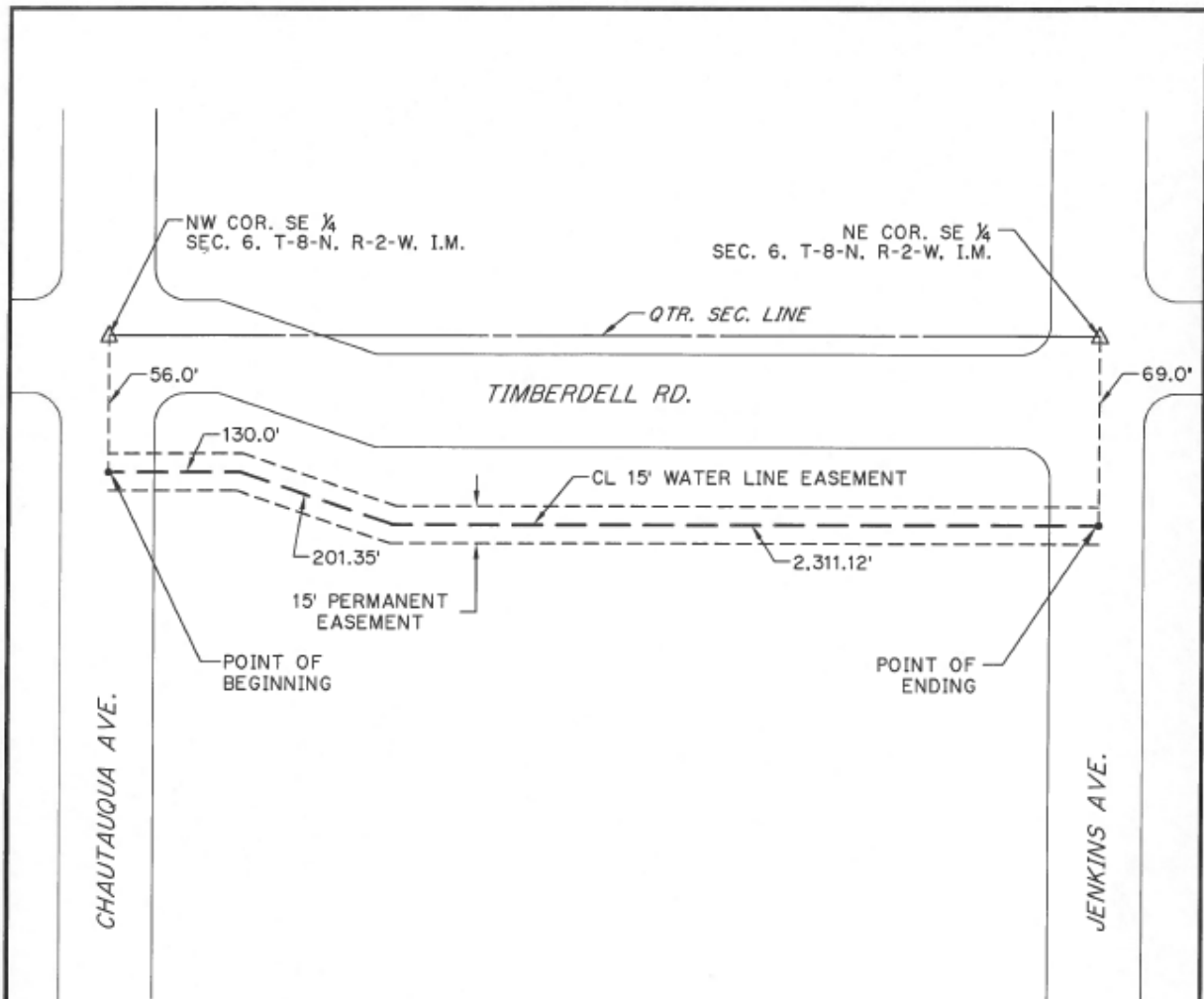
Hwy. 77 Flood

PURCHASED BY CITY

ROAD IMPROVEMENTS BY CITY

ROAD IMPROVEMENTS BY CITY

Robinson St.



LEGAL DESCRIPTION

Permanent Easement 1 (Timberdell between Chautauqua and Jenkins)

A 15-foot permanent water line easement lying 7.5 feet on either side of the following described centerline:
 Commencing at the Northwest (NW) corner of the Southeast Quarter (SE/4) of Section Six (6), Township eight (8) North, Range Two (2) West of the Indian Meridian, Cleveland County, Oklahoma;
 Thence South along the West line of the 1/4 Section Line of the Southeast Quarter (SE/4) of said Section, a distance of 56.0 feet to the point of beginning;
 Thence East parallel to the north 1/4 Section Line of Southeast Quarter (SE/4) of said Section a distance of 130.0 feet;
 Thence Southeast a distance of 201.35 feet to a point 82.0 feet south and 330.0 feet east of the Northwest (NW) Corner of the Southeast Quarter (SE/4) of said Section;
 Thence East a distance of 2,311.45 feet to the point of ending, Said point being on the East line of the 1/4 Section Line of the Southeast Quarter (SE/4) of said Section and 69.0 feet South of the Northeast (NE) Corner of Southeast Quarter (SE/4) of said Section and containing 0.91 acres more or less.



SCALE=N.T.S.

	WATER LINE EASEMENT	1 OF 1
	PERMANENT EASEMENT	

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University of Oklahoma – Norman Campus
Approved Course Changes – November 16, 2018

<u>Prefix/Number</u>	<u>Title</u>	<u>Comments</u>	
<u>COURSE CHANGES</u>			
<u>College of Atmospheric and Geographic Sciences</u>			
GEOG	4893	Research Methods and Professional Development	Change Prerequisites
<u>Gibbs College of Architecture</u>			
I D	2773	Interior Construction	Change Prerequisites Change Course Description
I D	4463	Interior Design Office Professional Practice	Change Short Title Change Prerequisites Change Course Description
<u>COURSE CHANGES</u>			
ENGL	3163	Writing, Rhetoric, and Histories of Technology (old)	Change Title Change Short Title Change Prerequisites Change Course Description
ENGL	3163	Rhetoric and the Digital Humanities (new)	
HIST	3733	History of Heaven and Hell in Judaism and Christianity	Change Prerequisites
HIST	3833	Nation Building in East Central Europe, 1790- 1939 (old)	Change Title Change Short Title Change Prerequisites Change Course Description
HIST	3833	Archaeology of the Lands of the Bible (new)	
HIST	3893	Culture and Society in the Middle East (old)	Change Title Change Short Title Change Course Description
HIST	3893	Greek Religion (new)	
RELS	3613	Modern Catholicism (old)	Change Title Change Short Title Change Course Description Crosslisting
RELS	3613	Roman Religion (new)	
RELS	3843	Archaeology of the Lands of the Bible (new)	Change Course Number Crosslisting
RELS	3833	Archaeology of the Lands of the Bible (old)	
RELS	3693	Greek Religion (old)	Change Course Number Crosslisting
RELS	3893	Greek Religion (new)	

<u>Prefix/Number</u>	<u>Title</u>	<u>Comments</u>	
<u>Price College of Business</u>			
ENT	4503	Center for the Creation of Economic Wealth Internship (old)	Change Title Change Short Title Change Prerequisites Change Course Description
ENT	4503	Ronnie K. Irani Center for the Creation of Economic Wealth Internship (new)	
<u>Gallogly College of Engineering</u>			
AME	3623	Embedded Real-Time Systems	Change Prerequisites
AME	3723	Numerical Methods For Engineering Computation	Change Prerequisites Change Course Description
BME	3233	Biomaterials	Change Prerequisites
<u>Gaylord College of Journalism and Mass Communication</u>			
JMC	3353	Advertising Copy and Layout (old)	Change Title Change Short Title Change Prerequisites Change Course Description
JMC	3353	Advertising Storytelling (new)	
COURSE DELETIONS			
<u>Gibbs College of Architecture</u>			
I D	1102	Foundations of Interior Design	
I D	1151	Graphics I	
I D	1153	Design I	
I D	1251	Design II	
I D	1253	Graphics II	
I D	2532	Graphics III	
I D	2533	Design III	
I D	2543	Design and Human Factors	
I D	2763	Computer Applications in Interior Design	
I D	2793	Furniture Design	
I D	3223	Advanced Computer Applications	

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
I D	4712	Interior Design Portfolio I	
I D	4713	Commercial Design	
I D	4722	Interior Design Portfolio II	
I D	4723	Lighting Design	
I D	4743	Institutional and Corporate Design	
I D	4753	History of Interior Design	
I D	4772	Interior Design Capstone (Pre-Design)	
I D	4774	Interior Design Capstone (Design Phase)	
I D	4793	Interior Materials and Specifications	
<u>College of Law</u>			
LAW	6521	Federal Lands Offshore-MLS	
LAW	6532	Federal, State, and Indian Lands-MLS	
NEW COURSES			
<u>Gibbs College of Architecture</u>			
I D	1134	Interior Design Communication Studio I	
I D	1164	Interior Design Studio I	
I D	1173	Foundations of Interior Design	
I D	1234	Interior Design Communication Studio II	
I D	1264	Interior Design Studio II	
I D	2334	Interior Design Communication Studio III	
I D	2364	Interior Design Studio III	
I D	2464	Interior Design Studio IV	
I D	3433	Interior Design Portfolio I	
I D	3473	History of Interior Design	
I D	3564	Interior Design Studio V	
I D	3573	Interior Materials and Specifications	

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
I D	3664	Interior Design Studio VI	
I D	4573	Interior Lighting and Building Systems	
I D	4633	Interior Design Portfolio II	
I D	4764	Furniture Design	
I D	4773	Interior Design Capstone: Pre-Design Phase	
I D	4865	Interior Design Capstone: Design Phase	
<u>College of Arts and Sciences</u>			
HIST	3613	Roman Religion	
LTRS	3153	Challenging Leadership	
<u>Price College of Business</u>			
MGT	3213	Sports Sales and Revenue Generation	
<u>Boren College of International Studies</u>			
IAS	5373	Media and Conflict in Latin America	
<u>Gaylord College of Journalism and Mass Communication</u>			
JMC	3343	Advertising Design & Visual Storytelling	
<u>College of Law</u>			
LAW	5773	Consumer Finance Law	
LSO	6573	Oil & Gas Development of Public Lands-MLS	
<u>College of Professional and Continuing Studies</u>			
LSIS	5203	Diversity and Leadership in the United States	
LSLC	4173	Human Service Administration II	

University of Oklahoma – Norman Campus
Approved Course Changes – December 14, 2018

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
<u>COURSE CHANGES</u>			
<u>College of Atmospheric and Geographic Sciences</u>			
GEOG GEOG	4583 4583	Renewable Energy Resources (old) Energy Systems and Sustainability (new)	Change Title Change Short Title Change Prerequisites Change Course Description
GEOG GEOG	5583 5583	Renewable Energy Resources (old) Energy Systems and Sustainability (new)	Change Title Change Short Title Change Prerequisites Change Course Description
METR	6103	Turbulence	Change Prerequisites Change Course Description
<u>Gibbs College of Architecture</u>			
CNS	5003	Construction Fundamentals I	Change Prerequisites Change Course Description
CNS	5013	Construction Fundamentals II	Change Prerequisites Change Course Description
CNS	5023	Research Methods in Planning, Design and Construction	Change Prerequisites Change Course Description
CNS	5123	Fundamentals of BIM	Change Prerequisites Change Course Description
CNS	5143	Legal Issues in Construction	Change Prerequisites
CNS	5213	Design-Build Principles and Practices	Change Prerequisites Change Course Description
CNS	5303	Lean Construction Management	Change Prerequisites
CNS	5523	Pre-Construction Services	Change Prerequisites Change Course Description

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
CNS	5960	Directed Readings	Change Prerequisites Change Course Description
CNS	5970	Special Topics/Seminar	Change Prerequisites Change Course Description
CNS	5980	Research for Master's Thesis	Change Prerequisites Change Course Description
CNS	5993	Special Studies Research	Change Prerequisites
<u>College of Arts and Sciences</u>			
ANTH	5053	Morphology	Change Prerequisites Change Course Description
ANTH	5223	Foundations of Social Thought	Change Prerequisites Change Course Description
ANTH	5613	Morphosyntax	Change Prerequisites
ENGL	4013	Major Figure (With Subtitle)	Change Prerequisites Change Course Description Change Repeat Credits Change Slishlist Change Schedule Type
ENGL ENGL	4203 4203	Special Topics in Literary Forms (old) Special Topics in Literary and Rhetorical Forms (new)	Change Title Change Short Title Change Prerequisites Change Course Description Change Repeat Credit Change Graduate Credit Change Slishlist Change Schedule Type
ENGL ENGL	4303 4303	Special Topics in Criticism (old) Special Topics (new)	Change Title Change Short Title Change Prerequisites Change Course Description Change Repeat Credit Change Graduate Credit Change Slishlist Change Schedule Type

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
ENGL	5113	Teaching College Composition and Literature (old)	Change Title Change Short Title Change Prerequisites Change Course Description Change Schedule Type
ENGL	5113	Teaching College Composition (new)	
ENGL	5303	Seminar--History of Criticism to 1800 (old)	Change Title Change Short Title Change Prerequisites Change Course Description Change Repeat Credit Change Slashlist Change Schedule Type
ENGL	5303	Special Topics (new)	
ENGL	5403	Issues in Composition, Rhetoric and Literacy (old)	Change Title Change Short Title Change Prerequisites Change Course Description
ENGL	5403	Introduction to Rhetoric and Writing Studies (new)	
ENGL	5960	Directed Readings in Research (old)	Change Course Number Change Prerequisites Change Course Description Change Credit Hours
ENGL	5963	Directed Readings in Research (new)	
ENGL	6103	Research Methods in Composition (old)	Change Title Change Short Title Change Prerequisites Change Course Description
ENGL	6103	Research Methods in Rhetoric and Writing (new)	
FMS	3810	Variable Topics	Change Course Description
FMS	3960	Honors Reading (HONORS)	Change Prerequisites Change Course Description
FMS	3980	Honors Research (HONORS)	Change Prerequisites Change Course Description
LIS	4623	Introduction to Data Mining for Information Professionals	Change Short Title Change Prerequisites
LIS	5623	Introduction to Data Mining for Information Professionals	Change Short Title Change Prerequisites

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
NPNG NPNG	3193 3193	Nonprofits and Government (old) Nonprofits and Public Policy (new)	Change Title Change Short Title Change Prerequisites Change Course Description
P SC	3183	Politics of Government Budgeting	Change Prerequisites Change Course Description
P SC P SC	3193 3193	Nonprofits and Government (old) Nonprofits and Public Policy (new)	Change Title Change Short Title Change Prerequisites Change Course Description
P SC	4143	Policy/Program Evaluation	Change Prerequisites
PHCH	3113	Introduction to Epidemiology	Change Prerequisites
PHCH	3213	Health Policy, Law, and Ethics	Change Short Title Change Prerequisites
PHCH	3313	Health Data and Statistics	Change Prerequisites
PHCH	3413	Health Communication	Change Prerequisites
PHCH	3513	Public Health & Healthcare Systems	Change Prerequisites
PHCH	3613	Determinants of Health	Change Prerequisites
S WK S WK	5013 5013	Advanced Standing Seminar (old) Advanced Standing Seminar I (new)	Change Title Change Short Title Change Prerequisites Change Course Description
S WK S WK	5816 5816	Practicum III - Direct Practice (old) Social Work Practicum III (new)	Change Title Change Short Title Change Prerequisites Change Course Description Change Repeatability Change Semester
S WK S WK	5826 5826	Practicum IV - Direct Practice (old) Social Work Practicum IV (new)	Change Title Change Short Title Change Prerequisite Change Course Description Change Repeatability

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
S WK	5973	Advanced Integrative Seminar for Direct Social Work Practice (old)	Change Title Change Prerequisites Change Course Description
S WK	5973	Advanced Integrative Seminar (new)	
<u>Price College of Business</u>			
ACCT	4990	Special Problems in Accounting	Change Prerequisites Change Course Description
FIN	4700	Internship in Finance (old)	Change Course Number Change Credit Hours
FIN	4703	Internship in Finance (new)	
SCM	4013	Supply Chain Modeling and Decision Making	Change Course Description Change Semester
<u>Gallogly College of Engineering</u>			
AME	3112	Solid Mechanics Lab	Change Prerequisites Change Course Description
AME	3143	Solid Mechanics	Change Prerequisites
AME	5233	Biomaterials	Change Prerequisites
BME	5233	Biomaterials	Change Prerequisites
C S	1321	Java for Programmers	Change Prerequisites Change Course Description
C S	1323	Introduction to Computer Programming for Programmers	Change Prerequisites Change Course Description
C S	1324	Introduction to Computer Programming for Non-Programmers	Change Prerequisites Change Course Description
CEES	4603	Introduction to Environmental Health (old)	Change Title Change Short Title Change Prerequisites Change Course Description Change Graduate Credit Change Slashlisting Change Semester
CEES	4603	Global Environmental Health (new)	

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
CH E	2002	Introduction to Chemical Engineering Computing (old)	Change Course Number
CH E	2003	Chemical Engineering Computing/Statistics (new)	Change Title Change Short Title Change Prerequisites Change Course Description Change Credit Hours Change Semester
CH E	2033	Chemical Engineering Fundamentals	Change Prerequisites
CH E	3473	Chemical Engineering Thermodynamics	Change Prerequisites
CH E	3723	Numerical Methods for Engineering Computation	Change Prerequisites Change Course Description Change Schedule Type
CH E	3980	Honors Research (old)	Change Course Number
CH E	3983	Honors Research (new)	Change Prerequisites Change Course Description Change Credit Hours Change Repeatability
CH E	4980	Senior Research (old)	Change Course Number
CH E	4983	Honors Research II (new)	Change Title Change Short Title Change Prerequisites Change Course Description Change Credit Hours Change Repeatability
ECE	4863	Bioinstrumentation	Change Course Description Change Graduate Credit Change Slashlist
ECE	5863	Bioinstrumentation	Change Prerequisites Change Course Description Change Slashlisting Change Crosslisting
ISE	4663	Systems Analysis Using Simul (old)	Change Title
ISE	4663	Systems Analysis Using Simulation (new)	Change Short Title Change Prerequisites Change Course Description Change Slashlisting Change Schedule Type

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
ISE ISE	5663 5663	Simulation I (old) Systems Analysis Using Simulation (new)	Change Title Change Short Title Change Prerequisites Change Course Description Change Slashlisting Change Schedule Type Change Semester
ISE	6990	Special Studies	Change Prerequisites Change Course Description Change Credit Hours Change Repeat Credits
<u>Weitzenhoffer Family College of Fine Arts</u>			
ART	3853	Intermediate Traditional Photography	Change Prerequisites Change Course Description
ART	3863	Intermediate Digital Photography	Change Prerequisites Change Course Description
DES	4663	Visual Communication VI	Change Prerequisites
DRAM	4810	Performance Practicum	Change Prerequisites Change Course Description Change Repeat Credits
MUED	3253	General Music Methods for Instrumental Majors	Change Schedule Type
MUED	4113	Instrumental Music Education Methods III	Change Schedule Type
<u>Gaylord College of Journalism and Mass Communication</u>			
JMC	0123	Fundamentals of Writing for the Media	Change Course Description Change Schedule Type
JMC JMC	2644 2643	Introduction to Video Production (old) Sound, Light and Motion (new)	Change Course Number Change Title Change Short Title Change Prerequisites Change Course Description Change Credit Hours Change Schedule Type

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
JMC JMC	3613 3613	Electronic Field Production (old) Single Camera Production (new)	Change Title Change Short Title Change Prerequisites Change Course Description Change Schedule Type
JMC JMC	2623 3623	Electronic Media Writing (old) Electronic Media Writing (new)	Change Course Number Change Prerequisites Change Course Description Change Schedule Type
JMC JMC	3763 3763	Visual Writing and Aesthetics (old) Narrative Screenwriting (new)	Change Title Change Short Title Change Prerequisites Change Course Description
JMC JMC	4734 4733	Film Script Writing (old) Advanced Narrative Screenwriting (new)	Change Course Number Change Title Change Short Title Change Prerequisites Change Course Description Change Credit Hours Change Repeatability
<u>College of Professional and Continuing Studies</u>			
LSAL LSIS	4713 4263	Understanding Race in American Society (old) Understanding Race in American Society (new)	Change Course Code Change Course Number Change Prerequisites Change Graduate Credit
LSAL LSIS	4733 4273	Understanding Educational Inequality in the U.S. (old) Understanding Educational Inequality in the U.S. (new)	Change Course Code Change Course Number Change Prerequisites Change Graduate Credit
LSAL LSIS	4753 4283	Class and Economic Inequality in America (old) Class and Economic Inequality in America (new)	Change Course Code Change Course Number Change Prerequisites Change Graduate Credit
COURSE DELETIONS			
<u>Gibbs College of Architecture</u>			
CNS	5203	Emerging Trends in Building Processes	

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
<u>College of Arts and Sciences</u>			
S WK	5503	Advanced Direct Practice with Populations at Risk	
S WK	5553	Human Services Administration	
S WK	5613	Advanced Group Work	
S WK	5623	Advanced Social Work Practice with Families	
S WK	5633	Resource Development	
S WK	5763	Community Organizing and Development	
S WK	5836	Practicum III - Administration & Community Practice	
S WK	5846	Practicum IV - Administration & Community Practice	
S WK	5983	Program Monitoring and Evaluation	
<u>Gallogly College of Engineering</u>			
CEES	5603	Introduction to Environmental Health	
NEW COURSES			
<u>College of Atmospheric and Geographic Sciences</u>			
METR	4693	Environmental Sampling Methods	
METR	5693	Environmental Sampling Methods	
<u>Gibbs College of Architecture</u>			
CNS	5033	Applied Project Management	
<u>College of Arts and Sciences</u>			
ECON	4363	Sports Economics	
ECON	4523	Economics of Education	
ENGL	4953	Special Topics in Advanced Creative Writing	
ENGL	5013	Major Figure (With Subtitle)	
ENGL	5203	Special Topics in Literary and Rhetorical Forms	
ENGL	5953	Special Topics in Advanced Creative Writing	

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
MBIO	4693	Environmental Sampling Methods	
MBIO	5693	Environmental Sampling Methods	
MBIO	5821	Graduate Professional Development Seminar	
P SC	3823	Management and Politics of Disasters	
P SC	3843	Education Policy	
P SC	3873	Transnational Politics	
PBIO	4693	Environmental Sampling Methods	
PBIO	5693	Environmental Sampling Methods	
PBIO	5821	Graduate Professional Development Seminar	
RELS	3763	Chinese Religions	
S WK	5023	Advanced Standing Seminar II	
S WK	5513	Client-Centered Direct Practice	
S WK	5523	Macro Systems in Practice	
WGS	3523	Reproductive Law and Justice	
<u>Price College of Business</u>			
FIN	5102	Financial Management	
FIN	5112	Investments	
<u>Mewbourne College of Earth & Energy</u>			
P E	5363	Completion and Workover	
<u>Gallogly College of Engineering</u>			
BME	5413	Nanomedicine	
BME	5863	Bioinstrumentation	
CH E	4203	Bioengineering Principles	
<u>Weitzenhoffer Family College of Fine Arts</u>			
DRAM	2821	Design Drafting for Stage Managers	

<u>Prefix/Number</u>	<u>Title</u>	<u>Comments</u>
<u>Boren College of International Studies</u>		
IAS	5063	Civil Military Relations
IAS	5083	International Activism
IAS	5473	Arab-Israeli Conflict
IAS	5633	Political Development
<u>Gaylord College of Journalism & Mass Communication</u>		
JMC	1021	Introduction to Creative Media Production
JMC	4651	Portfolio -CMP
<u>College of Professional and Continuing Studies</u>		
LSCJ	4493	Organized Crime and International Drug Trafficking
LSIS	3223	Social Justice Leadership
LSTD	4193	Women of the Middle East and North Africa

Fall 2018 Deleted Courses
(courses not offered since Fall 2012 or earlier)

EXHIBIT A

SUBJ COURSE TITLE

Christopher C. Gibbs College of Architecture

ARCH	1142	Design, Construction and Society
ARCH	2333	Architecture and the Environment
ARCH	3433	Environmental Controls I
ARCH	3554	Studio V
ARCH	3633	Architectural Structures II
ARCH	4000	Foreign Study
ARCH	4213	Facilities Management
ARCH	4733	Architectural Structures III
ARCH	4754	Studio VII
ARCH	4854	Studio VIII
ARCH	5052	Professional Practice
ARCH	5163	Professional Practice I
ARCH	5263	Professional Practice II
CNS	5513	Project Management and Controls
CNS	5613	Information Technology Applications for Construction
CNS	5623	Construction Contracts and Finance
CNS	5813	Facilities Acquisition Planning
CNS	5823	Quality Management in Construction
I D	1154	Design and Graphics Studio I
I D	2535	Design and Graphics III
I D	3724	Interior Design II: Lighting Design
I D	3773	Furniture Design
I D	4744	Interior Design IV: Institutional and Corporate Design

College of Arts and Sciences

AFAM	4453	Black/White Relations in America
AFAM	4513	African Women and Children: Social Welfare Issues
ANTH	2643	Anthropology of Diet, Health, and Disease
ANTH	3083	Advanced Studies in Folklore and Expressive Culture
ANTH	3503	Oklahoma Prehistory
ANTH	3743	American Indian Justice in Cultural Law
ANTH	3943	Psychological Anthropology
ANTH	4233	Seminar in Advanced Curatorial Practice
ANTH	4293	Gender and Health
ANTH	4363	Linguistic Field Methods
ANTH	4433	Social Organization
ANTH	4553	Human Evolutionary History
ANTH	4663	Native Peoples of the Plains
ANTH	4673	Anthropology of the Caddoan People
ANTH	4873	Desert Cultures of North America
ANTH	5553	Human Evolutionary History
ANTH	5853	Topics in Medical Anthropology
BIOL	2011	Critical Eval of Biol Research
BIOL	2012	Foundations in Biomed Sciences
BIOL	3013	Evolution
BIOL	3053	Biology of Invertebrates
BIOL	4153	Endocrinology
BIOL	4213	Neurobehavioral Development
BIOL	4223	Cellular and Molecular Neurobiology

Fall 2018 Deleted Courses
(courses not offered since Fall 2012 or earlier)

EXHIBIT A

<u>SUBJ</u>	<u>COURSE</u>	<u>TITLE</u>
BIOL	4253	Evolution of Development
BIOL	4383	Functional Genomics
BIOL	4623	Animal Nutrition
BIOL	4853	Neurobiology of Memory
BIOL	5153	Endocrine Physiology
BIOL	5223	Cellular & Molecular Neurobio
BIOL	5253	Evolution of Development
BIOL	5383	Functional Genomics
BIOL	5483	Fish Ecology
BIOL	5494	Biology of Fishes
BIOL	5503	Introduction to Fish Culture
BIOL	5670	Advanced Topics in Limnology
BIOL	5693	Fishery Management
BIOL	5903	Bioinformatics: Applications
BIOL	5913	Bioinformatics: Programming
BIOL	6083	Evolution of Social Behavior
BIOL	6213	Developmntl Behav Neuroscience
CAS	4033	Managing the Nonprofit Organization II
CHEY	1713	Beginning Cheyenne
CHEY	1723	Beginning Cheyenne-Continued
CHEY	2733	Intermediate Cheyenne
CL C	1413	Word Power
CL C	2623	Civilization Ancient and Modern
CL C	3173	Freedom in Greece
CL C	3713	Women in Ancient Greece
CREK	2833	Creek IV
ECON	4323	Public Finance: Expenditures
ECON	4753	Analysis of Contemporary Economic Issues
ECON	5273	Survey of International Economics
ENGL	2023	Thematic Approaches to Literature I
ENGL	3273	Comic Theory and Comic Practice Through Film
ENGL	3383	Politics and Literature
ENGL	3413	Science and Culture Texts
ENGL	3553	Transatlantic Literature
ENGL	3813	Science Fiction
ENGL	4253	Introduction to Film Theory
ENGL	4403	Special Topics in Comparative Literature
ENGL	4463	Linguistics and Semiotics
ENGL	4573	Eighteenth-Century English Novel
ENGL	5243	Women Writers
ENGL	5253	Transatlantic Women Writers
ENGL	5263	British Women Writers
ENGL	5273	Anglophone Women Writers
ENGL	5283	American Women Writers
ENGL	5323	Contemporary Cultural Studies
ENGL	5413	History of Modern Composition Studies
ENGL	5713	Seminar--Nineteenth-Century American Literature
ENGL	5723	Late Nineteenth Century & Early Twentieth Century American Lit
ENGL	5933	Advanced Poetry Writing

Fall 2018 Deleted Courses
(courses not offered since Fall 2012 or earlier)

EXHIBIT A

<u>SUBJ</u>	<u>COURSE</u>	<u>TITLE</u>
ENGL	6523	Seminar in the Renaissance
FMS	2123	Acting for the Camera
FMS	3413	Asian Cinema
FMS	3513	Children's Cinema
FR	5613	Sixteenth-Century French Poetry and Theatre
GERM	4633	Inventing Germany in The Eighteenth Century
GERM	4643	19th-Century States of Mind: National and Psychological Identities in Germany and Austria
GERM	5633	Inventing Germany in the Eighteenth Century
GERM	5643	19th-Century States of Mind: National and Psychological Identities in Germany and Austria
GRK	3123	New Testament
GRK	4213	Archaic Greek Lyric Poetry
H R	5363	Program Development, Implementation, and Evaluation
H R	5613	Human Relations in Education
HES	1691	Intermediate Tennis
HES	3533	Aids and its Impact on American Society
HES	3593	Sport and Physical Activity in Society
HES	3703	Consumer Health
HES	3833	Evaluation of Health and Physical Performance
HES	3863	Contemporary Women's Health
HES	3882	Physical Activities for Special Populations
HES	4843	Tactical Strength and Conditioning
HES	5813	Exercise and Nutritional Biochemistry
HES	5843	Biomechanics
HES	5873	Clinical Exercise Physiology
HES	6723	Sports Nutrition and Ergogenic Aids
HES	6743	Signal Acquisition and Analysis
HES	6943	Current Problems in Health and Exercise Science
HIST	2023	Greek and Roman Civilization
HIST	2223	Evil in Modern Europe
HIST	3033	Alexander the Great
HIST	3373	Legal and Constitutional History of England II
HIST	3683	Jewish Mysticism
HIST	3833	Nation Building in East Central Europe, 1790-1939
HIST	3893	Culture and Society in the Middle East
HIST	4120	Topics in Women's History
HIST	4363	The United States Constitution, 1776-1804
HIST	4463	History of West Africa
HSCI	2453	God and Nature in the Pre-scientific World
JAPN	4223	Japanese Language and Society II
LAT	2313	Latin Composition
LAT	4503	Latin Capstone Course
LTRS	3923	Oklahoma and the U.S. Constitution

Fall 2018 Deleted Courses
(courses not offered since Fall 2012 or earlier)

EXHIBIT A

<u>SUBJ</u>	<u>COURSE</u>	<u>TITLE</u>
MATH	4113	Topics in Applied Mathematics
MATH	4413	Intermediate Ordinary Differential Equations
MATH	5113	Topics in Applied Mathematics
MATH	5483	Wavelets
MATH	5683	Graph Theory II
MATH	5783	Topics in Mathematical Statistics
MATH	5940	Seminar--Applied Mathematics and Statistics
MATH	6443	Topics in Differential Equations
MATH	6693	Topics in Geometry and Combinatorics II
MATH	6843	Topics in Topology II
MBIO	5833	Industrial and Applied Microbiology
MLLL	2003	Introduction to World Literature
MLLL	3423	Western Visions of the East/12th-21st Century
MLLL	3453	The World of the Arabian Nights
MLLL	3853	The Rise of Romanticism
MRS	4903	Seminar in Medieval and Renaissance Culture
NAS	4973	Contemporary Native American Artist III
P SC	2001	Political Science, Fields and Careers
P SC	3503	Ethnicity, Energy, and Elections in Eurasia
P SC	3733	Modernity and its Discontents
P SC	4223	Public Policy Analysis
P SC	4730	Topics in Political Theory
P SC	5153	Problems in Public Management
P SC	5163	Legislative Process and Behavior
P SC	5223	Public Policy Analysis
P SC	5403	Mediating Institutions: Parties, Interest Groups, and Mass Media
P SC	5413	Rational Choice and Politics
P SC	5433	American Constitutional Development
P SC	5463	Representation in American Politics
P SC	5633	Comparative Public Policy Analysis
P SC	5643	Politics in Western Europe
P SC	5703	Problems in Political Theory
P SC	6123	Seminar in American Politics and Bureaucracy
P SC	6383	Seminar in Political Communication
P SC	6753	Seminar in Political Theory
PBIO	4413	Paleobotany
PBIO	4561	Field Studies
PBIO	5413	Paleobotany
PBIO	5561	Field Studies
PHIL	2403	Introduction to Philosophy of Religion
PHIL	3043	Philosophy and Film
PHIL	3053	Comparative Philosophy
PHIL	3113	Reasoning, Judgment and Decision Making

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EXHIBIT A

<u>SUBJ</u>	<u>COURSE</u>	<u>TITLE</u>
PHIL	4763	Philosophy of Law
PHIL	5763	Philosophy of Law
PHIL	6543	Seminar in Philosophy of Mind
PHIL	6763	Seminar in Philosophy of Law
PHYS	6821	Seminar on Chemical Physics
PHYS	6831	Seminar on Applied Physics
PHYS	6841	Seminar on Nuclear and Particle Physics
PSY	2513	Psychology of Personal Adjustment
PSY	4553	Seminar: Multicultural Understanding
PSY	5413	Personality
PSY	6133	Seminar in Biopsychology
PSY	6213	Attention and Memory
PSY	6413	Stereotyping and Prejudice
PSY	6933	Seminar in Human Learning and Motivation
RELS	3163	New Testament/Early Christian Literature
RELS	3173	The Bible in the 21st Century
RUSS	3123	Advanced Business Russian
S WK	4183	Child Welfare and Sexually Abusive Families
S WK	4333	Alcohol and Drug Abuse
S WK	5183	Child Welfare and Sexually Abusive Families
S WK	5223	Ethiopian Social Welfare Issues
S WK	5490	Research Investigations in Social Work
S WK	5603	Supervision and Consultation
SOC	3823	Work, School, and Play
SOC	4163	Advanced Social Statistics
SOC	5013	History and Theory of Urban Planning
SOC	6243	Advanced Quantitative Analysis
SOC	6513	The Death Penalty
SOC	6833	Seminar in Mortality
SOC	6843	Seminar in Fertility
SOC	6853	Seminar in Migration and Immigration
SPAN	1013	Spanish for Reading Proficiency
SPAN	1023	Spanish for Reading Proficiency, Continued
WGS	1220	Women's and Gender Studies
WGS	3073	Women in Early Modern Europe
WGS	3243	Eur Women & Gender Relations
WGS	3493	Gender and the Environment
WGS	3533	History Early Amer Women
WGS	3543	History Modern Amer Women
WGS	3593	Women in the American West
WGS	3823	Motherhood Contemp Society

College of Atmospheric and Geographic Science

GEOG	2113	Introduction to the City
GEOG	3203	Globalization and the Environment
GEOG	3613	Geography of Oklahoma
GEOG	3633	Historical Geography of the United States

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EXHIBIT A

<u>SUBJ</u>	<u>COURSE</u>	<u>TITLE</u>
GEOG	4233	Digital Image Processing
GEOG	4443	Urban Ecology
GEOG	5233	Digital Image Processing
GEOG	5443	Urban Ecology
GIS	2453	Spatial Thinking and GIS Visualization
GIS	4353	Survey of Geospatial Information Technologies
GIS	4393	Automated Analysis of Spatial Grids
GIS	5393	Automated Analysis of Spatial Grids
GIS	5933	Climate Change, Water and Natural Hazards
METR	2103	Physical Mechanics for Meteorology
METR	4343	Introduction to Earth System Dynamics

Price College of Business

ACCT	4323	Governmental Accounting
ACCT	6313	Seminar in Controllershship
ACCT	6343	Seminar in Auditing
ACCT	6643	Federal Estate and Gift Tax Planning and Practice
B AD	3613	Digital Media
B AD	4091	Career Planning and Placement for Business Students
B AD	5480	Research in Business Administration
ENT	3003	Introduction to Entrepreneurship
ENT	3303	Entrepreneurship Practicum
ENT	3813	Entrepreneurial Law
ENT	4103	Entrepreneurial Field Studies
ENT	4203	Entrepreneurial Process
ENT	4303	Entrepreneurship Practicum
ENT	4913	Growth Strategies for Small and Family Businesses
ENT	5922	Entrepreneurial Intellectual Property
ENT	5931	Strategic Venture Development I
ENT	5932	Strategic Venture Development II
ENT	5952	Entrepreneurial Opportunity Recognition
ENT	5962	Foundations in Social Entrepreneurship
FIN	4103	Investments
FIN	5202	Energy Corporate Finance
L S	3003	Introduction to Law and Legal Reasoning
L S	4113	The Law of Employment
L S	4803	Energy Law
L S	4813	International Petroleum Transactions
L S	4823	Oil and Gas Contracts
L S	5713	International Business Law
MGT	4123	Labor Management Relations

Mewbourne College of Earth and Energy

GEOL	4243	Electron Microbeam Methods
GEOL	4413	Paleobotany
GEOL	4864	Geomicrobiology
GEOL	5030	Petrology Seminar

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EXHIBIT A

<u>SUBJ</u>	<u>COURSE</u>	<u>TITLE</u>
GEOL	5713	Introduction to Geostatistics
GEOL	5864	Geomicrobiology
GPHY	4243	Computational Geosciences
GPHY	5243	Computational Geosciences
G E	5133	Non-Newtonian Fluid Mechanics
G E	5143	Fluid Flow in Porous Media
G E	5533	Petroleum Reservoir Development
G E	5713	Introduction to Geostatistics
G E	6153	Transport Phenomena in Porous Media
G E	6253	Advanced Petrophysics
P E	5133	Non-Newtonian Fluid Mechanics
P E	5143	Fluid Flow in Porous Media
P E	5533	Petroleum Reservoir Development
P E	5713	Introduction to Geostatistics
P E	6153	Transport Phenomena in Porous Media
P E	6253	Advanced Petrophysics

Jeannine Rainbolt College of Education

EACS	6243	Education and the Law
EACS	6333	Politics in Educational Administration
EDAH	5743	E-Learning and Blended Learning Approaches for Workforce Development
EDAH	5753	Technologies, Innovation, & Performance Systems for Human Resource Development
EDAH	6213	Theory And Practice Of Continuing Higher Education
EDMA	5023	Geometry, Spatial Visualization, and Learning Trajectories at the Elementary Level (PK-8)
EDMA	5033	Data Analysis, Measurement and Instructional Technology at the Elementary Level (PK-6)
EDMA	5043	Number Concepts and Assessment at the Elementary Level (PK-6)
EDPY	6473	Biopsychosocial Bases of Health Psychology
EDRG	5821	Clinic: Diagnostic Case Study
EDSP	6033	Effective Transition, Instruction, & Research
EIPT	6133	Planned Educational Change
EIPT	6213	Advanced Measurement Theories
EIPT	6303	Needs and Task Analysis

Gallogly College of Engineering

AME	5223	Biomechanics II
C S	3723	Numerical Methods for Engineering Computation
C S	4073	Computer Game Development
C S	4163	Embedded Systems
C S	5123	Systems Modeling and Performance Evaluation

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EXHIBIT A

<u>SUBJ</u>	<u>COURSE</u>	<u>TITLE</u>
C S	5163	Embedded Systems
C S	5193	Special Topics In Networks And Distributed Systems
C S	5453	Empirical Methods
C S	6143	Wireless and Mobile Networks
CEES	5234	Applied Environmental Microbiology
CH E	2133	Sustainable Energy for the Future
CH E	5723	Biosensors
ECE	5063	Pattern Recognition and Computer Vision
ECE	5243	Logic and Computer Design in Nanospace
ENGR	2421	Dynamics
ENGR	2613	Electrical Science
ENGR	3223	Fluid Mechanics
ISE	4363	Facility Planning/Warehousing
ISE	5363	Facility Planning/Warehousing
ISE	5833	Ergonomics in Safety Research

Weitzenhoffer College of Fine Arts

A HI	3353	Northern Renaissance Art
A HI	4113	Cycladic Art
A HI	4403	Southern Baroque Art
A HI	4663	Women in Contemporary Art
A HI	4673	Modern Sculpture
A HI	4683	American Material Culture
A HI	4703	History of Photography, 1839-1945
A HI	4763	Studies in Art of the American West
A HI	4883	Chinese Art
A HI	5113	Cycladic Art
A HI	5203	Reflections on Western Art
A HI	5663	Women in Contemporary Art
A HI	5673	Modern Sculpture
A HI	5703	History of Photography, 1839-1945
A HI	6303	Western American Art
A HI	6503	Contemporary American Art
ART	2803	Media Arts Fundamentals
ART	2823	Art and Technology 1
DANC	4032	Modern Dance Repertory
DANC	4713	Dance Production
DRAM	3213	Draping & Pattern Drafting III
DRAM	3233	Tailoring for the Theatre
DRAM	5073	Developing the Professional Perspective
DRAM	5112	Readings in Design Technology
DRAM	5142	Design Apprenticeship
DRAM	5163	Technical Production Practice
DRAM	5165	Design Studio
DRAM	5743	Modern Theatre

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EXHIBIT A

<u>SUBJ</u>	<u>COURSE</u>	<u>TITLE</u>
MTHR	2121	Auditions
MTHR	3132	Repertoire
MTHR	3163	Musical Scenes
MTHR	4174	Coaching
MUTE	1170	University Singers
MUTE	3170	University Singers
MUTE	4272	Movement for Musicians
MUTE	5170	University Singers
MUTH	5853	Music Of Bartok, Prokofiev, Chicago

David L. Boren College of International Studies

IAS	3453	The World of the Arabian Nights
IAS	3613	International Politics, Literature & Film
IAS	5133	Chinese Politics
IAS	5143	Political Economy of China
IAS	5273	Survey of International Economics

Gaylord College of Journalism

JMC	4043	Reporting in Specialized Fields
JMC	4103	Media Technology
JMC	4123	Media Theories
JMC	4443	Financial Public Relations
JMC	4693	Broadcast and Electronic Media Management
JMC	5043	Reporting for Specialized Fields
JMC	5103	Media Technology
JMC	5143	Advertising and Consumer Behavior
JMC	5313	Advertising Management
JMC	5443	Financial Public Relations
JMC	5553	Contemporary Problems in Professional Writing
JMC	5693	Broadcast and Electronic Media Management

College of Law

LAW	6150	Equal Employment Opportunity
LAW	6170	Gender Based Discrimination
LAW	6520	Intellectual Property
LAW	6690	International Law - Common Law Systems Seminar
LAW	6810	Estate Planning

College of Professional and Continuing Studies

LSCJ	5313	Special Populations in Criminal Justice: Race
LSCJ	5333	Special Populations in Criminal Justice: Class
LSTD	3353	Women and Consumer Culture
LSTD	4293	Art and Medicine
LSTD	4533	Grasslands of the Great American Prairie