

C O N T E N T S  
MINUTES OF A REGULAR MEETING  
BOARD OF REGENTS OF THE UNIVERSITY OF OKLAHOMA  
THURSDAY, DECEMBER 14, 1972

Minutes of the regular meeting held on November 16, 1972 (11835)

Minutes of the special meeting held on December 2, 1972 (11835)

Report of the Facilities Planning Committee - Regent Santee  
Law Center Plans (11835)  
The Lloyd Noble Center (11835)  
Stadium Expansion (11836)

Report of the November meeting of the State Regents for Higher Education (11837)

A. The Health Sciences Center

II. Academic

- a. Faculty Personnel (11838)
- b. Graduate Program in Nursing (11840)
- c. Occupational Therapy Degree (11841)

III. Finance and Management

- a. Non-Academic Personnel (11842)
- b. Professional Practice Plan for the Faculty of the College of Medicine (11842)
- c. Equipment for Nuclear Medicine (11845)
- d. Orthopedic Table (11847)

V. Operations and Physical Plant

- a. Report on Major Capital Improvements Program (11847)
- b. Revised Leases (11847)
- c. Child Study Center (11848)
- d. Agreements with the Department of Mental Health (11849)

B. Administrative

V. General Policies

- a. Affirmative Action Plan (11851)
- b. Tenure (11858)

C. Academic

I. Faculty Personnel Matters

- a. Norman Campus Academic (11877)

III. Changes in Curriculum

- a. Pre-Dance Therapy Curriculum (11878)

IV. Changes in Departments

- a. Home Economics Nursery School (11879)

D. Finance and Management

I. Non-Academic Personnel

- a. Educational and General Budget and Auxiliary Enterprises (11880)
- b. Grants and Contracts (11881)

III. Section 13 and New College Funds (11882)

VI. Purchases

- a. Television Teaching System (11883)
- b. Card Catalog Cabinets (11884)
- c. Floor Covering (11886)
- d. Laboratory Equipment for Zoology (11886)
- e. Aviation Gasoline and Jet Fuel (11888)
- f. Laundry Service (11888)
- g. Transformers (11889)
- h. Milk and Milk Products (11891)

G. Operations and Physical Plant

I. New Construction

- a. Report on Major Capital Improvements Program (11892)
  - Law Center Plans (11835)
  - The Lloyd Noble Center (11835)
  - Stadium Expansion (11836)

II. Repairs, Remodeling and Renovation

- a. Hestér-Robertson Renovation (11893)

IV. Contracts and Agreements

- a. Agreement with the Summer Institute of Linguistics (11893)

VIII. Leases and Easements

- a. Oil and Gas Lease (11894)

H. University Development

VII. Athletics

- a. Sugar Bowl (11894)

MINUTES OF A REGULAR MEETING  
BOARD OF REGENTS OF THE UNIVERSITY OF OKLAHOMA  
THURSDAY, DECEMBER 14, 1972

A regular meeting of the Board of Regents of the University of Oklahoma was held in the office of the President of the University, Norman, on Thursday, December 14, 1972, beginning at 10:50 a.m.

The following were present at the meeting: Regent Nancy J. Davies, President of the Board, presiding; Regents Huston Huffman, Jack H. Santee, Walter Neustadt, Jr., Mack M. Braly, Thomas R. Brett, and Bob G. Mitchell, M.D.

The following were also present: Dr. Paul F. Sharp, President of the University; Dr. Pete Kyle McCarter, Provost; Vice Presidents Burr, Dean, Eliel, Morris, and White; Dr. Thomas E. Broce, Executive Assistant to the President; Mr. R. Boyd Gunning, Trust Officer of the University; Mr. Thomas Tucker, Chief Counsel; and Mrs. Barbara H. James, Secretary of the Board of Regents.

The minutes of the regular meeting held on November 16, 1972, were approved as printed and distributed prior to the meeting.

The minutes of the special meeting held on December 2, 1972, were approved as printed and distributed.

Regent Santee reported the Facilities Planning Committee of the Regents met on Wednesday afternoon. One of the matters considered was the schematic plans for Phase I and Phase II of the Law Center Building. He reminded the Regents that when these plans were originally presented to the Board in October the cost estimate was 10-12% over the amount budgeted for this project.

Since that time the project has been scaled down by the architects and Phase I is now estimated to cost \$3,488,000, which is within budgeted funds. He said the committee reviewed the schematics and recommends that they be approved. He said the committee further recommends that the architects be authorized to proceed with the design development plans for Phase I which they will do under the terms of our present contract with the architects. Mr. Santee reminded the Regents that funds are available for payments to the architects as a result of a \$100,000 loan from the Oklahoma Bar Foundation.

On motion by Regent Santee the committee recommendations were approved.

At the December 2 meeting a tabulation of the bids received on The Lloyd Noble Center was presented to the Board, but no action was possible

11835  
December 14, 1972

11836

since all bids exceeded the amount budgeted. Regent Santee said that since that time the staff has been working with the architects and the low bidder in an effort to reduce this project to come within funds available. He said the committee is not prepared to make a recommendation at this time, but the staff work is continuing and he believes some action might be taken at a special meeting of the Board to be held on December 21 in Oklahoma City.

Regent Santee reported the Facilities Planning Committee also discussed the proposed stadium expansion. The first matter considered was the fee for Wright and Selby, the architects selected by the Board for this project. He said it is necessary at this time to enter into a letter of intent with the architects covering their services. It is understood that this project is still in the feasibility study stage, but it has been the custom in the past to cover our architects with a letter of intent when funds are not available for a project.

Regent Santee said the majority of the Facilities Planning Committee recommends that the fee for Wright and Selby be set at 5.1% of the construction cost and that a letter of intent be issued on this basis. Regent Santee moved approval of the committee recommendation.

Regent Brett said that he was the minority of the committee on this matter and that he previously had voiced his objections to this particular firm doing this job. He said his objections are not on the basis of their experience, background, or ability. On the contrary, this particular architectural firm, he said, has done excellent work for the University in the past and there is no question about their qualifications. Mr. Brett said his objection is based on the fact that he thinks the employment of this firm is contrary to the policy of this Board adopted in March, 1970, which provides that no architectural firm "will be assigned more than one project at any one time in the University of Oklahoma system." Regent Brett said he agrees with this policy. Wright and Selby are also architects for the Biomedical Sciences Building on the Health Sciences Center Campus. He said the March 1970 action of the Board provides that in unusual circumstances there may be deviation from the policy. Regent Brett said he has looked into this matter and he is not convinced that there are sufficient unusual circumstances that the policy should be deviated from.

On the vote on Regent Santee's motion, Regents Brett and Mitchell voted NO. The motion carried.

Regent Santee reported further on the exploration by Wright and Selby on the possibilities that might exist for expanding Oklahoma Memorial Stadium. He said it now appears that from an engineering standpoint expansion of the existing facilities on the west side is possible, and the firm is continuing its study of methods of such expansion.

Before any decision can be made on this expansion, however, Regent Santee said it will be necessary to determine whether sufficient public support for the project exists. The University cannot and will not incur any institutional indebtedness for such a project. Any expansion that takes place must be paid for from private funds. He said the Office of University Development has begun to actively assess the public support for the project and Vice President Burr will report back to the Board at the February, 1973, meeting what the response has been. In order to proceed with any expansion it will be necessary to have a large number of donors willing to give \$5,000 or more to such a project.

Regent Santee said if it is determined that the project is feasible and can develop revenue over and above the expansion costs, the surplus will be divided equally between the Athletic Department and the academic and scholarly programs of the University.

Mr. Santee emphasized that this is just a sampling and is in no way a commitment to the expansion program. Public interest and support will be the determining factor.

Regent Brett reported the Student Affairs Committee is still meeting and studying the method of budgeting the student activity fees and the UOSA funds. He said they hope to be coming to the Board with a final report at the next meeting--but possibly in February.

Regent Davies reported on the November meeting of the State Regents. She thanked all of the members of the Board for their attendance at our hearing with the State Regents on the Law Center Budget matter. She said the fact that every member of our Board was in attendance for this hearing speaks well for the dedication of each and their interest.

Other items of interest to the University that were acted on by the State Regents, other than those things already included in this agenda, were:

1. Approved their request to the Legislature for funds for 1973-74.
2. Made plans for a seminar of governing boards to be held on January 15.
3. Discussed a conference of higher education which will be held in February.
4. Heard a report from their consultant on nursing education, Dr. Margaret Harty. Mrs. Davies said this study is just beginning and we will be hearing more about this later.

December 14, 1972

11838

A. The Health Sciences Center

II. Academic

a. Faculty Personnel

LEAVE OF ABSENCE:

JoAnn G. Wine, Assistant Professor of Pediatrics, Director of Outpatient Clinics, Children's Memorial Hospital, leave of absence without pay, October 1, 1972 to March 1, 1973.

APPOINTMENTS:

William Hoffman Ahaus, Ph.D., Adjunct Assistant Professor of Communication Disorders, without remuneration, September 1, 1972.

Roy McKinney Buchan, Dr.P.H., Adjunct Assistant Professor of Environmental Health, without remuneration, November 1, 1972.

Steven George Chrysant, M.D., Assistant Professor of Medicine, without remuneration, November 1, 1972.

Jose R. Medina, M.D., Clinical Assistant Professor of Medicine, without remuneration, November 1, 1972.

Rosemary W. Williams, M.S., reappointed Assistant Professor of Nursing, \$1,041.67 (state) per month, December 31, 1972.

Earl Edward Dunkleberger, B.H., Special Instructor in Community Health, College of Health, Assistant in Community Health, College of Medicine, \$1,292 (\$1,042 auxiliary, \$250 grant) per month, October 9, 1972.

Rollin C. Koons, B.S., Clinical Instructor in Dermatology, without remuneration, October 1, 1972.

Hira Duvvuri, M.L.S., Instructor in Medical Library Science, \$700 per month, (state), January 1, 1973.

Janis Lee Hart, B.S., reappointed Instructor in Nursing, \$833.36 per month (state), December 31, 1972 to May 19, 1973.

Caryn J. Stoermer, B.S., reappointed Instructor in Nursing, \$833.36 per month (state), December 31, 1972 to May 19, 1973.

Joseph P. Barry, B.A., Associate in Research Medicine, Department of Medicine, \$1,167.67 per month (trust), December 1, 1972.

December 14, 1972

11839

CHANGES :

Carroll Crawford Anderson, Instructor in Nutrition and Dietetics, College of Allied Health Professions, salary changed from \$675.40 per month (\$143.44 grant, \$531.96 state funds) to \$840.00 per month (\$308.14 grant, \$531.86 state funds), September 1, 1972; given additional title of Instructor in Community Health, Colleges of Medicine and Health, November 1, 1972. Changed from part-time to full-time.

James H. Bertera, Associate in Research Psychiatry and Behavioral Sciences, salary changed from \$560 per month (state), full time, to \$280 per month (state), part time, October 1, 1972.

Pamela Craiger, Assistant Professor of Otorhinolaryngology, given additional title of Adjunct Assistant Professor of Communication Disorders, September 1, 1972.

Athol L. Frew, Associate Professor, Division of Oral Surgery, Department of Surgery, College of Medicine, given additional title of Assistant Professor of Oral Surgery, College of Dentistry, salary changed from without remuneration to \$1,666.66 per month (state), January 1, 1973.

Nancy Ann Johnson, Adjunct Instructor in Community Health, Colleges of Health and Medicine, given additional title of Assistant Professor of Nutrition and Dietetics, salary changed from without remuneration to \$825 per month (\$517 state, \$308 grant), November 1, 1972.

Karen Ann Lehr, Instructor in Medical Library Science, salary changed from \$700 per month (grant), full time, to \$560 per month (grant), 4/5 time, November 1, 1972.

George Prigatano, Assistant Professor of Psychiatry and Behavioral Sciences, salary changed from \$1,196.66 per month (grants) to \$806.33 per month (grants) November 1, 1972. Partial transfer to VA funds.

Gary Wayne Rahe, title changed from Instructor to Clinical Instructor in Medicine, November 1, 1972.

Jon L. Reisig, promoted from Special Instructor to Assistant Professor of Radiologic Technology, salary changed from without remuneration to \$833.33 per month (state), January 1, 1973.

Max G. Walter, promoted from Instructor in Radiological Sciences to Assistant Professor of Radiological Sciences and of Medicine, College of Medicine, salary changed from without remuneration to \$275.39 per month (state), 1/8 time, January 1, 1973. To be paid 7/8 from VA Hospital.

December 14, 1972

11840

Rosemary F. Wayte, Assistant Professor of Otorhinolaryngology, given additional title of Adjunct Assistant Professor of Communication Disorders, September 1, 1972.

A. Aniece Yunice, titles changed from Assistant Professor of Research Medicine, Instructor in Physiology and Biophysics and Assistant Professor of Research Environmental Health to Assistant Professor of Research Medicine and of Physiology and Biophysics, College of Medicine, December 1, 1972.

TERMINATIONS:

Paul T. Condit, M.D., Professor of Research Biochemistry, Associate Clinical Professor of Medicine, and Associate Professor of Research Radiology (Onocology), October 1, 1972.

Donald C. Dirks, M.D., Assistant Professor of Radiological Sciences (Radiation Therapy), College of Medicine, December 1, 1972.

Saralon G. Mitchell, M.L.S., Instructor in Medical Library Sciences, College of Allied Health Professions, January 1, 1973.

James T. Proctor, M.D., Clinical Professor of Psychiatry and Behavioral Sciences, College of Medicine, December 11, 1972.

John W. Shackelford, M.D., Associate Clinical Professor of Pediatrics, Associate Professor of Health Administration, October 1, 1972.

Approved on motion by Regent Mitchell.

President Sharp reported the death of Roger Wolfe, Special Instructor in Health Administration, College of Health, on November 16, 1972.

b. Graduate Program in Nursing

President Sharp reported he has been notified that in their meeting on November 27 the State Regents for Higher Education approved our request to offer a new graduate program in the College of Nursing leading to the Master of Science Degree. The new program is authorized to be offered effective with the 1973 spring semester.

This was reported for information only.

c. Occupational Therapy Degree



President Sharp said the College of Allied Health Professions has proposed the establishment of a new degree, Bachelor of Science in Occupational Therapy. This program has been approved by the University's Academic Program Council.

In January, 1969, the State Regents for Higher Education approved establishment of a Department of Occupational Therapy as part of the new School of Health Related Professions. Serious lack of funds precluded immediate development and activation of the new department. In May, 1972 a five-year HEW Special Improvement Grant was awarded to relieve financial stress in activating the program.

There is a growing demand for this program and there is no such program in the State. In September, 1971 Tulsa Junior College began an Occupational Therapy Assistant program. In September, 1972 South Oklahoma City Junior College began a similar program. The need for a baccalaureate program to train Registered Occupational Therapists in Oklahoma is accentuated by the fact that OT Assistants should work only under the supervision of OTR's. In addition, many of the students enrolled in the occupational therapy program at these junior colleges have expressed a desire to seek a baccalaureate degree in occupational therapy upon the receipt of their associate degree.

The Health Sciences Center, using the clinical facilities available on campus and in hospitals with which affiliation agreements already exist for training certain health personnel, is the only center where such academic training could take place. With a 2 plus 2 program, articulation with junior colleges poses no problems, and, in fact, provides the ladder for junior college students to achieve the baccalaureate degree in this health specialty.

President Sharp recommended approval of the new degree, Bachelor of Science in Occupational Therapy, subject to approval of the State Regents for Higher Education.

In response to a question from Regent Braly, Vice President Eliel said this program is one of the allied health professions and constitutes a rather vital aspect of rehabilitation of the ill, both the physically ill and the mentally ill. Dr. Eliel said there is no training program in the State of Oklahoma of this kind; in fact, there are only

about two dozen in the whole country. He said this program will be completely funded from a Federal grant for at least the first three years, except that a very small amount of E&G funds will be required at the beginning of the program, probably not more than \$5,000.

President Sharp said he had looked into the need for and the support for this program rather thoroughly before agreeing to place it on the Regents' agenda with a recommendation for approval. He said he believes there is a real and genuine need for this program. As a matter of fact, it is very clear that Central State can use every Occupational Therapist produced from this program in the next few years. President Sharp reaffirmed his recommendation that this program be approved for submission to the State Regents for Higher Education.

Approved on motion by Regent Neustadt.

### III. Finance and Management

#### a. Non-Academic Personnel

#### CHANGE:

James L. Rice, Interim Administrator of University Hospitals, Adjunct Instructor in Community Health, Instructor in Health Administration, Lecturer in Radiologic Technology, salary changed from \$1,668.33 per month (state) to \$1,968.33 per month (state), November 20, 1972.

Approved on motion by Regent Brett.

#### b. Principles of Proposed Practice Plan for Geographic Full-Time Faculty of the College of Medicine

A. The Principles of operation upon which the Professional Plan is developed include the following:

When members of the faculty deliver high quality personal consultative services or exceptional primary medical care to patients, these faculty members by their personal efforts enhance the stature and reputation of the College of Medicine and the Health Sciences Center.

A reasonable degree of active involvement by the clinical faculty in health delivery practices is essential to the maintenance of their

professional skills. This contributes to the educational mission of the College of Medicine, including the clinical research component of education.

The realities of the complex operation of a Health Sciences Center are such that the goals of education, exemplary medical care and research are not achieved without a fair mixture of professional capabilities with financial awareness.

Active participation in health delivery systems requires of the participant a significant commitment in terms of energy, emotional dedication, and the assumption of additional personal liabilities.

- B. The Professional Practice Plan includes within its operational structure the entire range of medical disciplines and specialities. There are fundamental differences between these disciplines and specialities in matters relating to: (1) the unit of service for which a professional fee is rendered; (2) the amount of the customary fee per unit of service; (3) the status of the patient (ambulatory or hospitalized); and (4) the goal of the services rendered.

C. Membership

All members of the full time faculty of the University of Oklahoma College of Medicine who are duly licensed to engage in the practice of the healing arts in Oklahoma must become a member of the Plan. These faculty members must enter into a contract with the University of Oklahoma Regents governing professional practice and income.

D. Operational Systems for Practice Income

The operational document will include, but not be limited to, the following provisions: Source of income to be included; process for managerial control; process for billing and collecting; individual and departmental overhead costs; name and nature of the depository funds; policies and regulations regarding the disbursement of all funds from the depository including income supplements, fringe benefits, and departmental and institutional allocations; and process for audit.

It will also provide a uniform procedure to account for: All professional funds generated by each member of the geographic

full-time faculty; and all monetary contributions made by the geographic full-time faculty to the University.

E. The Professional Practice Plan will accomplish the following:

All professional income generated by the geographic full-time faculty will be contractually controlled by the University and these contractual controls will specifically include the processes for billing, collecting and managerial operations, the name and nature of the depository of such funds, and the policies and regulations regarding the disbursement of all such funds.

The basis for compliance with the plan will be a written contract between the Regents and each participant at the time of employment each year.

The complete reporting and auditing of all professional income received by each member of the geographic full-time faculty (including salary supplementation), as well as the reporting auditing of all professional income generated by the geographic full-time faculty which is contributed to the University.

The reporting and auditing, for the benefit for all participants in the Plan, of all monies received and all monies spent as a result of the contributions of the geographic full-time faculty.

The first official step in the implementation of the Plan was accomplished on November 30, 1972, when an outline of the Plan was presented by Dean Bird to the Health Sciences Center Committee of the Regents. Full implementation of the plan must be accomplished in phases to insure cooperation of all participants and preserve the current level of contributions to the Health Sciences Center from professional practice earnings. All phases have been accomplished except those involving preparation of the contractual documents, development of detailed operational and fiscal contractual systems, and sufficient testing of these systems to insure achievement of full accountability and complete visibility of all funds contributed to the Health Sciences Center by the geographic full-time faculty.

President Sharp recommended that the Regents approve the foregoing principles of the Professional Practice Plan for the geographic

full-time faculty of the College of Medicine, with the intent that the Plan be implemented forthwith in an efficient and expeditious manner by preparing the necessary documents and setting up the necessary systems for proper accounting. Preparation of documents and establishment of systems for implementation will be assigned to a task force composed of Dean Bird, Chairman, and Vice President Nordby, Vice President Dean and Counsel Tucker.

President Sharp said the above is a summary of the major aspects of the proposed practice plan; it outlines the plan of operation and describes the nature of the implementations that would be required in the College of Medicine to put this plan in operation. President Sharp said he believes this represents a very substantial improvement over present commitments and the present plan.

In response to a question from Regent Braly about the target date for completion of the plan, President Sharp replied that we are working on it just as quickly as we can. Regent Huffman stated that the major problem is setting up the billing office through which funds will flow and be controlled and visible. He said we will use the advice of Herman Smith Associates in setting up the billing office, drawing up forms, setting up the systems procedure for processing receipts and disbursements, etc. Based on their previous experience in this area, they estimate it will take 90 to 120 days to set up this office, get the forms printed, the manuals prepared, etc. In addition, there will be a contract for each member of the plan to sign. Mr. Huffman said those two are the major ingredients of implementation that will take the most time.

Regent Braly expressed the hope that the reports of income would be made monthly rather than quarterly or annually. It was generally agreed that this would be a part of the plan.

On motion by Regent Mitchell, the recommendation of President Sharp was approved.

c. Equipment for Nuclear Medicine

Enclosed with the agenda for this meeting was a tabulation of the bids received for leasing and purchasing certain equipment needed in the Division of Nuclear Medicine at the Health Sciences Center.

President Sharp said funds are available in account D0331600 in the amount of \$49,985.52 to make the payment on the first year's lease

December 14, 1972

11846

of Items 1 through 3. The annual cost of the lease after the first year will be assumed by the Health Sciences Center. The purchase cost of Items 4 through 7 in the amount of \$5,806.00 is also available in account D0331600.

President Sharp recommended leasing the following equipment:

- Item 1 - Scintillation Camera System - to Nuclear Chicago Company, a subsidiary of Searle Leasing Corporation, on the basis of their alternate bid of \$1,690.49 per month--total annual cost of \$20,285.88.
- Item 2 - Rectilinear Scanner - to Raytheon Company on the basis of their bid of \$536.80 per month, the lowest bid meeting specifications - total annual cost of \$6,441.60.
- Item 3 - Computer System for the Scintillation Camera - to Zentron Company on both of their bids which provide for a lease rate of 2.21% per month per thousand dollars of initial cost (\$1,938.17 per month) with the option to purchase the equipment at the end of the fifth year for a fair market value - total annual cost of \$23,258.04.

President Sharp recommended that the following equipment be purchased from Nuclear Chicago Company, a subsidiary of Searle Leasing Corporation.

Item 4 - Anatomical Marker	\$ 2,080.00
Item 5 - Collimator	4,036.00
Item 6 - Polaroid Camera	765.00
Item 7 - Colimator Changer Assembly	<u>3,425.00</u>
	\$10,306.00
Less trade-in of 2 3-inch Nuclear Chicago Rectilinear Scanners	<u>4,500.00</u>
	\$ 5,806.00

Approved on motion by Regent Neustadt.

d. Orthopedic Table

President Sharp said at the October meeting (p. 11756, Hospital Equipment) the Board authorized purchasing an orthopedic table (Item 27) from the low bidder, Zimmer Company in the amount of \$6,090. The Health Sciences Center now has been notified by Zimmer-Hoffman Associates that they are unable to furnish this orthopedic table.

Mr. B. Wayne Hogan, Director of Materials Managements, has contacted the American Sterilizer Company, the only other company who originally bid on this item. They have indicated they can furnish the specified orthopedic table at their original bid price of \$8,865.

Since there were no other bidders on this table and it is needed for the opening of the Everett Tower, it is desirable that the American Sterilizer bid be accepted. It is the opinion of our staff that a rebid of this item would not result in a reduction of cost below \$8,865.

Funds are available for this purchase in budget account 9983-0, the new hospital equipment fund.

President Sharp recommended that the October 12 action awarding this item to Zimmer Company be rescinded and that the purchase be made from American Sterilizer Company at a total cost of \$8,865.

Approved on motion by Regent Neustadt.

## V. Operations and Physical Plant

### a. Report on Major Capital Improvements Program

As shown on the two pages attached, a report was presented to the Regents on major capital improvements projects now under construction and in various stages of planning on the Health Sciences Center Campus. No action was required.

### b. Revised Leases

President Sharp said at the present time the Regents are leasing from Oklahoma Health Science Facility, Inc. certain properties in Oklahoma City on N. E. 14th Street and on N. E. 15th Street for the purpose of providing classroom and administrative and faculty office space. Revised leases which will provide for a reduced rental payment from \$4.00 and \$4.50 to \$1.95 per square foot are proposed. Under the revised leases the University will be responsible for the payment of utilities and for normal maintenance. Health Science Facility will continue to carry liability and property insurance.

Revised leases are proposed for the following facilities:

619 N. E. 14th	618 N. E. 15th
625 N. E. 14th	619 N. E. 15th
633 N. E. 14th	624 N. E. 15th
645 N. E. 14th	626 N. E. 15th
636 N. E. 14th	632 N. E. 15th
616 N. E. 15th	641 N. E. 15th

President Sharp recommended approval of revised leases as explained above for the period December 1, 1972 to July 1, 1973.

Approved on motion by Regent Santee.

c. Child Study Center

President Sharp said the State Department of Health and the Health Sciences Center are desirous of conducting the Oklahoma City Child Study Center in order that it may serve the Department as a diagnostic and treatment resource center for children referred by the community guidance centers, and as an educational activity for the Health Sciences Center. The proposed agreement is for the period December 1, 1972 through June 30, 1973.

The University will provide up to \$17,078 toward the cost of the Child Study Center, providing the personnel, supplies, travel, laboratory services, housing and utilities specified in the project budget.

The staff of the Child Study Center will conduct a two-day workshop as a follow-up and expansion of the 1972 fiscal year workshop for the Statewide guidance center program to be held in a location convenient for the staff. As the need arises, various guidance centers may call upon individual staff members of the Child Study Center for consultative services and/or participation in a workshop at the community level. These services will be limited to not more than two staff members for each visit with a maximum of four professional visits for the year. This service is subject to the regular Child Study Center operation and schedules will be arranged to be least disruptive of the regular operation. The Department will reimburse the University a minimum of \$36,339 for the period of this agreement.

President Sharp recommended approval of the agreement explained above between the Regents and the Oklahoma State Department of Health.

Approved on motion by Regent Brett.



OFFICE OF FACILITIES PLANNING  
THE UNIVERSITY OF OKLAHOMA

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROGRESS REPORT, DECEMBER, 1972

PROJECTS IN VARIOUS STAGES OF PLANNING

Project	CMP Priority No.	Architect	Contract or Letter	Estimated Cost	Status
OKLAHOMA CITY CAMPUS					
Student Housing--Self Liquidating Bonds	---	Murray, Jones, Murray	C 10/20/71	5,389,886	This project is being held in abeyance. Design development phase plans for 300 townhouses and garden apartments have been completed.
College of Health (School of Health)	5	Murray, Jones, Murray	C 07/23/70	10,000,000	The construction grant application submitted to HEW in June, 1972 was disapproved.
Health Sciences Library (and Learning Resources Center)	6	Sorey, Hill, Binnicker	L 07/23/70	4,614,729	The funding for this project is being reconsidered.
Basic Science Faculty and Graduate Student Offices and Laboratories Building (Biomedical Science Building)	7	Wright & Selby	C 10/12/72	11,500,000	The construction grant application submitted to HEW in June, 1972 has been approved. Working drawings are being prepared.
College of Nursing Building	9	Murray, Jones, Murray	---	5,505,476	A construction grant application was submitted to the U.S. Public Health Service on June 15, 1972.
Dental Clinics (Dental Clinical Services Building)	10	McCune & McCune	C 10/12/72	11,770,000	The construction grant application submitted to HEW in June, 1972, has been approved. Working drawings are being prepared.
Ambulatory Medical Clinics (Community Health Project/ University Clinics)	11A	Frankfurt, Short, Emery, McKinley	---	2,400,000	Schematic design plans for this project have been completed. A small Hill-Burton grant has been received. Funding for this project is under-going review.
Renovation of Operating Rooms CMH	---	Hudgins, Thompson, Ball	---	350,000	Architects are developing schematic plans for this project.
Renovation of Selected Areas CMH	12A	Phelps, Spitz, Ammerman Thomas	---	300,000	Preliminary plans are underway.
Renovation of Selected Areas University Hospital	12B	Turnbull & Mills	---	300,000	Preliminary plans are underway.
Steam and Chilled Water Plant Expansion Carnahan and Thompson					

OFFICE OF FACILITIES PLANNING  
THE UNIVERSITY OF OKLAHOMA

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROGRESS REPORT, DECEMBER, 1972

PROJECTS UNDER CONSTRUCTION

Project	CMP Priority No.	Architect	Contractor	Contract Award Date	Original Adjusted Completion Date	Original Current Contract Amount	Status (% complete)	Sources of Funds
OKLAHOMA CITY CAMPUS								
University Hospital, Phase I and the Pathology Hospital Unit	2	Frankfurt, Short, Emery, McKinley	Harmon Const. Co.	07/02/69	07/02/72 02/05/73	11,959,000 12,804,031	99%	Hill Burton (HEW) Bond Funds HPEF (HEW grant)
Steam & Chilled Water Plant (Central Power Plant)		Carnahan & Thompson Engr., Turnbull & Mills Inc., Architects	Kay Engr. Co.	11/09/70	03/27-72	4,016,400 4,265,462	99%	Revenue Bonds-OUA
Remodeling & Renovation of Medical College Building	4	Noftsgar, Lawrence, Lawrence, Flesher	Novak Constr. Co.	03/09/72	09/28/72	364,957	85%	Bond Funds
College of Dentistry, Addition to Basic Science Education Building	8	Frankfurt, Short, Emery, McKinley	Harmon Constr. Co.	09/14/72	09/14/72	1,429,786	11%	Bond Funds
Interim Facilities Building (for the Colleges of Dentistry and Nursing)	23A	Jones, Hester, Bates, Riek, Inc.	Construction Manager Walter Nashert & Sons	varies	11/01/72	655,375	95%	Bond Funds
Parking Lot A (750 spaces)		Shaw Associates	Lippert Bros., Inc.	10/12/72	12/11/72	115,000	5%	---

c. Agreements with the Department of Mental Health

The Health Sciences Center requests approval of three agreements with the Department of Mental Health pertaining to the utilization of the facilities at Central State Griffin Memorial Hospital in Norman. The agreements are for the period December 1, 1972 through June 30, 1973 and are summarized as follows:

1. The University is desirous of utilizing the facilities of Central State Griffin Memorial Hospital for our residency training program in Surgery. The Department of Mental Health is desirous of utilizing the services of the Health Sciences Center in order to furnish more adequate care and treatment for its patients.

In order to achieve these objectives, the University will provide the following:

- a. Residency coverage in surgery to all physically ill patients of the Hospital and to maintain a minimum of two surgical residents at the Hospital at all times.
- b. The service on a daily basis of qualified surgeons for operative supervision, consultation and emergency coverage.
- c. To pay appropriate transportation costs for those individuals.

In consideration of these services, the Department of Mental Health will pay from the operating funds of Griffin Memorial Hospital \$26,722.50 for the period of this agreement.

2. The University is desirous of utilizing the facilities of Central State Griffin Memorial Hospital for our residency training program in radiology. The Department of Mental Health is desirous of utilizing the services of the Health Sciences Center in order to furnish more adequate care and treatment for its patients.

In order to achieve these objectives, the University will provide the following:

- a. One resident sufficiently qualified to work independently who will perform fluoroscopic studies and read all films (except routine chest films from the Tuberculosis Center) twice weekly.

- b. The services of one staff member from the Department of Radiological Sciences for consulting with the staff of the Hospital, the teaching of residents and the care of the physically ill patients.

In consideration for these services, the Department of Mental Health will pay from the operating fund of Griffin Memorial Hospital \$12,425.00 for the period of this agreement.

3. The University is desirous of utilizing the facilities of Central State Griffin Memorial Hospital for our residency training program in internal medicine. Mental Health is desirous of continuing the services of the staff and clinical facilities of the school in order to more adequately provide for its patients.

In order to achieve these objectives the University will provide the following:

- a. Complete medical coverage to all physically ill patients of the Hospital.
- b. One full-time internist sufficiently qualified to head a teaching program and full residency coverage.
- c. The services of staff members of the Department of Medicine for consulting with the full-time staff of the Hospital, the teaching of residents, and the treatment of physically ill patients.
- d. A qualified internist to make weekly visits and provide special consultations for patients of the Hospital afflicted with Tuberculosis and/or Infectious Diseases.

In consideration of these services, the Mental Health Department will pay from operating funds of Griffin Memorial Hospital \$35,583.35 for the period of this agreement.

President Sharp recommended approval of these agreements with the Department of Mental Health as explained above.

President Sharp said these three contracts which provide medical, surgical and radiological care to the patients at Griffin Memorial Hospital are a significant part of our commitment to provide health care to the people of Oklahoma. He said we are indebted to Dr. Hayden H. Donahue.

of the Mental Health Department and to our clinical chiefs for their innovative arrangements between the University and the State Department of Mental Health. Dr. Donahue advises us that these agreements, which we have had for some time, were the first of their kind in the nation and have since been used as a model all across the country. President Sharp said he is proud to recommend the continuation of these service agreements.

On motion by Regent Huffman the recommendation was approved.

B. Administrative

V. General Policies

a. Affirmative Action Plan

In presenting the Affirmative Action Plan as shown on the following pages, President Sharp said that considerable study has preceded the writing. The Equal Employment Opportunity Committee, the deans, and the President's Staff have contributed to the final form of the document. He said attention is needed to giving equal employment opportunity to females and racial minorities and the program outlined is intended to be a positive, reasonable and immediate move in that direction.

President Sharp recommended that the Affirmative Action Plan as shown below be approved:

Official policy on equal opportunity at the University of Oklahoma was adopted by the Regents on March 24, 1970 and is as follows:

With respect to the admission and education of students, with respect to the availability of student loans, grants, scholarships, and job opportunities, with respect to the employment and promotion of academic and nonacademic personnel, with respect to the student and faculty activities conducted on premises owned or occupied by the University, and with respect to student and faculty housing situated on premises owned or occupied by the University, the University of Oklahoma shall not discriminate either in favor of or against any person on account of his or her race, creed, color, national origin, sex, age, or political beliefs; however, restrictions on age and sex based on bona fide employee retirement policies and job requirements or generally accepted and socially approved distinctions in housing, sanitary facilities, athletics and similar facilities or activities are accepted.

The Affirmative Action Plan serves to supplement the Regents' policy on equal opportunity, as it pertains to employment, and is an integral part of the employment policies of the University of Oklahoma. The Plan is revised from time to time, generally once each year, to address the current requirements for affirmative action in employment. The principal objectives are:

1. To assure all persons equal opportunity for employment and advancement in employment regardless of race, creed, color, national origin, sex, age or political beliefs.
2. To meet institutional responsibilities under the Civil Rights Act of 1964 and commitments as a federal contractor under Executive Order 11246 and Executive Order 11375.
3. To take positive actions in the recruitment, placement, development and advancement of women and racial minority members in University employment.

Each person having administrative or supervisory responsibilities is expected to provide leadership in applying the Affirmative Action Plan.

Coordination of the application of the Affirmative Action Plan is the responsibility of the Provost for academic employment, and the Vice President for Finance and Administration for nonacademic employment. These officials are designated Equal Employment Opportunity Officers for their respective areas of responsibility.

An Equal Employment Opportunity Committee has been established and the membership is as follows:

1. EEO Officer for Academic Employment
2. EEO Officer for Nonacademic Employment
3. Director of Personnel Services
4. Special Assistant to the President for Minority Affairs
5. Coordinator for Indian Student Affairs
6. Elected representative from Faculty Senate
7. Elected representative from Deans' Council
8. Elected representative from University of Oklahoma Student Association

9. Elected representative from Black Peoples Union
10. Elected representative from the Employee Executive Council
11. Elected representative from Indian Students Association
12. Three appointments at large to provide balanced representation of the University Community by sex and racial origin.

The equal Employment Opportunity Committee is chaired by the Director of Personnel Services who calls a meeting of the Committee no less than each two months throughout the year. The Committee's functions are to analyze the equal employment opportunity position of the University and to recommend means by which full equality may be realized. The Committee serves in an advisory capacity to the President.

Placing our EEO Program in Perspective

1. In comparing employment data as of May 5, 1971 and May 25, 1972, the following percentage relationships are drawn in the proportion of female employees to the total of employees by selected broad categories:

<u>Job Category</u>	<u>Female Percentage</u>	
	<u>5/5/71</u>	<u>5/25/72</u>
Officials and Managers	22.1	24.8
Faculty	19.2	17.3
Professionals	32.3	27.9
Graduate Assistants	23.3	25.1
Technicians	30.6	33.9
Office and Clerical	92.8	90.5
Craftsmen (Skilled)	20.4	22.7

The figures indicate some improvements in five of the seven categories but clear losses in faculty and professional positions.

2. The picture below is drawn when making the same kind of comparisons as in paragraph 1 for racial minorities:

<u>Job Category</u>	<u>Racial Minority Percentage</u>	
	<u>5/5/71</u>	<u>5/25/72</u>
Officials and Managers	6.9	5.1
Faculty	2.8	3.0
Professionals	7.3	9.5

Graduate Assistants	4.7	6.9
Technicians	5.4	5.5
Office and Clerical	4.6	5.6
Craftsmen (Skilled)	3.8	5.2
Operative (Semi-Skilled)	4.0	6.9
Laborers (Unskilled)	14.5	10.8
Service Workers (Includes all non- academic student ap- pointments)	<u>7.9</u>	<u>10.4</u>
TOTAL	6.0	7.23

Some improvements are again apparent in seven of the ten categories. The officials and managers, faculty and technician categories clearly need improvements. There is much to be accomplished in the professional, office and clerical, craftsmen (skilled) and operative (semi-skilled) categories as well.

- In May, 1971, 36.6% of all student employees were female while in May, 1972, the figure stood at 37.8%. May, 1971 statistics showed 7.7% of all student employees to be from racial minority groups--the corresponding percentage for May, 1972 was 10.3%. The picture is one of small improvement for female students and a significant improvement for racial minority students.
- Upon request of HEW, the University projected the number of female and racial minority hires it expected to accomplish during the last year. Below is a table of the projections and actuals hires realized:

<u>Job Category</u>	<u>Projected</u>		<u>Actual</u>	
	<u>Female</u>	<u>Racial Minority</u>	<u>Female</u>	<u>Racial Minority</u>
Officials and Managers	10	4	6	2
Faculty	14	9	13	1
Professionals	15	22	15	8
Graduate Assistants	69	9	60	7
Technicians	5	4	11	3



Office and Clerical	105	27	251	14
Craftsmen (Skilled)	1	5	1	1
Operative (Semi-Skilled)	7	4	9	3

Overall, the table indicates the University's present methods of meeting hiring objectives are not operating with as much effectiveness as is desirable in creating a community in which equal employment opportunity is achieved to the fullest degree possible.

5. An analysis of applicant flow during 1971/72 for staff and student positions, indicates the relationships between applications and referrals for female and racial minority candidates to the total of applications and referrals to be as follows:

<u>Category</u>	<u>Total Applications</u>	<u>Percent Applications</u>		<u>Total Referrals</u>	<u>Percent Referrals</u>	
		<u>Female</u>	<u>Racial Minority</u>		<u>Female</u>	<u>Racial Minority</u>
Staff	3657	1966 (54%)	332 (9%)	2955	1857 (63%)	205 (7%)
Student	5495	2366 (43%)	443 (8%)	5157	2373 (46%)	565 (10%)

6. During the period 12/1/71 through 8/10/72 a record of promotions in staff positions was made. The table below summarizes how females and employees of racial minority groups fared in this respect.

Total Promotions	148
Female Promotions	83
Racial Minority Promotions	9
Percent Female	56%
Percent Racial Minority	6%

#### Actions to be Taken

Two years of experience with affirmative action programs has created some positive changes. It is clear however that the University has not nearly reached its potential in equal employment opportunity and must

introduce strengthened mechanisms for change if it is to fulfill its role as a leader in improving human relations. With this in mind, the following actions are to be firm goals for the ensuing year.

1. Wide distribution of the University's Affirmative Action Plan will be given through deans, directors, department heads, heads of budget units, "University Today", the Faculty Senate, Administrative Officers Council, Administrative Staff Conference, Association of Oklahoma University Professional Employees, Employee-Management Council, Student Government Association, the student newspaper and the Norman Transcript.
2. The University's Staffing Plan for staff and student employment will be recirculated and strictly administered. No appointments recommended outside the Staffing Plan will be approved.
3. Hiring goals will be established for the various categories of employment. Part of the purpose is to achieve a greater representation of females and racial minorities in faculty, administrative, professional, technical and skilled employment. The goals will be adjusted from time to time upon recommendation of the Equal Employment Opportunity Committee and approval of the President. Changes will normally be based on the Committee's continuing evaluation of the University's equal employment opportunity position with consideration given to such variables as: faculty and staff turnover; progress toward immediate and long range equal employment objectives; and the availability of labor market information giving the University a basis upon which to analyze its opportunities for employing females and racial minorities in the target areas of employment. Attached as Appendix A are the initial hiring goals to be applied concurrently with the implementation of this Affirmative Action Plan.
4. At least three times during the year, the Equal Employment Opportunity Committee will review employment statistics to determine whether hiring objectives are proceeding as planned. As needed, the Committee will recommend actions to the President designed to keep the University on target with respect to its hiring objectives.

5. Innovational and indeed non-traditional recruiting efforts will be funded to permit access to a larger national market for female and racial minority applicants. Such approaches as national advertising, more local advertising, campus recruiting visits, recruiting visits to locales having surpluses of the kinds of skills needed for University employment, and the like will be used.
6. Supervisory seminars will be continued designed for the development of first-line supervisors. The principal purposes will be to develop up-to-date supervisory skills, acquaint supervisors with responsibilities the University places on them and with applicable policies and procedures, and to discuss problems in equal employment opportunity and seek possible solutions.

APPENDIX A  
INITIAL HIRING GOALS

Initial hiring goals are established in the table below and are to apply during the period indicated. The goals are intended to give positive direction to the University's enlarging employment of females and racial minority candidates. Part of the objective is to achieve ultimately a representation of at least 30% females and 10% racial minority in faculty, administrative, professional, technical and skilled employment.

HIRING GOALS  
FEMALE AND RACIAL MINORITY CANDIDATES  
1972-73

<u>Category</u>	<u>*Estimated Hires</u>	<u>Female</u>	<u>GOALS</u> <u>Racial Minority</u>
Officials and Managers	13	4	3
**Faculty	56	22	11
Professionals	18	3	2
**Graduate Assistants	225	23	10
Technicians	7	2	2
***Office and Clerical	210	N/A	21
Craftsmen (Skilled)	14	4	3

All openings for staff personnel (i.e. administrative staff, professional staff, supervisory staff and classified staff) and student employees

\*Hiring goals will be adjusted in proportion to actual hires experience.

\*\*Applies to faculty and graduate assistant employment for 1973-74.

\*\*\*Limited to racial minority hires since positions are predominately filled by females.

are to be listed with the Office of Personnel Services, Employment Services Division, in accordance with the staffing plan policy outlined in the Staff Handbook. When qualified female and racial minority candidates are referred to vacancies, budget units will be expected to give substantial reasons for not employing them before Personnel Services will approve the appointment of other candidates.

In contrast to the hiring goals in other areas which are set for the 1972-73 year, employment goals for faculty and graduate assistant positions are established for the 1973-74 year. This recognizes that the normal recruitment for academic teaching positions during 1972-73 is for positions to be filled in 1973-74. Working in conjunction with the deans, the Provost's Office will be responsible for apportioning the faculty and graduate assistant goals among colleges. Recommendations for appointments will be reviewed carefully by the deans and the Provost in terms of meeting the hiring goals adopted. The development of new recruiting methods is expected in order to increase the numbers of qualified female and racial minority candidates for faculty and graduate assistant positions. The deans and the Provost are not to accept appointment recommendations for transmittal to the Regents until there is evidence that the hiring goals are being realized or until they have received documentation to the effect that reasonable efforts to attract female and racial minority candidates have been unsuccessful.

Approved on motion by Regent Santee.

b. Academic Freedom, Faculty Tenure, Faculty Responsibility, and Instructional Evaluation

President Sharp presented the following documents pertaining to Academic Freedom, Faculty Tenure, Faculty Responsibility, and Instructional Evaluation:

ACADEMIC FREEDOM AND FACULTY TENURE

The 1940 Statement of principles on academic freedom and tenure of the American Association of University Professors has long been recognized as providing valuable and authoritative guidelines for policy and practice in American colleges and universities. The section on academic freedom below is essentially a restatement of these principles, with some modification and extension consistent with their intent and with later declarations by the Association. In the formulation that follows, these principles have been adopted as University policy by the Regents of the University of Oklahoma.

The regulations on faculty tenure which next follow are also based upon the 1940 Statement of principles of the American Association of University Professors and upon the Association's subsequent rulings and recommendations, adapted to the organizational structure and particular requirements of the University of Oklahoma.

I. ACADEMIC FREEDOM

- A. A faculty member is entitled to full freedom in research and publication, subject to any restrictions set by law or by applicable codes of professional ethics, and subject to adequate performance of his other academic duties and to stated University policy on outside employment; but, except under conditions of national emergency, a faculty member should not undertake to do research on University time or using University facilities or funds under any agreement which would prohibit him (except for a definitely and reasonably limited time) from open communication of the results.
- B. A faculty member is entitled to freedom in the classroom in discussing his subject, but it is inappropriate for a teacher persistently to intrude material which has no relation to his subject.
- C. As a member of his community, the university teacher has the rights and obligations of any citizen. He measures the urgency of these obligations in the light of his responsibilities to his subject, to his students, to his profession, and to his institution. When he speaks or acts as a private person, he avoids creating the impression that he speaks or acts for his college or university. As a citizen engaged in a profession that depends upon freedom for its health and integrity, the university teacher has a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.
- D. As a citizen, the university teacher should be free to engage in political activities consistent with his obligations as a teacher and a scholar. Some activities, such as seeking election to an office for which extensive campaigning is not required, or serving in a part-time political office, may be consistent with effective service as a member of the faculty. More extended or intensive activity may require that the faculty member request a leave of absence. A leave of absence incident to political activity should come under the normal rules and practices respecting leaves of absence; and it should not affect the tenure status of a faculty member, except that time spent on such leave need not count as probationary service.
- E. Freedom of access to recorded knowledge being essential to learning and research in a democracy, the right and the obligation of the university to provide a full range of materials on any subject, even though some views might be currently unpopular or controversial, or appear incorrect, shall not be infringed. The principles of academic freedom shall apply to the presence of materials and also to those who provide and those who use them.

- F. The University of Oklahoma endorses the 1957 declaration of the American Association of University Professors which "...asserts the right of college and university students to listen to anyone whom they wish to hear, ...affirms its own belief that it is educationally desirable that students be confronted with diverse opinions of all kinds, (and) therefore holds that any person who is presented by a recognized student or faculty organization should be allowed to speak on a college or university campus." Duly constituted organizations at the University of Oklahoma may invite speakers without fear of sanctions.
- G. The University of Oklahoma also endorses the following (1970) declaration of the AAUP Council:

(See revised paragraphs, p. 11876)

"Membership in the academic community imposes on students, faculty members, administrators, and trustees an obligation to respect the dignity of others, to acknowledge their right to express differing opinions, and to foster and defend intellectual honesty, freedom of inquiry and instruction, and free expression on and off the campus. The expression of dissent and the attempt to produce change, therefore, may not be carried out in ways which injure individuals or damage institutional facilities or disrupt the classes of one's teachers or colleagues. Speakers on campus must not only be protected from violence, but must be given an opportunity to be heard. Those who seek to call attention to grievances must not do so in ways that significantly impede the functions of the institution."

## II. FACULTY TENURE

### A. Definitions

1. The term probationary period herein refers to the period of academic employment in a professorial rank prior to the time when tenure is granted or denied. The probationary period for a faculty member whose effective date of appointment is prior to the start of the second semester shall be considered as dating from the beginning of the first semester; if the effective date of employment is on or after the start of the second semester, the probationary period shall begin with the first semester of the next academic year.\*
2. The term tenure means continuous reappointment to an achieved professorial rank in the conformity with State law and in accordance with the 1940 Statement of principles of the American Association of University Professors as adopted

\*For appointments at the Health Sciences Center, the probationary period shall date from the beginning of the fiscal year nearest the effective date of appointment.

in 1947 by the Regents of the University of Oklahoma. It is hereinafter understood that continuous tenure must be granted or denied by specific action of the University Regents.

3. All full-time employees of the University who hold an academic rank of assistant professor or above, with exceptions that will be immediately noted, are eligible for tenure, regardless of the distribution of their assigned duties among those (teaching, research or creative activity service to the University) on which criteria for Advancement in rank and salary are based.
4. Ineligible for tenure are those with temporary appointments as specified below and those whose teaching and/or research is incidental to other duties.
  - a. For vice-presidents, the provost and assistant provosts of the University, and for deans of the University College and the degree-recommending colleges, incidental teaching and/or research shall be defined as that which is less than one-quarter of the prevailing normal load for full-time faculty members.
  - b. For other full-time staff members who hold academic rank in any department, school or college, including directors of schools and chairmen of departments, teaching and/or research of less than one-half the prevailing normal load shall be considered incidental.
  - c. It is understood that a faculty member who has been granted tenure by the University of Oklahoma and thereafter accepts an administrative post within the University, in which his teaching and/or research is incidental or none, retains his tenured status as a member of the faculty.
  - d. The following titles shall signify temporary appointments: special instructor, preceptor, visiting lecturer, and titles of the several professorial ranks when preceded by the adjective adjunct, clinical or visiting. Persons holding these titles (or others of the same significance that may be added in the future) are not eligible for tenure and this shall be specified in their contracts.
5. The term teaching as here used includes, but is not restricted to, giving regularly scheduled instruction and directing graduate work. Professional librarians and library specialists in the discharge of their professional duties shall be regarded as engaged in teaching and/or research, as shall members of the Health Sciences Center faculty in the performance of non-administrative professional duties for which they are employed.

6. The term research as here used is understood to include professional creative activity in literature or the arts, as well as scholarly or scientific investigation undertaken individually or jointly by members of the faculty.

B. Initial Appointments

The "Contract of employment" furnished by the President's Office to a candidate for appointment to the faculty shall specify, in addition to the rank and salary agreed upon, the length of the probationary period entailed in the appointment and the extent to which it is renewable, as well as any special conditions pertaining to the appointment.

C. Probationary periods\*

1. Instructors

- a. A person with the rank of instructor is not eligible for tenure. He may serve a maximum of five years in this rank except in special circumstances when, upon recommendation by his academic unit and approval by the Council on Faculty Personnel, he may be reappointed on a year-to-year basis.
- b. An instructor shall be notified at least six months prior to the expiration of his fourth year's appointment if he is not to receive a contract for the fifth year. If his appointment is not to be renewed after any one of the first three years, he shall be notified of this at least three months prior to the expiration of the appointment.

2. Professorial ranks

- a. All persons with the rank of assistant professor or above may expect reappointment to a second year of service. If the appointment of an assistant or associate professor is not to be renewed after two or more years of probationary service, he shall be notified at least twelve months before his terminal appointment will expire.
- b. An assistant or associate professor shall be notified no later than May 1 of his fourth probationary year whether he has been

\*All notifications referred to throughout Section II C shall be in writing and shall be sent by the President or his designee.



granted or denied tenure or his probationary period has been extended, unless he has served elsewhere for more than one year in the rank of assistant professor or above. In this case he shall be notified no later than May 1 of his third probationary year; and a faculty member who has served more than one year as an instructor in this University and has been promoted to a higher rank shall receive notification no later than May 1 of the third year after his promotion. A full professor shall receive notification of action on his tenure or extension of his probationary period no later than May 1 of his second probationary year.

- c. If a person on a temporary appointment is later offered a regular appointment, the academic unit offering the regular appointment shall decide whether his service in the temporary appointment shall count as part of his probationary period.
- d. If a faculty member of any rank is denied tenure at the end of his period of probation, he may retain his position on the faculty until the end of the academic year following that in which he is notified of the Regents' action.
- e. Under extraordinary circumstances, a shorter probationary period than is prescribed above may be agreed upon at the time of initial appointment. For an appointment to the rank of assistant or associate professor, Committee A of the academic unit involved or the Health Sciences Center Tenure Committee may recommend that the period of probation be two years, or one year, and whether or not it may be extended. But this can be done only upon the recommendation of Committee A (or, at the Health Sciences Center, the Tenure Committee) of the academic unit involved, after the committee has polled by secret ballot all faculty (tenured and probationary) whose teaching and research in that unit is more than incidental and has determined that a majority of those polled favors the action.
- f. Also under extraordinary circumstances, Committee A (or the Tenure Committee) may recommend an appointment to the rank of full professor with tenure from the date of appointment if a three-quarters majority of the academic unit's faculty (tenured and probationary) whose teaching and/or research in that unit is more than incidental--polled by secret ballot--approves and provided that the candidate has already achieved tenure, at another institution with tenure requirements at least as stringent as those of the University of Oklahoma.

- g. If the practices and calendar of notifications prescribed in the foregoing paragraphs of this section are not complied with, a faculty member may appeal to the Faculty Appeals Board.
- h. Time spent on leave of absence shall not count as probationary period service unless the faculty member's academic unit has recommended that it shall so count and the recommendation has been approved by the President at the time the leave is granted.

D. Termination of appointment by the faculty member

A faculty member who elects to terminate his appointment at the end of an academic year is obligated to give notice in writing at the earliest possible opportunity, but not later than May 15 or thirty days after receiving notification of the terms of his appointment for the coming year, whichever date is the later. A faculty member may properly request a waiver of this requirement of timely notice in case of hardship or in a situation where he would otherwise be denied substantial professional advancement or other opportunity.

E. Procedure for the granting of tenure

- 1. Committee A (or, on the Health Sciences Center campus, the Tenure Committee)\* of each probationary faculty member's academic unit should keep itself informed of his performance in teaching, research and University service, and the unit's tenure recommendation should be based on this performance, with due regard to the fact that the relative emphasis given the three criteria may differ widely.
  - a. Committee A may wish also to inform the candidate of his standing in each of the criterion areas in the first semester of the second and subsequent years of the probationary period.
  - b. If the standing of the candidate is considered by Committee A to be such as to endanger the granting of tenure, it is urged that the Committee (or a delegated member of the Committee) have a personal conference with the faculty member to explore with him the reasons for the low standing and to discuss ways of improving it. Likewise a dean who feels that there has been a lack of progress toward tenure

\*Throughout the remainder of Section II E, all references to Committee A are to be understood as meaning: "Committee A or, on the Health Sciences Center campus, the Tenure Committee".

may wish to have a similar conference jointly with the faculty member and the administrative officer of the academic unit.

2. In the first semester of the year in which a candidate for tenure is to receive notification, the administrative officer of his academic unit shall poll by secret ballot all tenured members of its faculty (excepting only those who are unavailable through leave of absence) on the question of whether to grant or deny tenure or to extend the period of probation by one year. Committee A of the unit may also, at its discretion, interview members of the faculty (within and without the academic unit) for its own guidance.
3. A recommendation from the academic unit to grant, deny, or defer tenure shall be made if a majority of the faculty polled (including abstentions) favors one of these alternatives. If none of these alternatives receives a majority vote, the probationary period shall be extended for one year, and the President shall be notified by Committee A of this decision. In the case of a recommendation to grant, deny, or defer tenure, Committee A shall forward the recommendation and tabulation of the ballot results to the administrative officer to whom the academic unit is directly responsible, together with a statement of its own recommendation and substantiation therefore. If there is a division of opinion within Committee A this must also be reported, with reasons for dissent. If a candidate for tenure is a member of Committee A, he shall disqualify himself from participation in Committee A's recommendation in his case.
4. The recommendation of the academic unit to grant, deny, or defer tenure shall be forwarded with all related materials (including the recommendation of Committee A) to the President of the University through whatever officer or chain of administrative officers the President (or statute of the University) has prescribed, and each officer shall append his recommendation. If there is disagreement between the recommendation of the academic unit and that of any administrative officer--or among the officers--through whom the recommendation is forwarded, the President's Office shall send all pertinent material to the Academic Personnel Council.
  - a. Within ten days after receiving official notification of a disagreement in recommendations, the Council on Faculty Personnel shall give written notice of a hearing to Committee A and to all recommending officers.

- b. The Council shall invite Committee A and the recommending officers to appear before it for separate hearings and each shall be given sufficient opportunity to present opinions upon the case. In addition, the Council shall be empowered to request the appearance individually of any member of the General Faculty and to request relevant information from any source.
  - c. Within sixty days after receiving from the President's Office official notification of disagreement in recommendations, the Council shall make its recommendations in writing to the President. This time limit may be extended by the President.
5. a. If the probationary period of the candidate is extended, the procedures prescribed above shall be followed in the next succeeding year. But the probationary period shall be extended no more than twice. In the year following a second extension, the ballot prescribed in paragraph 2 shall be only upon the question of granting or denying tenure.
- b. If in the year following a second extension of the probationary period there fails to be a majority of the votes for either granting or denying tenure, Committee A shall formulate a recommendation for the academic unit based both upon consideration of the balloting results and upon whatever other information is available to it.
6. It should be emphasized that the extension of a probationary period carries no implication that the candidate's performance has been unsatisfactory. It should mean rather that the voting faculty of his academic unit, on the whole, do not feel that the initial period of observation has been sufficient for an adequate evaluation.
7. In case the small size of an academic unit or the paucity of its tenured members renders the procedures prescribed in the preceding paragraphs inapplicable, the administrative officer to whom the academic unit is directly responsible shall confer with the faculty of the unit and together they shall devise alternative procedures to become operative upon approval by the Academic Personnel Council and the President of the University.
- F. Abrogation of tenure or dismissal before expiration of a term appointment
1. The principles followed and the procedures prescribed are based on the guidelines provided by the American Association

of University Professors in the 1940 Statement of principles and the 1958 Statement on procedural standards in faculty dismissal proceedings.

- a. If the President decides to recommend to the Board of Regents the dismissal of a tenure-holding faculty member, or the dismissal of a non-tenured faculty member before the expiration of a term appointment, he shall give the faculty member written notification of his intention and of the reasons for it.
  - b. If the faculty member protests the decision, the President or his designated representative shall confer with him in an attempt to adjust the disagreement. At his discretion, he may call upon members of the faculty to assist in this attempt, exclusive of any (unless there are compelling reasons to the contrary) who are members of the Faculty Appeals Board.
  - c. If a mutually satisfactory adjustment cannot be reached, the President or his representative shall, in further conference with the faculty member, attempt to define the points at issue as precisely as possible, in terms acceptable to both parties, and the case shall go before a Faculty Hearing Committee selected from the Faculty Appeals Board, as described below.
2. The Faculty Appeals Board shall consist of twenty members, five of whom shall be elected each year from four-year terms\* by the Faculty Senate from among all full-time tenured faculty of the University whose duties are primarily non-administrative. The Board shall elect its own chairman annually from among those whose terms are nearest expiration. Membership on the Board is not disqualification for service on University Councils.
    - a. All members of the Board are eligible for re-election. Terms of service shall begin July 1 and end June 30 except that, if a hearing is in progress at this time, any retiring member of the Board who is on the Hearing Committee shall be continued on the Committee until the case in process is closed.
    - b. If a member of the Board ceases to be a full-time member of the faculty, or if his duties become primarily administrative, the Senate shall elect a replacement to complete his term; but if the change in the Board member's status occurs while he is serving on a Hearing Committee, the

\*Except that in the initial year of the Board's establishment twenty members shall be elected, of whom five each shall be chosen by lot to serve one-, two-, three-, and four-year terms.

remainder of the Board shall decide by majority vote whether he shall continue to serve on the Hearing Committee until the conclusion of the case, or shall be replaced by another member of the Board chosen by the procedure prescribed in the next paragraph for the original selection of the Committee.

- c. The Chairman of the Faculty Appeals Board, upon notification of impending proceedings by the President, shall select seven members of the Board to constitute the Hearing Committee for these proceedings. These shall be selected from the entire membership of the Board, unless another hearing is in progress, in which case the selection may be made from the members not involved in that hearing. The selection of the Hearing Committee shall be by lot, and it shall be made in the presence of the Chairman of the Senate or his designated representative and of a representative of the University Administration; the faculty member who will be the respondent in the hearing shall also be invited to be present or to send a representative.
- d. If a member of the Faculty Appeals Board selected to serve on a Hearing Committee is related by consanguinity or affinity to the respondent, or to an administrative officer who is a complainant in the case, or if he is a member of the same academic unit as the respondent, he shall be disqualified from serving on the Committee.
- e. The President of the University and the faculty member who is respondent in the case may each, by written request to the Chairman of the Faculty Appeals Board, ask that a member or members of the Hearing Committee be disqualified on grounds of bias or personal interest in the case.
- f. A member of the Hearing Committee may disqualify himself on his own initiative or in response to such challenge for cause as is provided for in the immediately preceding paragraph. If, however, a challenge for cause is disputed, the whole Faculty Appeals Board (including the members selected for the Hearing Committee, except for those challenged) shall decide by majority vote whether cause has been shown.
- g. The President and the respondent faculty member, additionally, shall each have a maximum of two preemptory challenges of members selected for the Hearing Committee.
- h. Members of a Hearing Committee who have been disqualified, and any members who, as by reason of illness or absence from the campus, are unable to serve, shall be replaced

immediately by the Chairman of the Faculty Appeals Board, and the replacement shall be determined by lot in the manner (paragraph c, above) prescribed for the original selections.

- i. The Hearing Committee shall elect its own Chairman; it shall set the date of its initial hearing, which shall be no earlier than twenty days after the delivery to the respondent of the materials the President is required to provide under subsection F 4, paragraph a, below.
3. Academic due process provides that a summary suspension or dismissal of a tenure-holding faculty member is justified only when serious violation of law or immoral conduct is admitted or is proved before a competent court. Suspension of a faculty member or assignment to other duties in lieu of suspension is justified only if immediate harm to himself or others is threatened by his continuance in his duties; but the faculty member may, at his own request, be relieved of part of all of his duties if this is necessary to provide time for the preparation of his defense.
  4. All charges shall be handled according to the following plan, which is designed to insure academic due process.
    - a. At least twenty days before the hearings, the Administration shall present to the faculty member a written statement embodying:
      - i. Relevant legislation of the Faculty Senate, the Administration, and the Board of Regents.
      - ii. The charges in the case in full particularity.
      - iii. A summary of the evidence upon which the charges are based, and a first list of witnesses to be called.
      - iv. A list of the members of the Faculty Appeals Board and of the Hearing Committee selected for his case.
    - b. The faculty member may select from among his colleagues a person to act as his adviser, or he may select counsel to advise him on legal matters. He may, at his discretion, be assisted by both an adviser and a legal counselor.
      - i. The faculty member shall inform the Administration in writing of the identity of his adviser and/or counsel.

- ii. In what follows it is understood that when reference is made to the faculty member, he is, in accordance with his own judgment, acting with his adviser or counsel.
  - c. The faculty member shall review the statement tendered him by the administration and present a written reply.
    - i. The reply shall include any modifications he may wish to suggest regarding either the charges or the procedures.
    - ii. The reply shall also indicate the evidence by which he expects to refute the charges and shall include a first list of witnesses he desires to call.
  - d. At this point the administration and faculty member shall, as completely as possible, arrive at agreement on procedures and the formulation of charges. Communications shall be in writing, with copies retained. Oral discussion shall be followed by an exchange of memoranda indicating the understanding which each party has of the conversation.
  - e. If the faculty member waives a hearing but denies the charges made against him or asserts that the charges do not support a finding of adequate cause, the Hearing Committee will evaluate all available evidence and rest its recommendation upon the evidence in the record.
- 5. The following regulations shall apply to the hearing for a faculty member before the Hearing Committee.
  - a. The faculty member shall have the right to be present and to be accompanied by his personal adviser or his counsel, or by both, throughout the hearing.
  - b. The hearing shall be open unless the faculty member requests it be closed. If the hearing is closed such information and facts as are made public shall be released only by, or only with permission of, the Faculty Hearing Committee.
  - c. Both parties to the contention shall have the right to present and to examine and cross-examine witnesses.
  - d. The administration shall make available to the faculty member such authority as it possesses to require the presence of witnesses, and it shall bear any reasonable cost attendant upon the appearance of witnesses at the hearing.



- e. The principle of confrontation shall apply throughout the hearing.
  - f. A full transcript shall be taken at the hearing; it shall be made available in identical form and at the same time to the Hearing Committee, the University administration, and the faculty member.
  - g. The full text of the findings and the conclusions of the Hearing Committee shall be made available in identical form and at the same time to the administration and the faculty member. The full cost shall be borne by the University.
6. The President shall transmit to the Board of Regents the full record of the hearing and the conclusions and recommendations of the Hearing Committee together with his own recommendations. If the Board of Regents is disinclined to sustain the decisions of the Hearing Committee, it should return the proceedings to the Hearing Committee, specifying its objections. In this event, the Hearing Committee shall reconsider, taking account of the stated objections, receiving new evidence and testimony if necessary, and reporting its final conclusions to the President for transmittal to the Board of Regents as before.
7. In the event that the Board of Regents chooses to review the case itself, its review shall be based on the record of the Hearing Committee's hearing, accompanied by opportunity for argument, oral or written or both, by the principals in the case or their representatives.
- G. Alleged violation of the academic freedom of non-tenured faculty
- 1. All members of the Faculty, whether tenured or not, are entitled to academic freedom as set forth in Section I. above.
  - 2. If a faculty member on probationary or other non-tenured appointment alleges that considerations violative of his academic freedom contributed significantly to a decision not to reappoint him, he may present his allegations in writing to the Faculty Appeals Board which shall attempt to resolve the matter by informal methods including, if necessary, an informal hearing before the full Board. If this fails to satisfy the complainant, the Faculty Appeals Board shall decide whether a formal hearing of the complaint is warranted. If it so decides, the matter will be heard in the manner prescribed in II F 4, 5 and 6 above, except that the faculty member is responsible for stating the grounds upon which he bases his allegations, and the burden of proof shall rest upon him.

## III. EFFECTIVE DATE

The policies and regulations hereinbefore provided shall go into effect immediately except that the provisions of Section II C, relating to probationary periods and notifications, and of Section II E, subsection 5, insofar as this subsection permits a second year's extension of the probationary period, shall not be applicable to any member of the faculty whose acceptance of a contract of appointment was made prior to the effective date shown above.

## ACADEMIC RESPONSIBILITY

The concept of academic freedom must be accompanied by an equally demanding concept of academic responsibility. While nothing in the following statement is intended to abridge in any way the principles and procedures of the various pronouncements of the American Association of University Professors or the Faculty Senate's statement on "Academic Freedom and Tenure" (passed May 10, 1971), those statements may not go far enough in defining the particular responsibilities which members of the faculty must assume.

The faculty member has a responsibility to his students. He must encourage in them the free pursuit of learning and independence of mind, while holding before them the best scholarly standards of his discipline. He must show respect for the student as an individual and adhere to his proper role as intellectual guide and counselor. He must endeavor to define the objectives of his courses and to devote his teaching to their realization; this will require judicious use of controversial material and an avoidance of material which has no relationship to the objectives of his course. The faculty member must make every reasonable effort to foster honest academic conduct and to assure that his evaluations reflect, as nearly as possible, the true merit of the performance of his students, regardless of their race, creed, sex, or political beliefs. He must avoid any exploitation of students for his private advantage and acknowledge significant assistance from them.

The faculty member has a responsibility to his colleagues, deriving from common membership in a community of scholars. He must respect and defend the free inquiry of his associates. In the exchange of criticism and ideas he should show due respect for the opinions of others. He must acknowledge his academic debts and strive to be objective in his professional judgment of his colleagues. Although service must be voluntary, a faculty member should accept a reasonable share of the responsibility for the governance of his institution. If he is driven by his conscience into dissent, he must take care that his dissent does not interfere with the rights of his colleagues to study, research, and teach.

The faculty member has a responsibility to his discipline and to the advancement of knowledge generally. His primary obligation in this respect is to seek and to state the truth as he sees it. To this end, he must devote his energies to developing and improving his scholarly competence. He must exercise critical self-discipline and judgment in using, extending, and transmitting knowledge, and he must practice intellectual honesty.

The faculty member has a responsibility to the educational institution in which he works. While maintaining his right to criticize and to seek revisions, he must observe the stated regulations of the institution, provided they do not contravene academic freedom.

The faculty member ought to be held accountable to his fellows for breaches of these responsibilities. The Faculty Appeals Board (see the Faculty Senate's statement of "Academic Freedom and Tenure," sec. II, F.) shall devise a suitable mechanism for hearing cases involving alleged breaches of faculty responsibility; and provision should be made for sanctions short of dismissal which would be imposed upon the guilty faculty member upon the recommendation of his colleagues.

Such sanctions might include reprimand (oral, written, or recorded), restitution (e.g., payment for damage done to individuals or to the institution), loss of prospective benefits for a stated period (e.g., suspension of "regular" or "merit" increases in salary, suspension or promotion), a reduction of salary, or even suspension from service for a stated period. Before going into effect, the mechanism for hearing such cases shall be presented to the Faculty Senate by the Faculty Appeals Board and shall be approved by a majority vote of the Faculty Senate.

#### INSTRUCTIONAL EVALUATION

The Senate Committee on Teaching and Research recommends that the Senate adopt a resolution favoring the implementation of a University-wide program of instructional evaluation. This program should be a continuing one, should be mandatory for all instructional programs in the University, and should include evaluation by students. The Committee believes that responsibility for implementation of such a program should rest at the college level. Toward this end, the Senate should urge each college to establish a committee which will have representation from the faculty and student body of the college and which will have responsibility for developing and implementing an evaluation program most suitable to the college's instructional activities.

In reviewing reports of evaluation programs of other universities it was noted repeatedly that, although there are few really objective criteria for teaching effectiveness, concern for effective teaching comes into

December 14, 1972

11874

prominence at all levels as departments, colleges and universities examine their criteria for good teaching, their procedures for reviewing it, and their stated expectations with regard to faculty performance. The fundamental importance of evaluation is to provide a feedback to the instructor on his work. In this way, the evaluation takes on a constructive role in improving teaching. In a secondary role, evaluation is necessary if we hope to be able to give appropriate recognition to quality of instruction.

President Sharp said all of these documents have been recommended by the Faculty Senate and have been reviewed by a committee of the Regents. He recommended approval of these statements of policy, all of them to be effective immediately, with the understanding that a recommendation for a policy on a Career Development Program will be developed by the Faculty Senate at an early date.

President Sharp asked Provost McCarter to comment on these proposed policies, particularly the Faculty Tenure. Dr. McCarter stated these changes have been in the mill for a long time, the present tenure revision for two years. About four years ago the Faculty Senate was asked to undertake an overhaul of our present regulations on tenure because of questions and problems that had come up year after year. Dr. McCarter said he has been pleased with the attitude and cooperation of the Faculty Senate during this process.

One of the major changes in the tenure policy is the extension of the probationary period from three years to four. This change, along with the provision for possible deferral, will allow the University to keep an individual on for a period of six years without granting tenure. Another major change is the restriction on voting on tenure to those in the department who already have tenure. Dr. McCarter said this has been a problem for years. Another major change is a provision which will allow the University to bring in a faculty member with tenure. This will be done under very carefully prescribed conditions. He said in the past we have lost some very distinguished people who would not come here because we could not bring them with tenure.

Regent Santee asked for an explanation of the Career Development Program. Dr. McCarter stated this has two purposes--one is that if we have on tenure a faculty member who is no longer up to date and needs to be encouraged to go back for additional work in his field this program will provide the means for doing that. Also, if we should cut out a college or department, this program would provide a means for a faculty member to re-train himself in a related field. President Sharp said that this proposed Career Development Program will answer some of the criticisms that have been leveled at tenure--it will allow faculty members to up-date themselves.

December 14, 1972

11875

In response to Regent Santee's question about providing for a review of the performance of faculty, Dr. McCarter explained that the Instructional Evaluation statement calls for that once a year and this will automatically be a part of the process.

Regent Santee asked for an interpretation of the phrase "at an early date" included in President Sharp's recommendation. He suggested that this should be changed to "no later than one year from now." Dr. McCarter said he believes the Faculty Senate plans to have a Career Development Plan to the President within six months and that it can be presented to the Board well within the one year specified.

There was a discussion of all of these policies, including the Career Development Program, being integrated into one complete personnel plan. Regent Santee said he believes that tenure has assumed a proportion and importance that was never intended. The Regents' committee would like to see a personnel policy of which tenure is just one aspect and is in perspective to the other parts, such as career development, freedom, and responsibility. He said he believes all of these should be given equal importance.

Regent Braly raised a question about Paragraphs F and G in the Academic Freedom statement. He said he believes the 1957 declaration (Paragraph F) which indicates the right of students to hear anyone they wish to hear can create problems for the University which it may not be necessary to invite. He suggested Paragraph F be deleted. He said if by deleting this paragraph we would be denying students the right to hear, he would not want to do that, but since this is provided for in Paragraph G, he thinks Paragraph F is surplus and not necessary; the two paragraphs are contradictory.

President Sharp said that if this paragraph were deleted it would be a backward step and would remove already guaranteed freedoms. President Sharp said in the universities we have forums of freedom which are not available in the society as a whole and he believes it imperative that universities have such forums; there needs to be someplace where anybody can be heard. He said there is no better place to have such a forum than in a public institution.

Regent Braly agreed that if we would be depriving students or faculty or citizens the right of inquiry or expression that Paragraph F should not be deleted, but he does not believe the affect of his suggestion would have this result; Paragraph G specifically provides this right.

President Sharp said that Paragraphs F and G serve entirely different purposes. Paragraph F provides for who might be invited to the campus and G defines F--it provides protection for the speakers.

A further discussion of the two paragraphs followed. It was ultimately agreed that Paragraphs F and G of the Academic Freedom statement should be changed to read as follows:

F. The University of Oklahoma endorses the 1957 declaration of the American Association of University Professors which "...asserts the right of college and university students to listen to anyone whom they wish to hear, ...affirms its own belief that it is educationally desirable that students be confronted with diverse opinions of all kinds, (and) therefore holds that any person who is presented by a recognized student or faculty organization should be allowed to speak on a college or university campus." Duly constituted organizations at the University of Oklahoma may invite speakers without fear of sanctions. However, in the exercise of these rights, it is clearly recognized that:

"Membership in the academic community imposes on students, faculty members, administrators, and trustees an obligation to respect the dignity of others, to acknowledge their right to express differing opinions, and to foster and defend intellectual honesty, freedom of inquiry and instruction, and free expression on and off the campus. The expression of dissent and the attempt to produce change, therefore, may not be carried out in ways which injure individuals or damage institutional facilities or disrupt the classes of one's teachers or colleagues. Speakers on campus must not only be protected from violence, but must be given an opportunity to be heard. Those who seek to call attention to grievances must not do so in ways that significantly impede the functions of the institution." (1970 declaration of the AAUP Council)

President Sharp recommended that Paragraphs F and G be adopted as shown above. On motion by Regent Braly, the President's recommendation was approved.

Regent Braly requested a definition of "one-quarter of the prevailing normal load" as used in Section II-A-4-a of the Faculty Tenure policy. President Sharp said that a full load is defined as 12 credit hours and therefore one-quarter load would be 3 credit hours.

Regent Braly also commented on the definition of research as used in Section II-A-6. He said this appears very vague and should be more definitive. President Sharp explained the definition as used here. After further discussion, Regent Braly requested that a more comprehensive definition of research as used in the academic community be provided.

After further discussion of some of the terms of the Faculty Tenure policy, President Sharp recommended approval of the Academic Freedom

(with Paragraphs F and G amended as shown above), Faculty Tenure, Faculty Responsibility, and Instructional Evaluation statements, all of them to be effective immediately, with the understanding that a recommendation for a policy on a Career Development Program will be developed by the Faculty Senate for presentation to the Regents within a year.

Approved on motion by Regent Santee.

C. Academic

I. Faculty Personnel Matters

a. Norman Campus Academic

LEAVES OF ABSENCE:

A. J. Kondonassis, David Ross Boyd Professor of Economics, sabbatical leave of absence with full pay, January 16, 1973 to June 1, 1973.

Jay H. Heizer, Associate Professor of Management, leave of absence without pay, January 16, 1973 to January 16, 1974.

Keith J. Carroll, Associate Professor of Physics and Astronomy, sick leave of absence with pay, November 1, 1972 to May 1, 1973.

APPOINTMENTS:

Donn Gene DeCoursey, Ph.D., Adjunct Associate Professor of Civil Engineering and Environmental Science, without remuneration, September 1, 1972.

Joyce Ann Henderson, Adjunct Special Instructor in Education, without remuneration, September 1, 1972 to June 1, 1973.

Levita Bollinger Peirce, Special Instructor in Social Work, without remuneration, September 1, 1972.

Tzong-Jyh Tseng, Research Associate in Bureau of Water and Environmental Resources Research, rate of \$3,400 for 12 months, October 1, 1972 to July 1, 1973. E&G Budget page 239, position 2.

CHANGES:

Thomas W. Wiggins, promoted from Associate Professor to Professor of Human Relations, September 1, 1972. Also Professor of Education.

Charles E. Butler, promoted from Adjunct Assistant Professor to Associate Professor of Human Relations, September 1, 1972. Also Associate Professor of Education.

December 14, 1972

11878

Larry P. Martin, Executive Director, Advanced Programs in Delivery Systems; given additional title of Assistant Professor of Human Relations, without additional remuneration, December 1, 1972.

Wendell McClendon, promoted from Instructor to Assistant Professor of Modern Languages, January 16, 1973.

RESIGNATIONS:

Raymond P. Lutz, Professor and Acting Director of Industrial Engineering, January 16, 1973.

Approved on motion by Regent Brett.

President Sharp requested and received unanimous consent to add to the agenda for consideration at this time two recommendations pertaining to the Provost's Office and a recommendation pertaining to the University College Deanship.

President Sharp said the Search Committee for the University College Dean has completed its work. He said he has considered very carefully the recommendations of the committee, as well as its process, and reviewed all five of the final candidates for this position. He recommended that Dr. Jerome C. Weber, now Acting Dean of the College, be named Dean of the University College, and that his salary be increased from \$18,900 to \$23,000 for 12 months, effective January 1, 1973.

The recommendation was approved on motion by Regent Neustadt.

President Sharp recommended that Mr. Joseph C. Ray, Associate Provost for Administration and Assistant Professor of Political Science, be named Acting Provost and that his salary be increased from \$21,000 to \$28,000 for 12 months, effective January 1, 1973, and continuing until a Provost is named, which is expected to be July 1, 1973.

Approved on motion by Regent Huffman.

President Sharp recommended also that Dr. Geoffrey Marshall, Director of the Honors Program and Associate Professor of English, be appointed Acting Assistant Provost and that his salary be increased by \$150 per month for the period January 1, 1973 to July 1, 1973.

Approved on motion by Regent Braly.

III. Changes in Curriculum



a. Pre-Dance Therapy Curriculum

President Sharp said the School of Drama has proposed the establishment of a new curriculum, Pre-Dance Therapy. The proposed new curriculum would represent an additional field as major in which a student might work in satisfying requirements for the existing degree, Bachelor of Fine Arts in Dance.

More and more Dance Therapy is being incorporated into institutions for the correction of nervous and mental problems. This is being offered for patients of all ages, and institutions outside the University are asking for dance graduates trained in this area. People trained in Dance Therapy have been able to use their training to alleviate problems of varying degrees of disturbances in people through dance.

There are no universities in this area which offer such a program, although the University of Oklahoma Dance Department has had many requests for such training. Two of our recent graduates with B.F.A.'s in Dance have been able to go into advanced training and are now practicing in hospitals in Washington, D.C. and Pittsburgh, Pennsylvania. There is growing demand for therapists with this training from social workers, sociologists, psychologists, recreations workers, and mental hospitals.

This curriculum has been approved by the Academic Program Council.

President Sharp recommended approval of the new Pre-Dance Therapy curriculum. The program is subject to approval by the State Regents for Higher Education.

Approved on motion by Regent Neustadt.

IV. Changes in Departments

a. Home Economics Nursery School

The School of Home Economics has requested a change in the name of the Home Economics Nursery School to Institute of Child Development. The faculty of the school believe the new name more nearly reflects the activities of this program. The proposal has been approved by the Academic Program Council.

President Sharp recommended approval of changing the name of the nursery school to Institute of Child Development, effective immediately.

Approved on motion by Regent Braly.

December 14, 1972

11880

President Sharp recognized the fact that this is the last meeting of the Board which Dr. McCarter will be attending as Provost. He expressed appreciation for his long years of service as an administrator and wished him well in his new assignment. Regent Davies and the other members of the Board joined in this expression of appreciation. She mentioned especially the splendid job he did as Interim President of the University under trying circumstances.

D. Finance and Management

I. Non-Academic Personnel

a. Educational and General Budget and Auxiliary Enterprises

LEAVE OF ABSENCE:

Erma R. Keeley, Director, Sooner City Nursery School and Kindergarten, extended sick leave of absence at \$100 per month, November 8, 1972 to April 9, 1973.

APPOINTMENTS:

Charles Lee Cunningham, Administrative Assistant, Dean's Office, College of Engineering, \$9,200 for 12 months, November 6, 1972. Administrative Staff. E&G Budget page 144, position 4.

William Randolph Rutherford, Jr., Assistant to the Vice President, University Relations, \$10,000 for 12 months, November 16, 1972. Professional Staff. E&G Budget page 56, \$6,000 from position 2 and \$249.88 from Maintenance and Equipment Budget.

Floyd Alvin Teter, Jr., Director of Admissions, Office of Admissions and Records, \$15,000 for 12 months, January 1, 1973. Administrative Staff. E&G Budget page 45, position 6.

CHANGES:

James Keith Zink, Associate Director of Libraries, (Public Services), Assistant Professor of Bibliography, appointed Acting Director of University Libraries, salary increased from \$19,000 to \$20,500 for 12 months, effective December 4, 1972 and for as long as he serves as Acting Director. Increase from E&G Budget page 266, position 1.

Peggy Jane Mullikin, title changed from General Duty Nurse to Assistant Clinic Supervisor, Charles B. Goddard Health Center, salary changed from \$7,500 to \$8,500 for 12 months, December 1, 1972. Professional Staff. Goddard Health Center funds available.

December 14, 1972

11881

Gerald Emmett Ruffin, title changed from Assistant Dean to Assistant Dean for the Promotion and Coordinator of Adult Programs, College of Business Administration, and Program Manager, Industrial Development Programs, Business and Industrial Services, November 1, 1972. Retains titles Program Coordinator, Advanced Programs, and Adjunct Assistant Professor of Business Law.

Michael William Yeager, title changed from Clerk-Typist II to Administrative Assistant, Special Academic Programs, salary changed from \$2,080 for 12 months, .50 time, to \$6,500 for 12 months, full time, November 4, 1972. Changed from Classified to Administrative Staff. E&G Budget page 208, position 2.

RESIGNATIONS:

Mary Janiece Cramer, Assistant Editor of Academic Bulletins, April 11, 1972.

Carolyn Jill Nolte, Senior Writer, Media Information, January 8, 1973.

Lois H. Parkman, Administrative Assistant, University Relations, December 23, 1972.

Approved on motion by Regent Braly.

President Sharp reported the death of Arthur M. McAnally, Director of University Libraries, on November 30, 1972.

b. Grants and Contracts

(All of the following are subject to the availability of funds)

LEAVE OF ABSENCE:

Stanley R. Hicks, Director of Community Services and of Civil Defense, leave of absence without pay, December 12, 1972 to July 1, 1973.

APPOINTMENTS:

Lilburn Hardy Autry, Jr., Program Manager and Project Director, Rehabilitation Services Administration Management Training Program, Business and Industrial Services, rate of \$18,000 for 12 months, December 1, 1972 to September 1, 1973. Professional Staff. Paid from 428-154, RSA Management Training.

CHANGES:

Warren L. Osburn, title changed from Extension Specialist III, Director, Survival Studies, and Assistant Director, Civil Defense Training Center,

December 14, 1972

11882

Community Services, to Acting Director, Civil Defense Training Programs, salary increased from \$15,000 to rate of \$15,600 for 12 months, December 12, 1972 to July 1, 1973. Professional Staff. Paid from 429-458, Civil Defense University Extension Program.

Thomas J. Ross, Project Manager, FAA Management Training School, salary increased from \$23,500 to rate of \$24,500 for 12 months, December 1, 1972 to July 1, 1973. Paid from 429-561, FAA Management Development Training.

Mary E. Savage, title changed from Assistant Production Manager and Extension Specialist II, to Secretary II, Post Office Programs, salary changed from \$8,200 for 12 months to \$2.21 per hour (\$4,600 for 12 months), November 14, 1972 to July 1, 1973. Paid from 425-445, Post Office Programs. Changed from Professional Staff to Classified.

Floyd L. Taylor, title changed from Director, State Agency for Title I HEA, to Director, Regional Training Center for Special Veteran Projects, and Chairman, Community Services Director, December 1, 1972 to September 15, 1973. Professional Staff.

#### RESIGNATIONS:

Alford Leon Mitchell, Senior Training Specialist, FAA Management Training School, November 27, 1972.

Approved on motion by Regent Braly.

#### III. Section 13 and New College Funds

During the past few years the University has been renting 512 and 514 Elm Street from the Oklahoma University Development Authority. Rental expense to the Educational and General Budget amounts to \$3,200 a year.

514 Elm Street has two buildings on it. The larger building has been used for faculty and staff offices. The smaller building, a garage apartment, has been rented to students. 512 Elm Street is a parking lot that is used for faculty and staff parking.

Section 13 funds are now available to purchase these two properties in the amount of \$40,682.32.

President Sharp recommended that the expenditure of \$40,682.32 from Section 13 and New College Funds be approved to purchase 512 and 514 S. Elm Street.

Approved on motion by Regent Brett.

## VI. Purchases

## a. Television Teaching System

Bids have been received for furnishing and installing a closed circuit Television Teaching System for the School of Journalism. Section 13 and New College Funds and Publications Board funds are available for this purchase.

The bid circulated specified a complete system plus two alternates. The equipment listed was believed to be the best which could be purchased with funds available. However, the bid invited all bidders to make recommendations of other equipment which would be an improvement and to include prices for the recommended alternates.

Four acceptable bids were received. One bid was refused as it reached the Purchasing Office after the bid opening time set.

Each acceptable bid had a 10% Bid Bond attached and the successful bidder will furnish a Performance Bond of 100% of the order awarded.

## Bids received are:

1. Telemation Southwest, Inc. Tulsa Net			
Base bid	\$83,900.00		
Add alt. #1 & #2	<u>4,807.00</u>	\$ 88,707.00	
2. Systa-Matics, Inc. Tulsa Net			
Base bid	\$91,480.00		
Add alt. #1 & #2	<u>4,341.00</u>	95,821.00	
3. Video Electronic Systems, Inc. Dallas Net			
Base bid	\$98,990.00		
Add alt. #1 & #2	<u>4,740.00</u>	103,730.00	

December 14, 1972

11884

4. Video Enterprises, Inc.  
Oklahoma City  
Less 4% 10 days - net 11 days

Base bid	\$111,798.00	
Add alt. #1 & #2	<u>4,815.95</u>	
	\$116,613.95	
Less 4%	<u>4,664.56</u>	\$111,949.39

A committee, including two television engineers not employees of the University, made an evaluation of the bids and of the alternates offered and, because the low bid was considerably under the estimated cost, recommended the acceptance of a large number of the alternates offered by the low bidder to "up-grade" the system. These added items increased the bid of Telemation Southwest, Inc. to \$95,177.44 which is \$643.56 less than the second low bid with no added alternates.

President Sharp recommended the award be made to Telemation Southwest, Inc., to include the added items at a total cost of \$95,177.44.

Approved on motion by Regent Neustadt.

b. Card Catalog Cabinets

President Sharp reported the following bids have been received through Central Purchasing for 18 card catalog cabinets for University Libraries:

Oklahoma Seating Co.  
Oklahoma City  
Net

Bidding as specified \$810.00 each \$14,580.00

Alternate

Bidding as specified except with cyclac plastic trays 750.00 each 13,500.00

Estey Corporation  
Red Bank, New Jersey  
Net

Alternate 1

Bidding wood case but molded cyclac trays with wood fronts 811.00 each 14,598.00

Alternate 2

Bidding wood case but molded cyclac trays and fronts 691.00 each 12,438.00

December 14, 1972

11885

Dowlings, Inc.

Oklahoma City

Less 1% - 10 days

Bidding Texwood Furniture Corp. #2058,  
all wood as specified

\$846.30 each \$15,233.40

Alternate

Bidding wood cabinet but cyclac trays with  
wood fronts

788.00 each 14,184.00

Thompson Book & Supply Co.

Edmond

Net

Bidding Texwood #T-58

848.00 each 15,264.00

Fields-Downs Randolph

Oklahoma City

Net

Alternate 1

Herman Miller #LB308. Walnut or red oak  
veneer with neutral edge, black base.  
Molded plastic drawers.

852.30 each 15,341.40

Alternate #2

Herman Miller #LB308. Grained walnut,  
neutral light vinyl edge or black laminate  
with black edge. Molded plastic drawers.

809.10 each 14,563.80

Library Bureau

Oklahoma City

Net

Bidding Library Bureau #2436OR with wood  
drawers as specified

874.82 each 15,746.76

Alternate

Bidding same unit as above except with  
cyclac plastic trays with wood fronts

791.12 each 14,240.16

Each bidder has offered plastic trays as an alternate. It has been our experience with other supposedly heavily constructed plastic items that plastic has a tendency to crack after extended heavy use. On the other hand, wood trays manufactured as specified in this bid have been in our Library in excess of twenty years, virtually without difficulty or need of repair. They can be repaired, if needed, however. This order is too large for experimentation.

Section 13 and New College Funds are available for this purchase.

December 14, 1972

11886

President Sharp recommended the award be made to Oklahoma Seating Co. for the card catalog cabinets with wood trays as specified in the bid at a total cost of \$14,580.00.

Approved on motion by Regent Neustadt.

c. Floor Covering

The following bids have been received for furnishing and installing a seamless floor covering in Chilled Water Plant #1 over the existing concrete slab:

The Denman Company, Inc.  
Oklahoma City

Bidding Avilan Seamless Urethane System as alternate \$3,986.00

Maddox Sales and Service  
Oklahoma City

Bidding Monothane Seamless Floor as specified 5,932.90

The Avilan System is polyurethane with 40% solids. The material specified in the invitation to bid is 100% solids epoxy. After a study, our Department of Physical Plant has determined the Avilan system is not acceptable. The Monothane Seamless floor covering was installed in Chilled Water Plant #2 some time ago and has proved most satisfactory.

Funds are available in account 327-521, Physical Plant Service Unit, to cover this cost.

President Sharp recommended the bid of Maddox Sales and Service in the amount of \$5,932.90 be accepted.

Approved on motion by Regent Neustadt.

d. Laboratory Equipment for Zoology

The following bids have been received on laboratory equipment for the Department of Zoology:

Ehrenreich Photo-Optical Industries, Inc.  
Hoffman Estates, Illinois

Bidding NIKON equipment as acceptable equal

1. 24 each Microscope Stands	\$335.29 each	\$ 8,046.96
2. 1 each Metric Tool Kit		NC



December 14, 1972

11887

3.	11 each Microscopes. Zoom, stereo	\$355.09 each	\$ 3,905.99	
4.	1 each Microscope, universal		<u>2,719.00</u>	\$14,670.99

The individual prices shown above are our cost prices should a partial award be made to this company. If the total bid is awarded this company, the lot or total price is \$13,898.00. All items guaranteed for 25 years.

Actino Rex  
Springfield, Missouri  
Bidding OLYMPUS as specified  
Bid "all or none"

1.	24 each Microscope Stands	\$395.50 each	\$ 9,492.00	
2.	1 each Metric Tool Kit		15.00	
3.	11 each Microscopes. Zoom, stereo	305.90 each	3,364.90	
4.	1 each Microscope, universal		<u>2,128.10</u>	\$15,000.00

Preiser Scientific, Inc.  
Louisville, Kentucky  
Bidding NIKON equipment as acceptable  
equal except item #4

1.	24 each Microscope Stands	\$479.00 each	\$11,496.00	
2.	1 each Metric Tool Kit		5.00	
3.	11 each Microscopes. Zoom, stereo	552.00 each	6,072.00	
4.	1 each Microscope, universal		<u>3,550.00</u>	\$21,123.00

Bidding Reichert Zetopan

Funds for this purchase are available in the E&G Budget page 125, Maintenance and Equipment.

President Sharp recommended the award be made to Ehrenreich Photo-Optical Industries on an "all or none" basis for \$13,898.00. The Department of Zoology checked the specifications of the NIKON items bid and found this equipment to be equal in quality to the OLYMPUS equipment specified.

Approved on motion by Regent Neustadt.

## e. Aviation Gasoline and Jet Fuel

Central Purchasing attempted to obtain bids on aviation gasoline and jet fuel for Max Westheimer Field for the period January 1, 1973 through December 31, 1973.

As has been the situation for the past few years, only one bid was received. The bid received is:

Continental Oil Company  
Houston, Texas

1.	80,000 gals	Aviation Gasoline 80/87 octane	\$ .1532 per gal	\$12,256.00
2.	80,000 gals	Aviation Gasoline 100/130 octane	.1682 per gal	13,456.00
3.	30,000 gals	Jet Fuel	.1537 per gal	4,611.00

President Sharp recommended the award be made to Continental Oil Company. This company has had this contract for a number of years and has furnished excellent service. Also, the prices bid are only \$ .01 per gallon higher for each type than the prices we have paid the past two years.

Approved on motion by Regent Neustadt.

## f. Laundry Service

Bids have been received through Central Purchasing for furnishing laundry service to the University for the period January 1, 1973 through December 31, 1973.

Payment will be from the various departments using the contract, such as OCCE, Housing, Goddard Health Center, etc.

Two separate bids were circulated because the service needs of OCCE differ from the needs of the other using departments of the University. However, one bid received was "all or none" for both bids combined so this recommendation is based on the totals of the two bids.

Bids received are:

1. Oklahoma City Linen Service  
Oklahoma City

OCCE	\$17,935.00	
Other	<u>12,665.00</u>	\$30,600.00

2. Up-to-Date Laundry & Linen Service  
Shawnee  
All or none

OCCE	\$18,620.00	
Other	<u>14,560.00</u>	\$33,180.00

3. Guaranty Laundry Company  
Oklahoma City

OCCE	\$25,875.00	
Other	<u>13,777.50</u>	39,652.50

Oklahoma City Linen Service had this contract for the period January 1, 1971 through December 31, 1971. The service was very poor and losses were excessive. Copies of correspondence our Purchasing Office received earlier this year which describe the poor service by Oklahoma City Linen Service are available. We have not been able to obtain payment for the items lost by Oklahoma City Linen Service.

A bid tabulation was included in the agenda for this meeting.

President Sharp recommended that the contract to provide laundry service for the Norman Campus for the period January 1, 1973 through December 31, 1973 be awarded to Up-to-Date Laundry, Shawnee.

Approved on motion by Regent Neustadt.

g. Transformers

Bids have been received through Central Purchasing for 21 transformers of various capacities. These are stock items for the Department of Physical Plant and payment will be made from Physical Plant Service Unit Account 327-521.

Bids received are:

1. Triangle Transformer Corporation  
Chelsea, Oklahoma

6 ea	50KVA	\$346.00 ea	\$ 2,076.00	
6 ea	75KVA	525.00 ea	3,150.00	
6 ea	100KVA	620.00 ea	3,720.00	
3 ea	167KVA	925.00 ea	<u>2,775.00</u>	\$11,721.00

December 14, 1972

11890

2. Graybar Electric Company  
Tulsa  
Less 2% 10th prox.

6 ea	50KVA	\$ 581.00 ea	\$ 3,486.00	
6 ea	75KVA	856.00 ea	5,136.00	
6 ea	100KVA	1,031.00 ea	6,078.00	
3 ea	167KVA	1,473.00 ea	<u>4,419.00</u>	
		Sub-total	\$19,119.00	
		Less 2%	<u>382.38</u>	\$18,736.62

3. Oklahoma Lighting Distributors  
Tulsa  
Net  
"all or none"

6 ea	50KVA	\$ 682.50 ea	\$ 4,095.00	
6 ea	75KVA	915.60 ea	5,493.60	
6 ea	100KVA	1,082.55 ea	6,495.30	
3 ea	167KVA	1,603.35 ea	<u>4,810.05</u>	\$20,893.95

4. Graybar Electric Company  
Oklahoma City  
Net

Lot Price \$20,931.00

5. General Electric Supply  
Oklahoma City  
Net

Lot Price \$20,931.00

6. Southwest Electric Company  
Oklahoma City  
Net  
"All or none"

6 ea	50KVA	\$ 695.00 ea	\$ 4,170.00	
6 ea	75KVA	933.00 ea	5,598.00	
6 ea	100KVA	1,130.00 ea	6,618.00	
3 ea	167KVA	1,633.00 ea	<u>4,899.00</u>	\$21,285.00

7. Westinghouse Electric Supply Company  
Oklahoma City  
Net

6 ea	50KVA	\$ 715.00 ea	\$ 4,290.00	
6 ea	75KVA	958.00 ea	5,748.00	
6 ea	100KVA	1,144.00 ea	6,864.00	
3 ea	167KVA	1,575.00 ea	<u>4,725.00</u>	\$21,627.00

Because of the very considerable difference in prices bid by Triangle Transformer Corporation and the other bidders we requested more information concerning the company as well as a statement that the transformers bid were not used or rebuilt units. We also asked the Department of Physical Plant to make a thorough check of the specifications of the units bid by Triangle Transformer Corporation.

The Department of Physical Plant has reviewed the specifications submitted by Triangle Transformer Corporation and finds that their bid meets our specifications and are acceptable bidders. Triangle has stated that the transformers bid are new units and not used or rebuilt units. All other data received indicates that Triangle Transformer Corporation has satisfactory performance capabilities.

President Sharp recommended awarding the bid on 21 transformers to Triangle Transformer Corporation in accordance with their bid of \$11,721.00.

Approved on motion by Regent Neustadt.

#### h. Milk and Milk Products

President Sharp requested and received unanimous consent of the Regents to add the following item to the agenda for this meeting:

President Sharp said bids have been received for an exclusive contract to furnish milk and milk products to the Norman Campus of the University.

The invitation to bid asked that bids be submitted on the basis of a six month period and on a one-year period beginning January 1, 1973, on estimated quantities. Three bids were received. Two of the bids were for both the six month and the one-year period. The other bid was for six months only. Because the two companies submitting bids for both periods bid the same unit price for both, the bid tabulation attached shows the bids based on six months.

Payment on this contract will be made from the various departments utilizing the products.

All three companies had representatives present for the bid opening. When the bids were read, it was discovered Gilt Edge Farms, Inc., had made an error. This company had bid a unit price of \$.0640 per gallon for chocolate milk (item #7 on the bid) which was the same price bid for 1/2 pints of chocolate milk (item #6 on the bid). The Gilt Edge Farms representative immediately requested an adjustment in his bid on the basis of the price bid being an obvious error. The adjustment requested was that the price bid be changed to a price with the same difference per gallon

December 14, 1972

11892

between regular homogenized milk and chocolate milk as bid by Beatrice Foods Co. That is, chocolate milk at \$.02 per gallon more than regular milk or \$.85 per gallon.

Our Purchasing Office requested Mr. Tom Tucker, Chief Counsel, to advise if an adjustment could be made and, if so, should the price be as requested or the same price for regular milk and chocolate milk as bid by Townley's Dairy. A copy of his reply is as follows:

"In response to the first question an adjustment of an obvious clerical error can be made.

In response to the second question, it would appear substantially fair to adjust the price as requested. An obvious clerical error was made; the adjustment appears very reasonable and still below the other bids.

While being fair with Gilt Edge we do not injure any other bidder. In my opinion we should adjust the bid as requested."

The adjustment to \$.85 per gallon for chocolate milk changes the total Gilt Edge bid for six months to \$57,472.44.

Since the low bidder bid the same unit prices for six months and one year, President Sharp recommended the award be made to Gilt Edge Farms, Inc., for the period January 1, 1973 through December 31, 1973. The total estimated cost for the year would be \$114,944.88.

Approved on motion by Regent Neustadt.

## G. Operations and Physical Plant

### I. New Construction

#### a. Report on Major Capital Improvements Program

As shown on the three pages attached, a report was presented to the Regents on major capital improvements projects now under construction and in various stages of planning on the Norman Campus. No action was required.

### II. Repairs, Remodeling, and Renovation

#### a. Hester-Robertson Renovation

OFFICE OF FACILITIES PLANNING  
THE UNIVERSITY OF OKLAHOMA

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROGRESS REPORT, DECEMBER, 1972

PROJECTS UNDER CONSTRUCTION

Project	Architect	Contractor	Contract Award Date	Original Adjusted Completion Date	Original Current Contract Amount	Status (% complete)	Sources of Funds
NORMAN CAMPUS							
Research & Manuf. Hangar	Office of Facilities Planning	Satellite Const. Co.	07/21/70	01/15/70	185,000 <u>187,000</u>	99%	OUDA
Renovation III, Couch Center South Tower	Shaw & Shaw	Constructors, Inc.	03/27/72	07/01/72	203,960	99%	OUDA
Indoor Swimming Pool	Fritzler, Knoblock, Furry	Constructors, Inc.	09/14/72	08/26/73	405,000 <u>405,080</u>	15%	Athletic Department Student Activities Fund Murray Case Sells Building Fun Private Gifts Section 13 & New College Funds

OFFICE OF FACILITIES PLANNING  
THE UNIVERSITY OF OKLAHOMA

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROGRESS REPORT, DECEMBER, 1972

PROJECTS IN VARIOUS STAGES OF PLANNING

Project	CMP Priority No.	Architect	Contract or Letter	Estimated Cost	Status
NORMAN CAMPUS					
Life Sciences Center	1	McCune, McCune & Associates	L 02/08/66	2,171,000	Project is dormant in anticipation of funding decisions by the State Regents. A Use Planning Committee has been established, and the work which has been executed on this project will be reviewed prior to further development.
Law Center, Phase I	2	Edward Durell Stone & Associates Whiteside, Schultz & Associates	C 01/20/72	4,176,000	Schematic design, as presented at September, 1972, Board of Regents meeting has been refined and reduced in cost commensurate with approved budget.
Monnet Hall, Renovation	3	---	---	200,000	Architect has not been selected and renovation design studies are not yet underway.
<u>Air-Conditioning Projects</u>					
School of Architecture	4	---	---	127,200	Only basic design decisions have been made in order to develop construction cost estimates. Design engineers have not been selected.
Nielsen Hall	5	---	---	223,700	(Same as above)
Library/Learning Resources Center	6	Shaw & Shaw	L 2/08/66	3,080,000	Implementation of this project is contingent on allocation of funds from the current State Building Bond issue, 1968. Previously developed design studies will be reviewed and (probably) re-done when the project is activated.
<u>Air-Conditioning Projects</u>					
Felgar Hall	7	---	---	254,000	Only basic design decisions have been made in order to develop construction cost estimates. Design engineers have not been selected.
Gould Hall	8	---	---	204,000	(Same as above)
Kaufman Hall	9	---	---	165,400	(Same as above)
Gittinger Hall	10	---	---	141,500	(Same as above)
Law Center, Phase II	11	Edward Durell Stone & Associates, and	C 01/20/72	1,812,000	Design program and contract negotiations for this phase of the work are included with the Law Center, Phase I consideration.



OFFICE OF FACILITIES PLANNING  
THE UNIVERSITY OF OKLAHOMA

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROGRESS REPORT, DECEMBER, 1972

PROJECTS IN VARIOUS STAGES OF PLANNING

Project	CMP Priority No.	Architect	Contract or Letter	Estimated Cost	Status
NORMAN CAMPUS					
Physical Education/ Recreation Center	---	Reid & Heep	L 10/16/66	4,965,000	Implementation of this project is contingent on development of funding from private sources and/or inclusion in our next phase of capital improvements and state building bond issue program.
The Lloyd Noble Center	---	Sorey, Hill, Binnicker	C 06/08/72	5,767,000	Construction bids were received on November 21, 1972.
Student Activities Center	---	Noftsgger & Lawrence	L 07/22/68	Undetermined	Decision regarding implementation of this project rests with final decision on the future of the Physical Education/Recreation Center. The Use Planning Committee was reconstituted, but programming is not proceeding at this time.
University Museum	---	Shaw & Shaw	C 04/08/71	2,400,000	Design development drawings completed. Total funding arrangements have not been finalized.
Outdoor Swimming Pool	---	Fritzler, Knoblock, Furry	C 03/02/69	---	Extension of deadline for construction has been granted by the Industrial Development & Parks Department with regard to the grant from the Bureau of Outdoor Recreation. Start of construction on the Outdoor Pool Complex is contemplated prior to completion of Phase I, Indoor Pool, now under construction.
Hester-Robertson Renovation	---	Nusbaum & Thomas	C 09/14/72	403,000	The architects, Nusbaum & Thomas, construction manager, Walter Nashert & Sons, and University staff have begun a fast-track process of project implementation.
Buchanan, Carnegie, Evans Hall, Physical Sciences Center	---	Nusbaum & Thomas	C 09/14/72	450,000	Preliminary plans have been completed by the Office of Facilities Planning. Fast-track implementation scheduled for development along with Hester-Robertson project.
Jefferson House & Dining Hall Air-conditioning	---	Don Bass & Assoc.	C 06/08/72	264,000	Plans approved at the July meeting; advertising for bids contingent on availability of construction funds.
Cross Center Dining Hall Air-conditioning	---	Don Bass & Assoc.	---	88,500	Project dormant.

Bids on construction fencing and re-roofing for the Hester-Robertson renovation project were received on December 12. A tabulation of the bids and a recommendation were to be presented at this meeting. President Sharp said, however, that the bid analysis is still in process and due to the complexity he was not prepared to make a recommendation at this time.

#### IV. Contracts and Agreements

The University has been contracting with the Summer Institute of Linguistics for a number of years for the use of space during the summer to conduct their language instruction program. The students of the Institute pay the regular fees charged to students of the University. The terms of the agreement for 1973 are basically the same as they have been in the past except for the dates of occupancy, the space to be occupied, and the rates for use of space, which have been increased to offset any loss the University may have incurred or would incur if present rates were continued. The increase in rates has been agreed to by the Summer Institute of Linguistics.

Under the terms of the proposed contract the Institute will house their students in buildings in Cate Center and the charge for such buildings will be as follows:

Non-Air Conditioned Buildings - Cate Center	
Each Building	\$4,500
Air Conditioned Buildings - Cate Center	
Each Building	\$7,000

The charge shown above includes a central dining and kitchen facility, all utilities, maintenance, property insurance, and janitorial service for all public areas of the buildings.

The agreement provides for renewal from year to year on mutual agreement by both parties. If the agreement is renewed and only the dates of the program are changed, the President of the University may act for the Regents in approving the renewal.

President Sharp recommended approval of the agreement with the Summer Institute of Linguistics as explained above.

Approved on motion by Regent Neustadt.

#### VIII. Leases and Easements

- a. Oil and Gas Lease

December 14, 1972

11894

A request has been made that the University offer for sale the oil and gas lease rights on the North 1/2 of the Southeast 1/4 of Section 23-9N-3W which is located on the North Campus west of Max Westheimer Field.

This portion of the North Campus is now leased to E. A. Mitchell for agricultural purposes.

Regents' regulations require that the individual requesting that the lease be offered for sale must pay the cost necessary to publish the appropriate legal notices. Therefore, payment will be received in advance of the publication notice.

President Sharp recommended that the Regents offer for sale the oil and gas lease on the North 1/2 of the Southeast 1/4 of Section 23-9N-3W.

Regent Huffman moved approval of the recommendation with the provision that the bid notice include the stipulation that the lease will be subject to a 3/16 royalty. A discussion followed.

On the vote on the motion, all members voted AYE except Regent Neustadt, who asked that he be recorded as voting NO.

#### H. University Development

##### VII. Athletics

###### a. Sugar Bowl

President Sharp recommended confirmation of the action taken to authorize the football team to participate in a post-season game in the Sugar Bowl.

Approved on motion by Regent Braly.

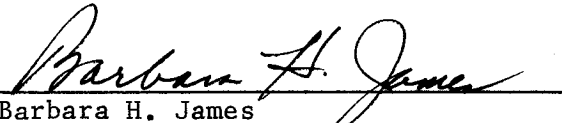
President Sharp suggested that the meetings of the Board of Regents be held in the future in the Oklahoma Memorial Union where we can provide better facilities for the mass media. There was no objection.

Regent Davies called attention to the special meeting of the Board which will be held at the Faculty House on the Health Sciences Center Campus at 12 noon on December 21.

December 14, 1972

11895

There being no further business the meeting was adjourned at 1:00 p.m.

  
Barbara H. James  
Secretary of the Board of Regents

Others present at all or part of the meeting:

Dr. Robert Shapiro, Associate Vice President for Administration and Finance  
Professor Bill Maehl, Faculty Senate  
Professor Anthony Lis, Faculty Senate  
Professor Robert R. Ruggles, School of Journalism  
Mr. Frank Teich, General Manager, University Housing  
Mr. Joseph C. Ray, Associate Provost for Administration  
Mr. Dan Scull, President, UOSA  
Mr. David Nickell, Chairman, Student Congress  
Mr. Mike Treps, Media Information  
Mrs. Jill Nolte, Media Information  
Mr. Jim Bross, The Norman Transcript  
Ms. Linda Cavanaugh, UPI  
Mr. Darrell Barton, WKY-TV  
Mr. Charles Hoff, WKY-TV  
Ms. Mary Davis, The Tulsa World  
Mr. Lee Streeter, The Daily Oklahoman, Oklahoma City Times  
Miss Teresa Black, WKY Radio  
Ms. Nancy Nunnally, KTOK Radio  
Mr. Bob Duff, KOCO-TV  
Mr. Bob King, KOCO-TV  
Mr. Andy Fisher, KWTV  
Mr. Ray Babriski, KWTV  
Mr. Jim Istook, KOMA Radio