

C O N T E N T S  
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BOARD OF REGENTS OF THE UNIVERSITY OF OKLAHOMA  
JUNE 13 and 14, 1973

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MINUTES OF A REGULAR MEETING  
BOARD OF REGENTS OF THE UNIVERSITY OF OKLAHOMA  
JUNE 13 AND 14, 1973

A regular meeting of the Board of Regents of the University of Oklahoma was held in the Oklahoma Memorial Union, Norman, beginning at 3:20 p.m. on June 13, 1973, in Dining Room 1.

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

The following were also present: Dr. Paul F. Sharp, President of the University; Mr. Joseph C. Ray and Dr. William E. Brown, Jr., Acting Provosts; Vice Presidents Burr, Dean, Nordby, Morris, and White; and Mrs. Barbara H. James, Secretary of the Board of Regents.

Regent Huffman stated the beginning time of the meeting was moved up because of the lengthy agenda and because of the deadline for receipt in the State Regents' Office of the SRA-3 budget forms.

The minutes of the meeting held on Thursday, May 10, 1973, were approved as printed and distributed prior to the meeting.

President Sharp said he had submitted to the Regents through the mail a summary of accomplishments at the University during this past academic year; what he referred to as "the other side of the news". He said he wanted to review them at this time for the record:

1. The American Council on Education for Journalism approved reaccreditation for the advertising and news sequences of our School of Journalism.
2. The Merrick Foundation of Ardmore pledged \$750,000 for the establishment of The Merrick Chair in Western American History. This was the first endowed chair of significance in the history of the University and a major milestone.
3. The changes in administrative leadership in the University comprise major and important changes:
  - a. Dr. I. Moyer Hunsberger, Provost, Norman Campus;
  - b. Dr. James K. Zink, Director of University Libraries;
  - c. Dr. William E. Brown, Jr., Acting Provost, Health Sciences;
  - d. Dr. Nicolas Baloff, Dean of the College of Business Administration;

- e. Dr. Jerome C. Weber, Dean of the University College;
  - f. We are continuing our search for senior administrators for both campuses.
4. A major restructuring of the Health Sciences Center was accomplished this past year.
  5. The College of Dentistry admitted 24 students for its first class last August and has accepted 24 more for the second class starting this August. The College also secured a \$7.6 million matching Federal grant for the \$11.6 million Dental Clinical Sciences Building with construction to start in the fall of 1973.
  6. The College of Nursing admitted its largest junior class of 138 and developed the first graduate program with a class of 16.
  7. In the administrative area on the Norman Campus, the Arthur Young study of our physical plant operations was completed resulting in both substantial cost savings to the University and increased salary levels for skilled service employees.
  8. The Center for Studies in Higher Education is becoming a viable and important adjunct of the academic life of the University. The Saudi Arabian Special Training Program has completed one year and will be refunded in 1973-74.
  9. The first \$10,000 Neustadt Prize for International Literature was awarded this year through the Books Abroad program.
  10. Construction started on the \$5.9 million Lloyd Noble Center.
  11. Almost 6,000 students completed their degree work on both campuses during the past year.

#### NORMAN CAMPUS BUDGETS

Regent Neustadt, Chairman of the Budget Committee, stated that complete Norman Campus budgets for 1973-74 will be submitted for approval of this Board at the July meeting. Personnel appointments, however, should be approved today in order to prepare for the July payroll. The State Regents' budget forms (SRA-3) should also be approved today in order that they may be submitted to the State Regents' Office to meet the deadline.

Regent Neustadt said the Budget Committee had reviewed the preliminary budget forms submitted and recommended that the fixed salary personnel appointments be approved as shown on those pages.

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Since the hourly wages payroll for the period which began June 9, will actually be charged against the 1973-74 budget, Mr. Neustadt recommended that the salary increases approved by the University Personnel Office for classified employees be approved effective June 9, 1973. He recommended also that the State Regents' SRA-3 forms be approved and forwarded by the President to the State Regents' Office.

President Sharp made the following statement pertaining to the Norman Campus budgets:

Salary increases for both the classified staff and the faculty on the Norman campus have had the highest priorities in budget planning for the 1973-74 fiscal year.

We have allocated an amount equal to approximately 10 per cent of the sum which is presently being expended for classified salaries to increases for the coming year.

The new monies will provide for a minimum wage boost for permanent state employees approved by the past session of the state legislature, merit increases and minimum wage raises for students. All full-time University employees will be brought to the minimum of the new OU Classification and Compensation Plan for Classified Employees, and the lowest any such employee will be paid as of July 1, will be \$2.02 per hour.

Some \$375,000 has been allocated for increases for hourly workers paid from state appropriated funds, and a like amount will be required for employees in the University's auxiliary units. The money for the latter increases will come from funds generated by these units.

While the total increase does approximate 10% of the annual classified payroll, this does not mean that every classified employee will receive a 10% hike. Employees in the middle range jobs on the university pay scale will receive the larger raises in most cases, and other factors such as differences in length of service and departmental employee evaluations will be considered in computing individual raises.

Some employees will receive raises greater than the 5.5% limit suggested for voluntary controls under Phase III of the Economic Stabilization Act, but those who will receive larger increases will be those exempt from that limit.

Most classified employees earn less than \$3.50 per hour, which is the cut-off point for those controls. Most of the money is going to this group, which is exempt from the guidelines.

Middle range employees will receive a larger share of attention because in the past they have been the most neglected. The development of the classification and compensation plan indicated that employees at the lower and upper ends of the pay scale were in better shape than those in the middle.

Those at the lower end have been given consistent attention since 1967 by federal and state minimum wage laws. Because so much of our resources in the past went to minimum wage requirements, the people in the mid-range jobs suffered. We were in better shape at the upper levels because there are so few jobs there that it was easier to remain competitive.

We expect that Congress will pass legislation this session which will raise the minimum wage again, possibly between \$2-\$2.20 per hour. But we're also under state minimum wage laws that have been higher than the federal requirements. In the just-ended session, the state legislature set the new minimum wage for full-time permanent state employees at \$350 a month or \$2.02 per hour, so we've had to make this adjustment.

The adjustment has been anticipated, and the cost was not so great as to make it difficult. In planning for the average rate of pay for the lower job categories, enough money had been made available so that the effects of the minimum wage raise were minimal.

In addition to the salary changes, the fringe benefits program for classified employees has been improved and will be improved more after July 1.

With respect to faculty salaries and fringe benefits, approximately \$625,000 will be devoted to raises and promotions for faculty and non-classified staff in the academic area. Initially additional funds of slightly more than 5% above last year's lump sum salary allocation were made available to remove inequities and raise salaries among the faculty. Then through other reallocations, the lump sum increase was stretched to more than 6%.

The lump sum increase does not mean an increase of 6% for each faculty member, however, since some of the money must be used to solve existing inequities arising from matters of race or sex. Approximately \$42,000 of the amount allocated for pay increases was earmarked for raises in base salaries to bring women up to more appropriate levels of pay.

This was done after a lengthy, comprehensive study involving the departments, the deans and the provost's office.

In addition to the salary allocation increase, other actions taken by the University will be of direct personal benefit to faculty and administrative staff. Among these is an increase in TIAA retirement benefits paid the University. TIAA for each participating faculty member will increase by 1/2%, from 3% for the current year to 4 1/2% for 1973-74. This contribution is vested with each faculty member, and can be transferred to other institutions.

We have also adopted the Faculty Senate's recommendation that the University continue to pay for TIAA coverage on salaries above \$9,000 rather than above \$10,800 as the original plan required. By remaining at the lower level, the University is actually putting more in for each individual.

Regent Neustadt moved approval of the Norman Campus budgets for 1973-74, including the Law Center and the Oklahoma Geological Survey, and including the forms and salaries as explained above. Approved.

#### HEALTH SCIENCES CENTER BUDGET

Regent Neustadt stated that the SRA-3 forms for the Health Sciences Center budget for 1973-74 were distributed and had been reviewed by the Budget Committee. In addition to recommending approval of these forms, Mr. Neustadt said the committee is recommending on a general basis concerning salary increases for the coming year. He pointed out that the salary situation at the Health Sciences Center is even more critical than it is on the Norman Campus and it is very important that a resolution be approved by the Regents so that we have a firm commitment and guidelines as to what our intentions are about making adjustments at the Health Sciences Center. He said the committee recommends approval of the following guidelines in addition to the SRA-3 forms:

1. Salary increases for faculty are to be allowed up to a maximum of 5.5% of the total faculty salaries budgeted.
2. A minimum hourly wage of \$2.02 should be approved.
3. Salary increases for non-academic employees who have not had an increase since July 1, 1972, except for probationary increases, are allowed subject to approval of the Director of Personnel, subject to funds being available, subject to the maximum percentage of increase allowed by the following classifications:
  - a. Administrative and professional - 6.5%
  - b. Service occupations - 8.5%
  - c. Office and clerical - 13.5%
  - d. Operations and maintenance - 16%
  - e. All others not falling in the above classifications - up to 10%

Regent Neustadt moved approval of the SRA-3 forms for the Health Sciences Center budget as well as the guidelines for salary increases for personnel as stated above. Approved.

The meeting recessed at 3:50 p.m.

The meeting reconvened in Dining Room 5 of the Oklahoma Memorial Union at 10:30 a.m. with all of those mentioned previously in attendance, as well as Dr. Thomas H. Tucker, Chief Counsel, and Dr. Jephtha Dalston, Hospital Administrator. President Sharp retired from the meeting at 11:20 a.m.

Regent Huffman recommended to the Board that an appropriate resolution be adopted expressing appreciation to Governor Hall, the State Regents, Senators Hamilton, Berrong, Cate, and Miller, Representatives Willis and Miskelly for their substantial efforts to obtain funds during this legislative session for higher education and for their understanding of the problems of the University and the Health Sciences Center. The members of the Board approved the preparation of such a resolution.

Regent Santee, Chairman of the Facilities Planning Committee, reported the committee had considered only one item that does not appear on the agenda and that pertains to the extension of lease agreements with the Oklahoma Medical Research Foundation for space in the Rogers Building for Health Sciences Center offices. Mr. Santee said we have been attempting to renegotiate these leases since January and have not resolved the problem, but we have been using this space in the interim and we are in the position, legally, of having held over under the old leases and need to approve them so that payment of the rental can be made before the end of this fiscal year. The leases cover the following space and are for the periods indicated:

1. Alumni Association Office - 546 square feet of the east portion of the 4th floor, Rogers Building, \$250 per month, January 1, 1973 through December 31, 1973.
2. Print Shop - 2,304 square feet, east side of the basement, Rogers Building, \$1,056 per month, January 1, 1973 through December 31, 1973.
3. Learning Resources Center - house at 828 N. E. 15th Street, \$360 per month, March 1, 1973 through December 31, 1973.
4. Personnel Office - 3,102 square feet, west side of first floor area, Rogers Building, \$1,421.75 per month, November 10, 1972, through December 31, 1973.
5. Medical Center Illustrations Resource Center - 2,219 square feet, southwest corner of the basement, Rogers Building, \$1,017 per month, July 1, 1973 through December 31, 1973.

Regent Santee said the Facilities Planning Committee recommended



approval of these lease agreements as shown and he so moved. Approved.

Regent Brett, Chairman of the Student Affairs Committee, reported the committee met yesterday evening with the Student Bar Association President, the Dean of the College of Law, the UOSA President, and various interested students. The Student Bar Association had requested a portion of the student activity fee paid by law students which was not already obligated to fixed student services such as the Goddard Health Center, Union bonds, etc., be paid directly to the Student Bar for their projects. Mr. Brett said it is the recommendation of the Student Affairs Committee that this not be done and that the policy statement adopted in March (P. 11991) pertaining to the Student Activity Fee be continued in effect. He said this means that the Student Bar Association would utilize the same procedure as other student groups for projects to obtain funding through student government. Mr. Brett said the committee feels it best to continue this policy because the student activity fee of the law students will support campus-wide activities and total campus involvement. To do otherwise, he said, would probably promote separateness from the main University activities and campus. Mr. Brett commented that the Student Affairs Committee was well aware of the services and contributions that the Student Bar makes to student life and the uniqueness of the separate organization of the Student Bar, the professional esprit and the cohesiveness that is found in a professional school like the College of Law. The committee does have confidence that the student government will fund the Student Bar projects. Because of the many demands on the student activity budget, quite often groups or projects go away feeling as though their requests for funds were not totally met and the Student Bar may have that feeling from time to time, but Regent Brett said the committee feels that the Ways and Means Committee of the UOSA will recognize worthwhile projects and, within the funds and demands, will do a reasonable job of trying to fund them.

Regent Brett moved that the procedure set up in the policy statement adopted in March concerning student activity fee budgeting be continued in effect and that the Student Bar Association use the same procedure as any other group in requesting funding for projects through the student government.

The motion passed. Regent Bailey asked that he be recorded as voting NO.

Regent Santee reported the Health Sciences Center Committee of the Board had considered the matter of the appointments to be made to the University Hospital Board of Trustees as provided for in Senate Bill 325. He said the committee recommends approval of two of the three appointees at this time for the period July 1, 1973 through June 30, 1974:

Dr. Donald L. Brawner, Tulsa

Dr. Nicholas Baloff, Dean-Designate of the College of Business  
Administration

On motion by Regent Santee the recommendation was approved.  
Regent Braly abstained from voting.

A. The Health Sciences Center

II. Academic

a. Faculty

APPOINTMENTS:

Thomas Bomberg, D.D.S., Associate Professor of Fixed Prosthodontics, \$1,916.66 per month (state), July 1, 1973.

Russell Alan Sather, M.D., reappointed Assistant Professor of Family Practice and Community Health, Colleges of Health and Allied Health Professions and of Medicine, \$1,750 per month (\$437.50 state, \$1,312.50 grant), July 1, 1973.

Robert Louis Levy, M.D., Assistant Professor of Pediatrics, without remuneration, August 1, 1973. Paid \$1,833.33 per month from OMRF.

Richard James Sinclair, Ph.D., Instructor in Research Anesthesiology, \$1,000 per month (Professional Services Auxiliary), July 1, 1973.

Robert E. Brooks, B.S., Special Instructor in Family Practice and Community Health, College of Health and Allied Health Professions, without remuneration, July 1, 1973.

Evelyn A. McKennon, B.S.N., Instructor in Nursing, \$833.36 per month (state), June 1, 1973.

Larry D. Spencer, M.S.W., Instructor in Psychiatry and Behavioral Sciences, College of Medicine, without remuneration, May 1, 1973

Robert Frank Bell, M.D., reappointed Visiting Lecturer in Dermatology, without remuneration, July 1, 1973 to July 1, 1974.

Clinton M. Coffey, M.D., reappointed Visiting Lecturer in Dermatology, without remuneration, July 1, 1973 to July 1, 1974.

Charles K. Doran, M.D., reappointed Visiting Lecturer in Dermatology, without remuneration, July 1, 1973 to July 1, 1974.

William R.R. Loney, M.D., reappointed Visiting Lecturer in Dermatology, without remuneration, July 1, 1973 to July 1, 1974.

Dwane B. Minor, M.D., reappointed Visiting Lecturer in Dermatology, without remuneration, July 1, 1973 to July 1, 1974.

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Paul Olden Shackelford, M.D., reappointed Visiting Lecturer in Dermatology, without remuneration, July 1, 1973 to July 1, 1974.

Emanuel N. Lubin, M.D., reappointed Visiting Lecturer in Urology, without remuneration, July 1, 1973 to July 1, 1974.

Jack O. Alexander, M.D., reappointed Associate in Urology, without remuneration, July 1, 1973 to July 1, 1974.

Harold W. Calhoun, M.D., reappointed Visiting Associate in Urology, without remuneration, July 1, 1973 to July 1, 1974.

Ralph C. Emmott, M.D., Visiting Associate in Urology, without remuneration, July 1, 1973.

Roger V. Haglund, M.D., reappointed Visiting Associate in Urology, without remuneration, July 1, 1973 to July 1, 1974.

John T. Hicks, M.D., reappointed Associate in Urology, without remuneration, July 1, 1973 to July 1, 1974.

Victor L. Robards, Jr., M.D., Visiting Associate in Urology, without remuneration, July 1, 1973.

Thomas W. Nicholson, M.D., Clinical Assistant in Medicine, without remuneration, July 1, 1973.

Dennis W. Berry, M.D., Clinical Assistant in Otorhinolaryngology, without remuneration, July 1, 1973.

David A. Cowden, M.D., Clinical Assistant in Otorhinolaryngology, without remuneration, July 1, 1973.

Jerry B. Blankenship, M.D., reappointed Visiting Assistant in Urology, without remuneration, July 1, 1973 to July 1, 1974.

CHANGES:

William E. Brown, Acting Provost, Health Sciences, Dean, College of Dentistry; expense allowance of \$2,000 per year, June 1, 1973.

David Bannerjee, title changed from Research Associate in Medicine; Microbiology and Immunology, College of Medicine, to Research Associate in Medicine, May 1, 1973; promoted from Research Associate to Instructor in Research Medicine, July 1, 1973.

Ronald S. Barlow, promoted from Clinical Assistant to Clinical Instructor in Urology, July 1, 1973.

Vincent P. Barranco, promoted from Clinical Instructor to Visiting Clinical Assistant Professor of Dermatology, July 1, 1973.

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Donald J. Baxter, title changed from Research Associate in Medicine to Associate in Research Medicine, July 1, 1973.

Barbara F. Braden, title changed from Instructor to Clinical Instructor in Medicine, July 1, 1973.

Joel D. Brown, promoted from Assistant Professor to Associate Professor of Medicine, July 1, 1973. Retains title Clinical Assistant Professor of Family Practice and Community Health, Colleges of Medicine and Health and Allied Health Professions.

Richmond Jay Brownson, promoted from Junior Clinical Assistant to Clinical Instructor in Otorhinolaryngology, July 1, 1973.

John R. Christiansen, promoted from Clinical Assistant to Instructor in Medicine, July 1, 1973.

Thomas C. Coniglione, Assistant Professor of Family Practice and Community Health, Colleges of Medicine and Health and Allied Health Professions; Assistant Professor of Medicine, salary changed from \$1,666.67 per month (\$416.67 trust, \$1,250 grant), part time, to \$2,083.34 per month (\$416.67 state, \$1,250 grant, \$416.67 Professional Services Auxiliary), full time, July 1, 1973.

Frank Harry Cooper, promoted from Clinical Assistant to Clinical Instructor in Urology, July 1, 1973.

Raymond Louis Cornelison, reappointed with change in title from Clinical Instructor to Visiting Lecturer in Dermatology, July 1, 1973 to July 1, 1974.

Terrill Covington, Jr., promoted from Clinical Assistant to Clinical Instructor in Medicine, July 1, 1973.

Vernon D. Cushing, promoted from Associate Clinical Professor to Clinical Professor of Medicine, July 1, 1973.

Sara R. DePersio, promoted from Instructor to Clinical Assistant Professor of Gynecology-Obstetrics, July 1, 1973.

Glenn P. Dosser, title changed from Clinical Instructor to Visiting Lecturer in Dermatology, July 1, 1973.

Clara E. Edge, promoted to Assistant Director, Nutrition and Dietetics, salary changed from \$941 per month (\$167 grant, \$773 state) to \$991 per month (\$167 grant, \$824 state), April 1, 1973. Retains titles Assistant Professor of Nutrition and Dietetics, Adjunct Instructor in Family Practice and Community Health, Colleges of Medicine and Health and Allied Health Professions.

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Leonard P. Eliel, title changed from Vice President, Health Sciences and Professor of Medicine, to Professor of Medicine, Head, Endocrinology Section, salary changed from \$3,166.66 per month (state) to \$2,333.33 per month (state), July 1, 1973.

Robert S. Ellis, promoted from Associate Clinical Professor to Clinical Professor of Medicine, July 1, 1973.

Roy Fielding, promoted from Clinical Assistant to Clinical Instructor in Medicine, July 1, 1973.

Guy W. Fuller, Associate Clinical Professor of Gynecology-Obstetrics, salary changed from \$275 per month (state) to without remuneration, July 1, 1973.

Alice F. Gambill, titles changed from Assistant Professor of Anesthesiology and of Respiratory Therapy to Clinical Assistant Professor of Anesthesiology and of Respiratory Therapy, salary changed from \$367.33 per month (\$34 trust, \$333.33 state) to without remuneration, July 1, 1973.

Lazaro Gonazles, Special Instructor in Family Practice and Community Health, College of Health and Allied Health Professions; given additional title of Assistant in Medicine, July 1, 1973.

Ned Trevor Harney, promoted from Clinical Assistant to Clinical Instructor in Medicine, July 1, 1973.

Donald D. Holmes, promoted from Assistant Professor to Associate Professor of Pathology, July 1, 1973. Retains title Assistant Professor of Research Medicine.

Walter L. Honska, promoted from Assistant Clinical Professor to Clinical Associate Professor of Medicine, July 1, 1973.

George Robert Jay, promoted from Clinical Assistant to Clinical Instructor in Orthopedic Surgery and Fractures, July 1, 1973.

Christian E. Kaufman, promoted from Instructor to Assistant Professor of Medicine, July 1, 1973.

James E. Konopa, Special Instructor in Family Practice and Community Health, College of Health and Allied Health Professions; given additional title of Assistant in Medicine, July 1, 1973.

Thomas G. Kotheimer, Special Instructor, Physician's Associate Program, in Family Practice and Community Health, College of Health and Allied Health Professions; given additional title of Assistant in Medicine, July 1, 1973.

David Louis Kyger, promoted from Clinical Assistant to Clinical Instructor in Medicine, July 1, 1973.

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James L. Males, title changed from Instructor to Clinical Instructor in Medicine, July 1, 1973.

Dennis R. Mask, promoted from Clinical Assistant to Instructor in Medicine, July 1, 1973.

Billy J. Matter, title changed from Associate Professor to Clinical Associate Professor of Medicine, July 1, 1973.

N. Lingen Meiring, promoted from Clinical Assistant to Clinical Instructor in Otorhinolaryngology, July 1, 1973.

Nelson Earl Myers, Special Instructor in Family Practice and Community Health, College of Health and Allied Health Professions; given additional title of Assistant in Medicine, July 1, 1973.

R. Wayne Neal, promoted from Assistant Clinical Professor to Clinical Associate Professor of Medicine, July 1, 1973.

Ned B. Nichols, promoted from Assistant Professor to Associate Professor of Medicine, July 1, 1973. Retains title Director of Medical Services for Outpatient Clinics in University Hospital and Emergency Department.

Ira T. Parker, title changed from Assistant Professor of Medicine and Neurology to Clinical Associate Professor of Neurology and Clinical Assistant Professor of Medicine, July 1, 1973.

Herman Craig Pitts, promoted from Clinical Assistant to Clinical Instructor in Otorhinolaryngology, July 1, 1973.

Kent Hardin Potts, promoted from Clinical Assistant to Clinical Instructor in Medicine, July 1, 1973.

Jerry D. Renfroe, promoted from Junior Clinical Assistant to Clinical Instructor in Otorhinolaryngology, July 1, 1973.

Kenneth Alfred Rogers, Jr., promoted from Clinical Instructor to Clinical Assistant Professor of Otorhinolaryngology, July 1, 1973.

Fenton M. Sanger, Clinical Assistant in Gynecology-Obstetrics, salary changed from without remuneration to \$288.88 per month (state), .20 time, July 1, 1973. Replace part-time position formerly held by Dr. Guy Fuller.

James J. Snipes, promoted from Clinical Assistant to Clinical Instructor in Medicine, July 1, 1973.

James E. Walraven, promoted from Clinical Assistant to Clinical Instructor in Medicine, July 1, 1973.

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Roger E. Wehrs, promoted from Assistant Clinical Professor to Clinical Associate Professor of Otorhinolaryngology, July 1, 1973.

Charles J. Wine, promoted from Junior Clinical Assistant to Clinical Instructor in Otorhinolaryngology, July 1, 1973.

Robert P. Zoller, title changed from Assistant Professor to Clinical Assistant Professor of Medicine, July 1, 1973.

Opal Mae Zschiesche, promoted from Instructor to Assistant Professor of Medicine, July 1, 1973. Retains title Assistant Professor of Family Practice and Community Health, Colleges of Health and Allied Health Professions and of Medicine.

TERMINATIONS:

Donna Jean Barlow, Assistant Clinical Professor of Nursing, January 27, 1973.

Alma C. Gideon, Clinical Instructor in Psychiatry and Behavioral Sciences, July 2, 1973.

Betty J. Gorrell, Associate Professor of Nursing, July 1, 1973.

Patsy R. Griggs, Instructor in Nursing, June 1, 1973.

Janis L. Hart, Instructor in Nursing, June 1, 1973.

Jean E. Hastings, Assistant Professor of Nursing, August 1, 1973.

John C. Krizer, Instructor in Periodontics, June 1, 1973.

David Lynn Larson, Assistant Clinical Professor of Psychiatry and Behavioral Sciences, July 1, 1973.

Ann H. McCorry, Assistant Dean for Program Development and Associate Professor of Nursing Administration, July 1, 1973.

Genichiro Oshima, Associate in Research Pharmacology, June 1, 1973.

Vivian I. Reno, Assistant Professor of Psychiatry and Behavioral Sciences, July 1, 1973.

Albert N. Salamy, Research Associate in Psychiatry and Behavioral Sciences, June 2, 1973.

William W. Schicht, Research Associate in Psychiatry and Behavioral Sciences, June 2, 1973.

Rosemary W. Williams, Assistant Professor of Nursing, July 1, 1973.

Approved on motion by Regent Santee.

b. Preceptors and Associate Preceptors

The names of those recommended for appointment as Preceptors and Associate Preceptors for the College of Medicine for the next academic year are shown below. The preceptorship program begins for the fourth year class in June of each year.

President Sharp recommended appointment of Preceptors and Associate Preceptors as follows, effective June 1, 1973 to June 1, 1974:

Altus

Preceptor: Malcolm Mollison, M.D.

Associate Preceptor: James Holman, M.D.  
E. J. Allgood, M.D.  
Willard Holt, M.D.  
J. P. Irby, M.D.  
Cooper Ray, M.D.  
George Aldridge, M.D.  
C. L. Tefertiller, M.D.  
John Walker, M.D.  
Lowell Templer, M.D.  
Martin Hullender, M.D.

Beaver

Preceptor: E. L. Calhoon, M.D.

Associate Preceptor: Bill Harvey, M.D.

Claremore

Preceptor: Orville Holt, M.D.

Associate Preceptor: Larry J. Hrdlicka, M.D.  
Larry Young, M.D.  
Monroe Jennings, M.D.  
William J. Durick, M.D.  
M. E. Gordon, M.D.

Duncan

Preceptor: E. C. Lindley, M.D.

Associate Preceptor: E. H. Lindley, M.D.  
D. C. Ryan, M.D.



Robert Taylor, M.D.

El Reno

Preceptor: Francis W. Hollingsworth, M.D.

Associate Preceptor: James P. Jobe, M.D.  
Kenneth L. Peacher, M.D.

Frederick

Preceptor: Joe C. Horton, M.D.

Associate Preceptor: Jack D. Honaker, M.D.  
Roger Johnson, M.D.  
Buddy LaCrone, M.D.

Guthrie

Preceptor: Robert Ringrose, M.D.

Associate Preceptor: James Petty, M.D.  
Thomas Avery, M.D.  
John Lehew, M.D.  
R. F. Ringrose, M.D.

Guymon

Preceptor: E. L. Buford, M.D.

Associate Preceptor: J. C. Hallford, M.D.  
L. L. Lowrey, M.D.  
W. Oxley, M.D.

Hobart

Preceptor: J. William Finch, M.D.

Associate Preceptor: Malcolm Bridwell, M.D.  
M. Wilson Mahone, M.D.  
Ralph S. Phelan, M.D.

Holdenville

Preceptor: Royce McDougal, M.D.

Associate Preceptor: D. H. Cramblett, M.D.  
James Lucas, M.D.  
Tom Moffett, M.D.  
T. A. Trow, M.D.

McAlester

Preceptor: C. K. Holland, M.D.  
Associate Preceptor: D. W. Bridges, M.D.  
Lloyd T. Anderson, M.D.  
Hartzel Schaff, M.D.  
Leroy M. Milton, M.D.

Miami

Preceptor: Glen Cosby, M.D.  
Associate Preceptor: Rex M. Graham, M.D.  
Harry Ford, M.D.  
J. E. Highland, M.D.  
H. W. Wendelken, M.D.  
Phillip Head, M.D.

Okeene

Preceptor: Claude Williams, M.D.  
Associate Preceptor: B. D. Dotter, M.D.  
Duane Lagan, M.D.

Pauls Valley

Preceptor: John M. Moore, M.D.  
Associate Preceptor: J. A. Graham, M.D.  
James H. Lindsey, M.D.  
Ray H. Lindsey, M.D.  
Don W. Meinders, M.D.  
Hugh H. Monroe, M.D.  
Ray E. Spence, M.D.  
John Ellis, M.D.  
M. E. Robberson, Jr., M.D.  
John Lewis, M.D.

Pawhuska

Preceptor: R. Fred Harper, M.D.  
Associate Preceptor: Rex W. Daugherty, M.D.  
Michael Jordan, M.D.  
Wesley T. Manning, M.D.  
James R. Priest, M.D.

Poteau

Preceptor: R. L. Winters, M.D.  
Associate Preceptor: Robert L. Hampton, M.D.  
Perry T. Taaca, M.D.  
R. C. Kiess, M.D.

Purcell

Preceptor: W. C. McCurdy, M.D.

Associate Preceptor: W. G. Long, M.D.  
John G. Rollins, M.D.  
W. Tex Stone, M.D.

Sapulpa

Preceptor: O. H. Patterson, M.D.

Associate Preceptor: M. S. Bartlett, M.D.  
Charles Gebetsberger, M.D.  
Phillip Joseph, M.D.  
Louis A. Martin, M.D.  
R. G. White, M.D.  
G. C. Zumwalt, M.D.  
Phillip Washburn, M.D.  
Roger Kinney, M.D.

Sayre

Preceptor: K. E. Whinery, M.D.

Associate Preceptor: Phil J. Devaney, M.D.  
William Featherston, M.D.  
William Leebron, M.D.  
T. J. McGrath, M.D.  
H. K. Speed, M.D.  
Leaford Thornbrough, M.D.

Shattuck

Preceptor: Walter H. Dersch, Jr., M.D.

Associate Preceptor: Richard H. Burgtorf, M.D.  
J. T. Dancer, M.D.  
H. B. Keith, M.D.  
L. A. Myers, M.D.  
M. H. Newman, M. D.  
J. J. Smith, M.D.

Stilwell

Preceptor: Burdge F. Green, M.D.

Associate Preceptor: William Z. Cook, M.D.  
Robert Currie, M.D.

Watonga

Preceptor: Richard A. Conley, M.D.

Associate Preceptor: Virginia Curtin, M.D.  
C. O. Bohlman, M.D.

Wetumka

Preceptor: Loyd G. Williams, M.D.

Alva

Preceptor: A. B. Hinkle, M.D.

Associate Preceptor: Karen Vore, M.D.  
I. F. Stephenson, M.D.  
John F. Simon, M.D.  
T. D. Benjegerdes, M.D.

Woodward

Preceptor: M. K. Braly, M. D.

Associate Preceptor: R. A. Whiteneck, M.D.  
Leo Meece, M.D.

Buffalo

Preceptor: William F. Hudson, M.D.

Chickasha

Preceptor: James W. McDoniel, M.D.

Associate Preceptor: James O. Wood, Jr., M.D.  
Joe T. Bledsoe, M.D.  
William S. Harrison, M.D.  
Robert E. Herndon, M.D.  
Ronald Orr, M.D.  
Robert S. Davis, Jr., M.D.  
Seth D. Revere, M.D.  
Dan L. Stehr, M.D.  
Richard G. Stoll, M.D.  
Charles R. Gibson, M.D.  
B. C. Chatham, M.D.  
K. T. Varma, M.D.  
Paul Loh, M.D.

Durant

Preceptor: Bob L. Bruton, M.D.

Associate Preceptor: Leroy L. Engles, M.D.  
Robert E. Engles, M.D.  
Beryl McCann, M.D.  
Phyllis P. Engles, M.D.

Approved on motion by Regent Neustadt.

c. Tenure

President Sharp recommended that tenure be granted the following members of the faculty of the Health Sciences Center, effective July 1, 1973:

F. Marian Bishop, Professor of Community Health and of Psychiatry and Behavioral Sciences and of Human Ecology  
Joanne E. Callan, Assistant Professor of Psychiatry and Behavioral Sciences  
Kimiko H. Dugan, Assistant Professor of Anatomical Sciences  
Bobby G. Eaton, Associate Professor of Radiological Sciences and Lecturer in Radiologic Technology  
Clara E. Edge, Assistant Professor of Nutrition and Dietetics and Adjunct Instructor in Family Practice and Community Health  
James M. Hartsuck, Assistant Professor of Surgery  
George B. Humphrey, Associate Professor of Pediatrics  
Gordon K. Jimerson, Assistant Professor of Gynecology and Obstetrics and of Cytotechnology  
Virgil L. Jones, Assistant Professor of Medical Library Sciences  
Ozro R. Kling, Assistant Professor of Gynecology and Obstetrics and of Physiology and Biophysics  
Mary C. Livingston, Assistant Professor of Nursing  
Maude M. Masterson, Assistant Professor of Child Psychiatry in Psychiatry and Behavioral Sciences and in Pediatrics  
Erma J. Newman, Assistant Professor of Nutrition and Dietetics and Adjunct Instructor in Family Practice and Community Health  
Jesscelia Nunley, Assistant Professor of Nursing  
Mitchell V. Owens, Associate Professor of Health Administration  
Donald E. Parker, Assistant Professor of Biostatistics and Epidemiology  
Steven L. Weiss, Assistant Professor of Psychiatry and Behavioral Sciences  
Ruth Wender, Assistant Professor of Medical Library Sciences  
Thomas L. Whitsett, Associate Professor of Medicine and Assistant Professor of Pharmacology  
Jamie S. Williams, Assistant Professor of Nursing  
Arthur R. Zeiner, Associate Professor of Psychiatry and Behavioral Sciences and Assistant Professor of Physiology and Biophysics

President Sharp recommended that the probationary period for the following members of the faculty be extended for one year:

E. William Allen, Associate Professor of Medicine and Assistant Professor of Radiological Sciences  
Carmen Bahr (Bloedow), Associate Professor of Medicine  
Richard Bottomley, Associate Professor of Medicine and of Research Biochemistry and Molecular Biology  
Sylvia Bottomley, Associate Professor of Medicine  
Anthony W. Czerwinski, Associate Professor of Medicine  
Donald D. Holmes, Assistant Professor of Pathology and of Research Medicine  
G. M. Kollmorgen, Associate Professor of Radiological Sciences and Lecturer in Radiologic Technology  
Ronald S. Krug, Associate Professor of Psychiatry and Behavioral Sciences and of Neurology  
John A. Mohr, Assistant Professor of Medicine and of Microbiology and Immunology  
Genaro M. Palmieri, Associate Professor of Medicine  
Alfonso Paredes, Professor of Psychiatry and Behavioral Sciences  
Dennis A. Weigand, Assistant Professor of Dermatology

President Sharp said when tenure matters were considered by the Board at the April meeting, eight additional members of the faculty were included in the list of those who were eligible for academic tenure. Since that time six of them have either resigned or will be transferred to University Hospital. It has been determined that the other two, Dr. Robert C. Hansen and Dr. Joel D. Brown are not eligible for tenure consideration.

Regent Santee, Chairman of the Tenure Committee of the Board, stated his committee had reviewed the recommendations with respect to tenure as shown above and concurs in the recommendations shown. Approved on motion by Regent Santee.

### III. Finance and Management

#### a. Non-Academic Personnel

##### APPOINTMENT:

Mark E. Lemons, Associate Internal Auditor, Administrative Affairs, \$1,250 per month (state), June 1, 1973. Resigned on Norman Campus as Auditor III, Internal Auditing, June 1, 1973.

##### CHANGE:

William L. Seabury, promoted from Manager, Employment Services, Personnel Services, to Assistant Director, Personnel Services, salary changed from \$807.73 per month (state) to \$1,000 per month (state), May 1, 1973.

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William H. Jordan, Internal Auditor, Norman Campus and Health Sciences Center; given additional title of Acting Director of Financial Services, Health Sciences Center, salary increased from \$18,200 to \$22,500 for 12 months (temporary increase while serving as Acting Director), June 1, 1973. All of salary will be reimbursed by the Health Sciences Center to the Norman Campus.

Regent Santee reported the Health Sciences Center Committee had also considered the following appointments:

Kenneth M. Boyum, Associate Administrator, University Hospital, \$27,000 for 12 months, June 18, 1973.

Lucy D. Germain, Assistant Administrator for Nursing, University Hospital, \$22,000 for 12 months, June 6, 1973.

Mr. Santee said the committee recommended approval of these appointments and he requested that they be added to the list of non-academic personnel for action at this time.

All of the non-academic appointments and changes were approved on motion by Regent Santee.

b. Professional Fee Billing System

In accordance with the action of the Regents on April 12, 1973, "That the firm, Herman Smith Associates, be retained to develop standard billing and collection procedures..." Herman Smith was requested to update their proposal of January 8, 1973. The following proposal of April 18, 1973, was submitted for consideration:

"We are pleased to submit this proposal to serve as your consultants for the implementation of a Professional Fee Billing System for the various practice plans at the University of Oklahoma.

"In our approach to the implementation of the plan, we would provide consultation, technical expertise and staff assistance to Mr. Jordan in a team effort. We will provide the following staff assistance:

"Mr. Robert Heins - A former Manager of the University of California, at San Francisco, Professional Group and Patients Account Manager.

"Mr. William Langdon - Chief Programmer and Analyst who designed the University of Oregon Practice Plan.

"Mr. John Walker - Training Coordinator, Procedure Writer and Installation Manager of the Oregon Plan.

"Mr. John Behrens - Former Director of Computing Services, University of Texas Medical School and Associate Director of St. Lukes-Texas Childrens Hospital in Houston.

"Mr. William Nix - Project Manager of the Stanford and UCLA Practice Plans.

"Other Herman Smith staff as needed.

"The scope of our work will include the following:

"I. Standard Billing and Collection Procedures -

"a. Medical Group Procedures - Prepare an itemized list of the recommended procedures to be rendered by the Medical Group.

"b. Medical Group Documentation - Prepare a detailed list with samples of standardized documentation recommended for third party billing.

"c. Abstracting Procedures - Prepare a list of the uniform abstracting procedures recommended for implementation.

"d. Data Collection Procedures - Detail the source data collection procedures necessary to support the Professional Fee Billing System.

"e. R.V.S. (Relative Value Studies) - Establish a relative value scale or some other uniform method of pricing for use by the Medical Group. This evaluation will determine the feasibility of such an approach but will not result in completion of the tables to be completed by the Medical Group.

"II. Review Proposed Reports and Bills

"a. Billing Formats - A proposed set of billing formats will be reviewed with the physicians and physician groups to establish their compatibility and need for change to best serve the group.

"b. Collection Notices - A proposed set of collection notices will be reviewed with the interested parties for their consideration and use.

"c. Systems Reports - Proposed computerized reports will be reviewed for format and content to determine their applicability to meet the Medical Group's requirements.



"d. Statistical Information - The proposed statistical information from the system will be reviewed with members of the Medical group, the University and the third party payors to establish the suitability and completeness of the information to meet the requirements needs of each party.

"III. Computer Services Review

"a. Computer Programs - Review the proposed programs that would be implemented if in the system.

"IV. Period of Services and Termination

"a. Phase I Schedule - The services enumerated above will begin immediately upon the acceptance of this contract. They will terminate at the completion of Phase I, which is expected to be approximately forty-five (45) days, subject to availability to appropriate physician/University personnel to permit Herman Smith Associates working with Mr. Jordon's group to conduct all interviews and reviews germane to the Phase I activity.

"V. Compensation

"The fee for the above services will be based on an hourly rate that includes all Herman Smith Associates' overhead, travel and living expenses as follows:

W. E. Nix	\$60.00
Robert Heins	40.00
John Walker	40.00
John Behrens	40.00
W. D. Langdon	40.00
Other staff	40.00

"The total cost is not expected to exceed \$10,000, depending on the level of involvement with the various departments and the amount of work that Mr. Jordon's group can perform.

"a. Billings will be made when the total amounts to \$4,000 or less.

"VI. Reporting

"In performing the consulting services for Phase I, the consultant will provide a verbal report of the Project status at the 15th and 30th working day, providing a preliminary draft of the complete report on the 45th working day, to be followed by a final report 5 working days after receipt of the University personnel's comment on the preliminary draft.

"VII. Phase II

"After Phase I has been completed and reviewed by officials of the University and State, Herman Smith Associates will submit a proposal outlining the services to be performed and the cost of implementing Phase II. Phase II will consist of the following items and should begin during the middle of Phase I. The following will be provided in Phase II:

1. System description
2. System Flow chart
3. System specification
4. Program description
5. Record layouts
6. Report layouts
7. Program run controls
8. In-put card layouts
9. Console messages
10. File allocation
11. Report error messages
12. Glossary of terms
13. All source programs

"The cost of Phase II for the above, including tested programs, will be \$20,000, plus the per diem rates to implement these programs. The per diem is not expected to exceed \$5,000, depending on assistance available from the Computing Center and computer availability.

"This proposal is firm for a period of fifteen (15) days from April 20, 1973.

Sincerely,

s/s W. E. Nix  
William E. Nix  
Principal"

The Health Sciences Center Committee reviewed the proposal at their May 31 meeting and recommended its implementation.

Phase I of the project would be to develop standard billing and collection procedures, review proposed reports and bills, and review computer services. The cost is not expected to exceed \$10,000. Phase II for implementation of the system would commence after review of Phase I by the University. It would cost \$20,000 plus per diem rates for the personnel involved. The total project is expected to cost \$35,000-\$40,000.

President Sharp recommended that the Herman Smith Associates proposal be accepted. Funds for the project will come from a College of Medicine AMAERF unrestricted grant and other unrestricted grant funds available to the Dean of the College of Medicine.

Approved on motion by Regent Neustadt.

c. Professional Service Auxiliary

President Sharp said the faculty of the College of Medicine proposed an amendment to the Policy for Operation and Governance of the Professional Service Auxiliary of the College of Medicine (p. 12014). The amendment relates to Section IV, Operational Procedures, Paragraph 5, Disposition of Gross Generated Income, sub-paragraph j, which now reads as follows:

- j) When the purposes enumerated in f) have been achieved, any balance remaining may be disposed of by the University Administration for the benefit of the Health Sciences Center without regard to the provisions of this policy, but subject to the policies and procedures of the Regents governing all University funds.

The proposed amendment was presented to the Regents' Health Sciences Center Committee on May 31 and the following change was approved by the Committee (the underlined words represent the addition):

- j) When the purposes enumerated in f) have been achieved, any balance remaining at the end of a fiscal year after auditing and review of encumbrances and appropriate reserves may be disposed of by the University Administration for the benefit of the Health Sciences Center and giving appropriate priority to the needs of the College of Medicine without regard to the provisions of this policy, but subject to the policies and procedures of the Regents governing all University funds.

President Sharp recommended approval of this amendment.

Approved on motion by Regent Braly.

V. Operations and Physical Plant

a. Change Order - Everett Tower

Change Order No. 9 to the Mark R. Everett Tower is the result of combining 22 change order proposals which were reviewed and approved at the time the additional work was authorized (over a period of almost two years). Regents' approval at this time of this change order is required and must be obtained prior to the time it is submitted to the Department of Health, Education, and Welfare along with a request for final payment of Federal funds for this building.

The elements of this change order are as follows:

Kitchen Equipment Changes	-\$4,272.10
Reinforcing Steel Revisions	+ 4,361.00
Concrete Revisions	+ 2,951.00
Revisions to Rooms B74, B85	+ 642.59
Install Floor Drain, Room 143	+ 1,066.00
Partition at Washer/Sterilizers, Room B86	+ 1,362.75
Mechanical and Plumbing	+ 4,544.80
Miscellaneous Electrical	+ 3,853.49
Revisions of Temperature Control	No Change
Relocation of Storm Drains	+ 1,994.10
Revisions to Mechanical Systems	+ 432.40
Miscellaneous Architectural Changes	- 736.80
Electrical Revisions	+ 2,986.90
Revision to Pneumatic Trash System	+ 2,368.00
Plumbing Revisions	+ 1,122.73
Miscellaneous Electrical Changes	- 1,006.18
Revision of Door, Labor/Delivery	+ 702.64
Steam Pipe Anchor	+ 129.95
Electrical Revisions	+ 414.92
Miscellaneous Architectural and Mechanical Revisions	+ 3,378.53
Miscellaneous Electrical Revisions	+ 963.78
Cable Limiters	+ 3,904.20

President Sharp recommended approval of Change Order No. 9 to the Mark R. Everett Tower which will add \$31,164.70 to the construction cost of this project and a revised contract completion date of June 8, 1973.

Approved on motion by Regent Santee.

b. Report on Major Capital Improvements Program

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

c. Transfer of University Hospital

WHEREAS, the Board of Regents of the University of Oklahoma is currently the owner of a hospital located in Oklahoma City referred to as University Hospital;

OFFICE OF FACILITIES PLANNING  
THE UNIVERSITY OF OKLAHOMA

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROGRESS REPORT, JUNE, 1973

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								
Steam & Chilled Water Plant (Central Power Plant)		Carnahan & Thompson Engr., Tumbull & Mills Inc., Architects	Kay Engr. Co.	11/09/70	03/27/72	4,016,400 <u>4,343,286</u>	99%	Revenue Bonds-OUDA
Remodeling & Renovation of Medical College Building	4	Noftsgar, Lawrence, Lawrence, Flesher	Novak Constr. Co.	03/09/72	09/28/72	364,957	99%	Bond Funds
College of Dentistry, Addition to Basic Science Education Building	8	Frankfurt, Short, Emery, McKinley	Harmon Constr. Co.	09/14/72	08/14/73	1,429,786	45%	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	674,566	99%	Bond Funds
Parking Lot A		Shaw Associates	Lippert Bros., Inc.	10/12/72	12/11/72	115,000 <u>124,349</u>	15%	---
Steam & Chilled Water Plant Phase II, (Part I)		Carnahan & Thompson	Kay Engr. Co.	03/08/73	09/08/73	350,747	10%	OUDA
TIS Studio Renovation	15 (partial)	OUHSC Staff	J. Edwin Thomas, Inc.	02/08/73	07/28/73	16,400	25%	Bond Funds

OFFICE OF FACILITIES PLANNING  
THE UNIVERSITY OF OKLAHOMA

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROGRESS REPORT, JUNE, 1973

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	5,647,070	This project is being reactivated. Design development phase plans for 300 townhouses and garden apartments are being reviewed prior to final plans.
College of Health (School of Health)	5	Murray, Jones, Murray	C 07/23/70	10,000,000	Inactive. 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	Inactive. The sources of funding for this project are uncertain. Schematic plans have been completed.
Basic Science Faculty and Graduate Student Offices and Laboratories Building (Biomedical Science Building)	7	Wright & Selby	C 10/12/72	12,228,142	Final plans are being reviewed. Approval by DHEW is expected within 30 days. It is anticipated that this project will be under construction prior to September, 1973.
College of Nursing Building	9	Murray, Jones, Murray	---	5,505,476	The construction grant application submitted to the U.S. Public Health Service on June 15, 1972 has been approved, but the project has not been funded.
Dental Clinics (Dental Clinical Sciences Building)	10	McCune & McCune	C 10/12/72	11,562,325	Final plans are to be completed in July. It is anticipated that this project will be under construction prior to September, 1973.
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. The scope and nature of this project is undergoing review.
Renovation of Operating Rooms CMH	---	Hudgins, Thompson, Ball	---	350,000	Work on this project has been suspended.
Renovation of Selected Areas CMH	12A	Phelps, Spitz, Ammerman, Thomas	---	300,000	Work on this project has been suspended.
Renovation of Selected Areas University Hospital	12B	Turnbull & Mills	---	300,000	Work on this project has been suspended.
Steam and Chilled Water Plant Phase II (Part 2)	---	Carnahan & Thompson	OU DA	2,866,258	Part I of this project is under construction. Plans for the second part have been completed and approved. Bids have been received and approved. Bonds are to be sold to fund this project.

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WHEREAS, the First Session of the Thirty-fourth Legislature in Senate Bill No. 325 provided for the creation of the new Board of Trustees whose purpose was to operate and govern the University Hospital and requested that the Board of Regents transfer said Hospital to the new Board of Trustees; and

WHEREAS, the Board of Regents desires to effect such transfer in as expeditious and orderly a manner as possible, and

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS OF THE UNIVERSITY OF OKLAHOMA:

That the Board of Regents transfer to the Board of Trustees those facilities commonly referred to as University Hospital, more specifically described as A, B, C, D, E, and EE Wings and the Everett Tower and the real property on which the facilities are located; and

That Legal Counsel be instructed to develop the appropriate legal description of said property and prepare the proper legal documents for the conveyance of the property to the Board of Trustees, effective July 1, 1973, said conveyances to be consistent with this resolution and prior relevant resolutions of this board; and

That Legal Counsel be further instructed to prepare a policy governing parking owned by the Regents taking into full consideration the needs of the Hospital as well as those of the various departments of the University.

Regent Santee said this resolution has been considered by the Health Sciences Center Committee and by the Facilities Planning Committee and both recommend approval.

Approved on motion by Regent Santee. Regent Braly abstained.

d. Transfer of Children's Memorial Hospital (See Exhibit A - SB 316 and warranty deed)

WHEREAS, the Board of Regents of the University of Oklahoma is currently the owner of a hospital located in Oklahoma City referred to as Children's Memorial Hospital, and other adjacent real estate; and

Whereas, the First Session of the Thirty-fourth Legislature in Senate Bill No. 316 provided for the transfer of Children's Memorial Hospital to the Department of Welfare and requested that the Board of Regents transfer sufficient lands to said board for the construction of a new hospital; and

WHEREAS, the Board of Regents desires to effect such transfer in as expeditious and orderly a manner as possible; and

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS OF THE UNIVERSITY OF OKLAHOMA:

That the Board of Regents transfer to the Department of Public Welfare those facilities commonly referred to as Children's Memorial Hospital and the grounds immediately adjoining and sufficient property for the construction of a new hospital; the property to be conveyed is bounded on the east by Stonewall, on the north by Thirteenth Street, and on the west by the curb line of the driveway to the Everett Tower, and on the south by a line which runs parallel to Thirteenth Street at the base of the terrace of the Basic Sciences Building and which proceeds east beyond the Basic Sciences Building on a line somewhat to the south of the center of Euclid Street, which has been vacated; and

That legal counsel be instructed to develop the appropriate legal descriptions of said property and prepare the proper legal documents for the conveyance of the property to the Department of Welfare, effective July 1, 1973; the conveyance to be in fee for as long as the Department of Welfare maintains thereon a Children's Hospital and further provides that when it ceases to do so the title shall automatically revert to the Board of Regents.

Regent Santee said this resolution also has been considered by the Health Sciences Center Committee and by the Facilities Planning Committee and both recommend approval.

Approved on motion by Regent Santee.

e. Management of Illegally Parked Vehicles

President Sharp said the control of parking, and in particular, coping with illegally parked vehicles is a difficult problem on the Health Sciences Center Campus.

The Veterans Administration Hospital has for some time followed an approach that has worked quite well for them; i.e., a contract with a local concern to tow away and store vehicles when requested to do so by authorized Veterans Administration personnel.

We do not have towing or storage facilities and feel that this approach would be good for the Health Sciences Center.

Bids were requested of the firm holding the Veterans Administration Hospital's contract and six other firms located in reasonable proximity of the Health Sciences Center. Only two bids were received and the firm with the Veterans Administration Hospital's contract was the higher of the two bids.

The low bidder has not produced an acceptable certificate of



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insurance but insists that they can and will do so.

The bids received were as follows:

		<u>Lenox Park Plaza Wrecking Co.</u>	<u>Northeast Wrecker Co.</u>
Towing Rates:			
7:00 a.m. to 6:00 p.m.	(8,000 lbs or less)	\$ 8.00	(
	(8,000 lbs or more)	15.00	(\$10.50
Towing Rates:			
6:00 p.m. to 7:00 a.m.	(8,000 lbs or less)	10.00	(
	(8,000 lbs or more)	17.00	(12.50
Storage Rates		1.50	2.06
Locked Steering Wheel		10.00	10.00
Locked Transmission:	(8,000 lbs or less)	3.00	(
	(8,000 lbs or more)	5.00	( 3.00
Reconnect Transmission:	(8,000 lbs or less)	3.00	(
	(8,000 lbs or more)	5.00	( 3.00

President Sharp recommended the acceptance of the low bid of Lenox Park Plaza Wrecking Company if their certificate of insurance has been received and approved. If it has not, President Sharp recommended accepting the bid of Northeast Wrecker Company as the only bidder meeting specifications.

Approved on motion by Regent Neustadt.

f. Proposal, Contract and Grant Report

President Sharp presented a summary of proposals for contracts or grants for the months of April and May. Contracts executed during the month of May are also reported:

NEW PROPOSALS FOR SPONSORED PROGRAMS (APRIL)

COLLEGE OF ALLIED HEALTH PROFESSIONS

Principal Investigator: Thelma Pederson  
Department: Physical Therapy  
Project Title: Traineeships in Mental Retardation  
Submitted To: DHEW - Social and Rehabilitation Service  
Agency Number: 44-P-30051/6-08  
HSC Account: C1208006 \$ 5,100.00

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COLLEGE OF DENTISTRY

Principal Investigator: Donald D. Welk, D.D.S.  
Department: Restorative Dentistry  
Project Title: Proposal for Improving Study Guide  
Submitted To: DHEW - Bureau of Health Manpower  
Education  
RFP NO1 DH 34107 \$ 4,356.58

COLLEGE OF MEDICINE

Principal Investigator: Richard D. Bell, Ph.D.  
Department: Physiology  
Project Title: The role of renal lymph and  
lymphatic vessels  
Submitted To: DHEW - Public Health Service \$ 4,617.00

Principal Investigator: Thomas Bruce, M.D.  
Department: Medicine  
Project Title: Pathology of canine heart after  
coronary vein ligation  
Submitted To: Oklahoma Heart Association \$10,000.00

Principal Investigator: Mervin L. Clark, M.D. and  
Pushkar N. Kaul, Ph.D.  
Department: Medicine  
Project Title: An approach to rational drug  
therapy in schizophrenia  
Submitted To: National Institutes of Health  
Agency Number: 2 RO1 MH 21408  
HSC Account: C1145003 \$67,240.00

Principal Investigator: M. J. Keyl, Ph.D.  
Department: Physiology  
Project Title: Renal lymph constituents and renal function  
Submitted To: National Institutes of Health  
Agency Number: 2 RO1 HL 09879  
HSC Account: C1141509 \$15,800.00

Principal Investigator: Jary S. Mayes, Ph.D.  
Department: Pediatrics  
Title of Project: Metabolic studies on skin fibroblasts  
in tissue culture from patients  
with galactosemia and attempts at  
genetic engineering in these  
galactose negative cells  
Submitted To: The National Foundation - March of Dimes \$16,994.00

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12246

Principal Investigator:	Willard B. Moran, M.D.	
Department:	Otorhinolaryngology	
Project Title:	Training in Communication Disorders	
Submitted To:	DHEW - Maternal and Child Health Service	
Agency Number:	Project #235	
HSC Account:	C1270009	\$96,500.00
Principal Investigator:	Jiro Nakano, M.D., Ph.D.	
Department:	Pharmacology	
Project Title:	Pathophysiological roles of prostaglandins in septic shock	
Submitted To:	The John A. Hartford Foundation, Inc.	\$23,620.00
Principal Investigator:	William A. Shafer, M.D.	
Department:	Medicine	
Project Title:	Evaluation of curriculum of the College of Medicine	
Submitted To:	The Merck Company	\$20,000.00
Principal Investigator:	Paul D. Stein, M.D.	
Department:	Medicine	
Project Title:	Preparation and physiological function of frozen-thawed red cells	
Submitted To:	National Heart and Lung Institute - RFP 73-24	<u>\$94,268.00</u>
	TOTAL	\$349,039.00
	TOTAL ALL COLLEGES	\$358,495.00

NEW PROPOSALS FOR SPONSORED PROGRAMS (MAY)

COLLEGE OF ALLIED HEALTH PROFESSIONS

Principal Investigator:	Lawrence Feth, Ph.D.	
Department:	Communication Disorders	
Project Title:	Pitch discrimination of combination tones	
Submitted To:	National Institutes of Health	\$18,127.00

COLLEGE OF DENTISTRY

Principal Investigator:	Sharon Barton	
Department:	Dental Hygiene	
Project Title:	Workshop in Clinical Teaching	
Submitted To:	DHEW, Bureau of HMPE - RFP #N01 DH 24121	\$ 5,783.00

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12247

COLLEGE OF HEALTH

Principal Investigator: R. A. Mill, Ph.D.  
Department: Environmental Health  
Project Title: General Multidisciplinary Accident  
Study  
Submitted To: US Dept. Transportation,  
NHTSA 3-A259 \$119,496.00

COLLEGE OF MEDICINE

Principal Investigator: J. H. Anglin, M.D.  
Department: Dermatology  
Project Title: Development and application of  
methods for N-Nitroso compounds  
and their precursors in the  
environment  
Submitted To: National Cancer Institute \$ 96,152.00

Principal Investigator: E. D. Frohlich, M.D.  
Department: Medicine  
Project Title: Hemodynamics relations to  
metabolism in hypertension  
Submitted To: National Heart and Lung Institutes \$ 99,700.00

Principal Investigator: G. Bennett Humphrey, M.D.  
Department: Pediatrics  
Project Title: Southwest Cancer Chemotherapy  
Study Group  
Submitted To: DHEW  
Agency Number: 5 R10 CA11233  
HSC Account: C1121206 \$ 45,750.00

Principal Investigator: R. E. McCallum, Ph.D.  
Department: Microbiology and Immunology  
Project Title: Carbohydrate loss during  
experimental endotoxemia \$ 20,720.00

Principal Investigator: Robert A. Patnode, Ph.D.  
Department: Microbiology and Immunology  
Project Title: Immunity and pathogenesis of  
herpesvirus infection  
Submitted To: NIH \$ 12,750.00

Principal Investigator: Michael D. Shaw, M.D.  
Department: Medicine  
Project Title: Southwest Cancer Chemotherapy  
Group - Adults  
Submitted To: NIH \$147,876.00

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Principal Investigator:	Betty White, Ph.D.	
Department:	Surgery	
Project Title:	Biochemistry of wound connective tissue glycoproteins	
Submitted To:	National Institutes of Health	\$ 40,700.00
Principal Investigator:	Erwin G. Erdos, Ph.D.	
Department:	Pharmacology	
Project Title:	Kallikrein-Kinin-Kininase System in Shock - Supplement	
Submitted To:	Department of the Navy	
Agency Number:	NO 00014-69-A-0385	
HSC Account:	C3111804	\$ 5,000.00
	TOTAL	\$468,648.00
	TOTAL ALL COLLEGES	\$612,054.00

OKLAHOMA REGIONAL MEDICAL PROGRAM

Principal Investigator:	Albert M. Donnell, Ph.D.	
Department:	Regional Medical Program Director	
Project Title:	Oklahoma Medical Regional Program - Phaseout Application	
Submitted To:	DHEW, Public Health Service	
Agency Number:	5 G03 RM 00023	
HSC Account:	C1310507	\$884,627.00

CONTRACTUAL REPORT (APRIL)

Total New Contracts	\$ 145,228.00
Total Adjustments	\$ 330,073.90
Total New Business	\$ 475,301.90

COLLEGE OF MEDICINE

Principal Investigator:	Elie, Leonard P., M.D.	
Department:	Department of Medicine	
Project Title:	Exploratory Studies for Cancer Research	
Submitted To:	National Institutes of Health	
Agency Number:	1P01 CA13749-01	
HSC Account :	C1121601	
Budget Period:	03/01/73 - 02/28/74	\$ 90,234.00

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Principal Investigator:	Keyl, M. Jack		
Department:	Department of Physiology		
Project Title:	Renal Lymph Constituents and Renal Function		
Submitted To:	National Institutes of Health		
Agency Number:	5R01 HL09879-08		
HSC Account :	C1141508		
Budget Period:	03/01/73 - 02/28/74		\$ 14,350.00
Principal Investigator:	Erdos, E. G.		
Department:	Department of Pharmacology		
Project Title:	Vasoactive Peptides which Stimulate Smooth Muscles		
Submitted To:	National Institutes of Health		
Agency Number:	3R01 HL08764-09S1		
HSC Account :	C1132409		
Budget Period:	04/01/73 - 05/31/73	ADJUSTMENT	\$ 315.00
Principal Investigator:	Hammarsten, James F., M.D.		
Department:	Department of Medicine		
Project Title:	To provide technical advice to University of Saigon		
Submitted To:	American Medical Association		
Agency Number:	AID/vn-76 - 04		
HSC Account :	C6300104		
Budget Period:	01/01/73 - 12/31/73	ADJUSTMENT	\$ 157,250.00
Principal Investigator:	Hyde, Richard M.		
Department:	Department of Microbiology		
Project Title:	Scholarship and Maintenance for Miss Rookstool		
Submitted To:	R. G. Rapp Foundation		
Agency Number:	RGR Foundation - Fellowship - Rookstool		
HSC Account :	C5210601		
Budget Period:	05/01/73 - 06/30/74		\$ 4,500.00
Principal Investigator:	Felts, William J. L., Ph.D.		
Department:	Department of Anatomical Sciences		
Project Title:	Purchase of a Leitz Photometric Microscope		
Submitted To:	R. G. Rapp Foundation		
Agency Number:	RGR-Anatomical Sciences		
HSC Account :	C5300101		
Budget Period:	04/01/73 - 6/30/73		\$ 17,674.00

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ADMINISTRATION UNDER DR. ELIEL

Principal Investigator: Eddy, Leonard M.  
Department: Library  
Project Title: Medical Library Resource Project  
Support  
Submitted To: Bureau of Health Manpower Education  
Agency Number: 5G08 LM01171-02  
HSC Account : C1310202  
Budget Period: 04/01/73 - 09/30/74 \$ 18,470.00

FINANCIAL AFFAIRS UNDER MR. GILLMAN

Principal Investigator: Nunnery, A. W., M.D.  
Department: Financial Affairs  
Project Title: Clinical Information  
Submitted To: National Institutes of Health  
Agency Number: N01-RR-2-2098  
HSC Account : C2160502  
Budget Period: 06/15/72 - 08/31/73 ADJUSTMENT \$ 28,678.00

UNIVERSITY HOSPITAL

Principal Investigator: Hubbard, J. D.  
Department: Department of Nursing Service  
Project Title: Health Occupations Training Program  
Submitted To: Oklahoma State Department of  
Vocational and Technical Education  
Agency Number: OK(QM)3001  
HSC Account : C2202004  
Budget Period: 10/01/72 - 02/28/73 ADJUSTMENT \$ 17,284.90

COLLEGE OF HEALTH

Principal Investigator: Cameron, C. M.  
Department: College of Health  
Project Title: Comprehensive Health Services  
Submitted To: Office of Economic Opportunity  
Agency Number: 60025-CG-6813A/O  
HSC Account : C2250801  
Budget Period: 07/01/71 - 05/31/75 ADJUSTMENT \$126,546.00

CONTRACTUAL REPORT (MAY)

Total New Contracts	\$ 50,908.00
Total Adjustments	\$ (2,198.52)
Total New Business	\$ 48,709.48

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COLLEGE OF NURSING

Principal Investigator: Smith, Gloria  
Department: College of Nursing  
Project Title: Professional Nurse Traineeship  
Program  
Long Term  
Submitted To: Bureau of Health Manpower Education  
Agency Number: 5A11 NU00092-12  
HSC Account: C1219202  
Budget Period: 08/01/72 - 07/31/73          ADJUSTMENT          \$ (2,198.52)Cr.

COLLEGE OF MEDICINE

Principal Investigator: Howard, R. Palmer  
Department: History of Medicine  
Project Title: History of Health in Indian and  
Oklahoma Territories  
Submitted To: Bureau of Health Manpower Education  
Agency Number: 5 R01 LM01396-02  
HSC Account: C1170502  
Budget Period: 05/01/73 - 04/30/74          \$ 9,865.00

Principal Investigator: Whitcomb, Walter H.  
Department: Department of Medicine  
Project Title: Erythropoietic Inhibitory Factor  
Submitted To: National Institutes of Health  
Agency Number: 5R01 HL09864-08  
HSC Account: C1141008  
Budget Period: 05/01/73 - 04/30/74          \$ 9,993.00

Principal Investigator: Hammarsten, James F., M.D.  
Department: Department of Medicine  
Project Title: The Relationship of Clotting  
Factors I, VIII, and XIII  
Submitted To: National Institutes of Health  
Agency Number: 5K03 HL14227-08  
HSC Account : C1209808  
Budget Period: 04/01/73 - 03/31/74          \$ 31,050.00

President Sharp recommended that he or his designees be authorized to execute contracts on these pending proposals as negotiations are completed. The contract budgets may differ from the proposed amounts depending upon these negotiations.

Approved on motion by Regent Santee.



B. Administration

V. General Policies

a. Administrative Reorganization

President Sharp reported that three significant changes in the administrative organization of the University will take place July 1. The Alumni Office will report to the President through the Vice President for Development. The Athletic Department and Placement Services (students, former students, and alumni) will report to the President through the Vice President for the University Community. The changes are being effected to provide a more appropriate administrative arrangement.

This was reported for information. No action was required.

b. Affirmative Action Plan - Norman Campus

At the December 14 meeting (p. 11851) an Affirmative Action Plan for the Norman Campus was approved. This plan was designed to provide a positive, reasonable, and immediate move in the direction of increasing employment opportunities for women and racial minorities. The plan set objectives for the balance of the 1972-73 year.

At about the same time the Norman Campus Affirmative Action Plan received Regents' approval, HEW published guidelines for higher education to follow in meeting compliance with equal employment opportunity obligations as a federal contractor. The new guidelines contain many new technical requirements, particularly with reference to labor force utilization analysis, leading to program evaluation and the forming of affirmative action plans and hiring goals for an ensuing period of time. It was found necessary to revise our Affirmative Action Plan to meet the technical requirements. President Sharp said the Affirmative Action Plan recommended at this time is believed to satisfy the technical requirements by the Equal Employment Opportunity Committee. Its approval will also update our Affirmative Action Plans for the 1973-74 year.

President Sharp recommended approval of the Affirmative Action Plan (Norman Campus). A copy is attached as Appendix B.

Approved on motion by Regent Neustadt.

C. Academic (Norman Campus)

I. Faculty Personnel Matters

a. Norman Campus Faculty

LEAVES OF ABSENCE:

Simon H. Wender, George Lynn Cross Research Professor of Chemistry, sabbatical leave of absence with full pay, January 16, 1974 to June 1, 1974.

George W. Reid, Regents Professor of Civil Engineering and Environmental Science, sabbatical leave of absence with full pay, September 1, 1973 to January 16, 1974.

John S. Ezell, David Ross Boyd Professor of History, sabbatical leave of absence with full pay, September 1, 1973 to January 16, 1974.

Oliver E. Benson, George Lynn Cross Research Professor of Political Science, sabbatical leave of absence with full pay, January 16, 1974 to June 1, 1974.

Ivar Ivask, Professor of Modern Languages and Director of Books Abroad, sabbatical leave of absence with  $\frac{1}{2}$  pay, September 1, 1974 to June 1, 1975.

Samuel Greeley Chapman, Professor of Political Science, sabbatical leave of absence with  $\frac{1}{2}$  pay, September 1, 1973 to June 1, 1974.

Darrel G. Harden Associate Professor of Aerospace, Mechanical and Nuclear Engineering, sabbatical leave of absence with  $\frac{1}{2}$  pay, September 1, 1973 to June 1, 1974.

William Roy Southard, Associate Professor of Marketing and Transportation, leave of absence without pay, September 1, 1973 to June 1, 1974.

APPOINTMENTS:

Carlton Earl Melton, Jr., Ph.D., Adjunct Professor of Zoology, without remuneration, July 1, 1973.

Robert Fred Hill, Adjunct Assistant Professor of Anthropology, without remuneration, January 1, 1973. Paid by Health Sciences Center.

Elton Scott, Assistant Professor of Finance, \$14,500 for 9 months, September 1, 1973. E&G 1973-74 Budget. Also appointed for summer session at \$1,611.11 per month, June and July.

David Stuart Gross, Assistant Professor of English, \$11,000 for 9 months, September 1, 1973. E&G 1973-74 Budget.

Robert Quentin Hanham, Assistant Professor of Geography, \$11,000 for 9 months, September 1, 1973. E&G 1973-74 Budget.

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James Froome Kimpel, Ph.D., Assistant Professor of Meteorology, \$12,500 for 9 months, September 1, 1973. E&G 1973-74 Budget.

Jane Ellen Anderson-Zingale, Instructor in Art, \$8,500 for 9 months, September 1, 1973. E&G 1973-74 Budget.

Jo Ann Bullard, Supervising Clinician, Speech Communication, without remuneration, September 1, 1973.

CHANGES:

John S. Ezell, title changed from Dean to Dean Emeritus, College of Arts and Sciences, September 1, 1973. Retains title David Ross Boyd Professor of History.

Horace B. Brown, title changed from Dean to Dean Emeritus, College of Business Administration, September 1, 1973. Retains title Professor of Marketing.

George Lynn Cross, Professor Emeritus of Botany and President Emeritus; given additional title of Professor of Education, July 1, 1973.

Thomas Wesley Boyd, title changed from Assistant Professor of Philosophy and Director of Religious Activities, Center for Student Development, to Assistant Professor of Philosophy and of Human Relations, September 1, 1973.

Aarone Lea Corwin, University High School Librarian and Instructor of Bibliography, salary changed to \$468.75 for June, 1973, .625 time; also appointed Visiting Special Instructor in Library Science, \$260.41 per month, .375 time, June and July, 1973. Resigned as University High School Librarian and Instructor of Bibliography, July 1, 1973.

Thurmond Roy Carmichael, Program Director, KGOU Radio Station; given additional title of Special Instructor in Speech Communication, without additional remuneration, May 17, 1973.

RESIGNATIONS:

Nick Dean Mills, Jr., Assistant Professor of Modern Languages, June 1, 1973.

Jan D. Harrington, Assistant Professor of Music, June 1, 1973.

Donald Lawrence Holyoke, Special Instructor in Meteorology, June 1, 1973.

Patricia Ann Horrall, Social Sciences Cataloger and Instructor of Bibliography, July 1, 1973.

Mary Annette Coleman Rambo, (Business-Economics) Librarian and Special Instructor of Bibliography, July 1, 1973.

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Dana Jane Rooks, Lower Division Librarian and Instructor of Bibliography,  
July 1, 1973.

Antonina Freyberg, Visiting Lecturer, Modern Languages and Munich Center  
Programs, July 1, 1973.

Peter Rehder, Visiting Lecturer, Modern Languages and Munich Center  
Programs, July 1, 1973.

Georg Pismenny, Visiting Lecturer, Modern Languages and Munich Center  
Programs, July 1, 1973.

Kathleen I. Morgan, Supervising Clinician, Speech Communication, May 1, 1973.

Marsha Lou Shawn, Supervising Clinician, Speech Communication, May 1, 1973.

Mary Martha Bruehl, Supervising Clinician, Speech Communication, May 1, 1973.

Approved on motion by Regent Santee.

President Sharp reported the death of Dr. John B. Bruce, Consultant  
Professor of Environmental Health and Professor of Pharmacy on May 15, 1973.

b. Summer Session

SUMMER SESSION:

(All funds from 1973 Summer Session Budget except where otherwise indicated).

Accounting

Thomas J. Beirne, Jr., Special Instructor, \$366.67 per month, .38 time,  
June and July.

William Wallace Holder, Special Instructor, \$366.67 per month, .38 time,  
June and July.

Maurice Burton Oien, Special Instructor, \$366.67 per month, .38 time,  
June and July.

Mohammad A. Sangeladji, Special Instructor, \$366.67 per month, .38 time,  
June and July.

Homer A. Brown, Professor, salary changed from \$1,366.67 per month, .75  
time, to \$1,822.22 per month, full time, June and July.

Theodore P. Herrick, Professor, salary changed from \$1,391.66 per month,  
.75 time, to \$1,855.56 per month, full time, June and July.

John P. Klingstedt, Associate Professor, declined to accept summer session appointment.

Aerospace, Mechanical and Nuclear Engineering

D. B. Turkington, Professor, \$772.22 per month, 1/2 time, June and July.

Richard F. Maye, Assistant Professor, \$722.22 per month, 1/2 time, June and July.

Maurice Rasmussen, Professor, salary changed from \$966.67 per month, 1/2 time, to \$1,933.33 per month, full time, June and July.

Walter J. Ewbank, Professor, declined to accept summer session appointment.

John Francis, Associate Professor, declined to accept summer session appointment.

Architecture

Floyd O. Calvert, Associate Professor, \$1,500 per month, June and July.

Stephen Newton Potter, Visiting Assistant Professor, \$1,277.77 per month, June and July.

Botany and Microbiology

Kneeland K. Nesius, Instructor in Botany, \$516.75 per month, .75 time, June and July.

Chemistry

Alfred Stuart Burchett, Associate Professor, \$1,444.44 per month, June and July.

Donald John McGurk, Associate Professor, \$1,444.44 per month, June and July.

Gary Lee Sloan, Special Instructor, \$315 per month, .25 time, June and July.

Norman Fogel, Professor, salary changed from \$1,166.67 per month, .75 time, to \$1,555.56 per month, full time, June and July.

Arnulf Hagen, Associate Professor, salary changed from \$358.33 per month, .25 time, June and July, to \$1,433.33, full time, for June.

Ralph Jacobson, Assistant Professor, salary changed from \$677.67 per month, 1/2 time, to \$1,016.67 per month, .75 time, June and July.

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Francis Schmitz, Professor, declined to accept summer session appointment.

Alfred Weinheimer, Professor, declined to accept summer session appointment.

Alan Marchand, Associate Professor, declined to accept summer session appointment.

Roland Lehr, Assistant Professor, declined to accept summer session appointment.

Michael Pavelich, Assistant Professor, declined to accept summer session appointment.

Civil Engineering and Environmental Science

Larry W. Canter, Associate Professor, \$1,877.77 for July. 1973-74 E&G Budget.

Economics

Wyatt Mankin, Assistant Professor, declined to accept summer session appointment.

Finance

Joann Hill Braxton, Special Instructor, \$675 per month, 1/2 time, June and July.

Al Loeffelholz, Jr., Special Instructor, \$600 per month, 1/2 time, June and July.

Robert Ford, David Ross Boyd Professor, declined to accept summer session appointment.

Lal Chugh, Assistant Professor, declined to accept summer session appointment.

Richard Powell, Assistant Professor, declined to accept summer session appointment.

Human Relations

Marilyn Ann Rycroft, Visiting Assistant Professor, \$555.50 per month, 1/2 time, June and July.

Ramona Ann Wood, Visiting Assistant Professor, \$555.50 per month, 1/2 time, June and July.

Marc Charney, Assistant Professor, declined to accept summer session appointment.

Industrial Engineering

LaVerne L. Hoag, Assistant Professor, \$766.66 per month, 1/2 time, June and July.

Lester Claud Frair, Special Instructor, \$450 per month, 1/2 time, June and July.

Larry Eugene Long, Special Instructor, \$450 per month, 1/2 time, June and July.

Clark Allan Mount-Campbell, Special Instructor, \$450 per month, 1/2 time, June and July.

H. J. Kumin, Associate Professor, declined to accept summer session appointment.

M. D. Devine, Assistant Professor and Acting Director, declined to accept summer session appointment.

International Programs (France)

Micki Rosemary Bolinger, Instructor, \$500 per month, June and July.

Robert Lyndon Olson, Instructor, \$500 per month, June and July.

Law

David Swank, Professor, \$2,333.33 per month, June.

Alan Saltzman, Assistant Professor, declined to accept summer session appointment.

Library Science

Linda Cowen, Visiting Special Instructor, \$260.41 per month, .375 time, June and July.

Meteorology

Rex L. Inman, Associate Professor and Director, \$1,977.77 for July. E&G 1973-74 Budget.

Norman K. Wagner, Visiting Associate Professor, \$1,805.55 per month, June and July.

Charles A. Doswell, III, Special Instructor, \$225 per month, 1/4 time, June and July.

Howard Lilbern Johnson, Special Instructor, \$225 per month, 1/4 time, June and July.

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Marshall J. McFarland, Special Instructor, \$450 per month, 1/2 time, June and July.

Claude E. Duchon, Assistant Professor, declined to accept summer session appointment.

Franklin P. Hall, Assistant Professor, declined to accept summer session appointment.

Music

Celia Mae Bryant, Professor, declined to accept summer session appointment.

Oklahoma Biological Survey and Biological Station

Clark Hubbs, Visiting Professor, Biological Station and Survey, \$2,166.66 per month, June and July.

John William Thieret, Visiting Associate Professor, Biological Station and Survey, \$1,500 per month, June and July.

Petroleum and Geological Engineering

Henry Brent Crichlow, Assistant Professor, \$777.78 per month, 1/2 time, June and July. \$777.78 from 1972-73 E&G Budget page 158, position 9, \$777.78 from E&G 1973-74 Budget.

Physical Education

Phyllis Ann Philp, Assistant Professor, \$300 per month, .27 time, June and July.

Physics and Astronomy

Tibor Joseph Herczeg, Professor, \$927.77 per month, 1/2 time, June and July.

*deceased  
1-5-73*  
~~Keith Carroll, Associate Professor, declined to accept summer session appointment.~~

Sociology

David Bailey, Assistant Professor, salary changed from \$812.50 per month, .625 time, to \$1,300 per month, full time, June and July.

Speech Communication

Catherine Champlin Buchwald, Special Instructor, \$833.33 per month, .75 time, June and July.



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H. Wayland Cummings, Assistant Professor, declined to accept summer session appointment.

Ruth Hankowsky, Assistant Professor, declined to accept summer session appointment.

Biology Summer Institute (Paid from 428-492)

Cluff Earl Hopla, George Lynn Cross Research Professor of Zoology, \$1,928.89 per month, .80 time, June and July.

James Bennett Clark, Professor of Microbiology, \$1,988.88 per month, June and July.

Frank Seto, Associate Professor of Zoology, \$964.44 per month, .70 time, June and July.

Frank Allen Rinehart, Assistant Professor of Botany, \$1,055.55 per month, June and July.

Lois Casbeer Brandt, Special Instructor, \$866.66 per month, June and July.

Bureau for Business and Economic Research (Paid from 127-300)

Chong K. Liew, Econometrician, \$338.90 per month, 1/4 time, June and July. Will be teaching in Economics, .75 time, June and July.

Chemistry Coop Project Two Year College (Paid from 428-477)

Horace Hopkins Bliss, Director, \$175 per month, .11 time, June 1, 1973, to September 1, 1973.

Graduate Programs, College of Business Administration (Paid from 429-117)

Charles Mel Langston, Research Associate, \$666.66 per month, May and June.

History NEH Letters of Louis Brandeis (Paid from 429-114)

David William Levy, Co-editor and project sponsor, \$1,041.00 per month, June, July, and August, 1973.

Mathematics COE Fund (Paid from 425-410)

John Allen Burns, Special Instructor, Mathematics, \$166.67 per month, 1/4 time, June and July.

NSF Summer Sequential Institute in Earth Science (Paid from 428-491)

Thomas M. Smith, Professor, \$894.44 per month, 1/2 time, June and July.

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Arthur J. Myers, Associate Professor of Geology, \$627.77 per month, 1/2 time, June and July.

John Jay Rusch, Associate Director of Institute, Assistant Professor of Earth Science, \$556.01 per month, .40 time, June 1, 1973 to September 1, 1973. Also appointed Associate Director of Summer Unitary Institute in Earth Science, \$61.77 per month, .10 time, June 1, 1973 to September 1, 1973. Paid from 428-490 for appointment as Director of Summer Unitary Institute in Earth Science.

Paul Thomas Sikora, Visiting Assistant Professor of Physics and Astronomy, \$622.22 per month, 1/2 time, June and July.

James Edward Lawson, Jr., Geophysicist, Leonard Earth Science Observatory, and Visiting Assistant Professor of Geophysics, \$791.66 per month, June and July.

Summer Sequential Institute in Mathematics (Paid from 428-493)

Robert M. St. John, Professor, \$855.56 per month, 1/2 time, June and July.

Physics Experimental Project in Physics Education (Paid from 428-449)

Betty Lou Pollak, Project Director, \$1,411.11 per month, June and July.

Approved on motion by Regent Mitchell.

c. Department Chairmen

President Sharp recommended the appointments of the following Department Chairmen (or Directors) for terms as indicated, effective September 1, 1973:

Botany and Microbiology	Howard W. Larsh	4 years
Geology and Geophysics	Charles W. Mankin (Director)	4 years
The History of Science	David B. Kitts	2 years
Mathematics	Gene Levy	4 years
Modern Languages	Lowell Dunham	4 years
Physical Education	William F. Eick	4 years
Sociology	Richard E. Hilbert	2 years
Speech Communication	William R. Carmack	4 years

Industrial Engineering	Jerry Lee Purswell (Director)	2 years (effective June 1, 1973)
Aviation	Robert L. Henderson	4 years

Approved on motion by Regent Neustadt.

## II. Changes in Degrees

### a. Master of Fine Arts in Dance

President Sharp said the School of Drama has proposed the establishment of a new degree program, Master of Fine Arts in Dance. This program will be a professional terminal degree for study and proficiency in dance, both ballet and modern dance. The program has been approved by the faculty of the Graduate College and the Academic Programs Council.

The Master of Fine Arts in Dance will total 45 semester hours. Both a production-performance thesis and a final oral examination will be required. In addition, the student is required to obtain a depth of knowledge and research ability in a large number of non-dance hours. Those now wanting a graduate degree in Dance must do so through the Master of Fine Arts in Drama. The University of Oklahoma is the only college or university in the State of Oklahoma which offers advanced degrees in drama and dance.

The program will require no new courses and no new faculty.

President Sharp recommended approval of the establishment of a new program in the School of Drama leading to the degree Master of Fine Arts in Dance, subject to the approval of the State Regents for Higher Education.

Approved on motion by Regent Braly.

### b. Master of Science in Medical Technology

The Department of Botany and Microbiology on the Norman Campus has proposed the establishment of a new degree program in medical technology. The graduate curriculum in medical technology is an interdisciplinary and multidisciplinary program which would lead to a Master of Science in Medical Technology degree (thesis or non-thesis program). The program has been approved by the Graduate Faculty and by the Academic Programs Council.

The thesis program will require the completion of 30 graduate credit hours. The non-thesis program will consist of 32 graduate hours. No new courses or faculty are required for the establishment of this program.

- The curricula are designed primarily to train medical technologists
- (1) as faculty members for schools of Medical Technology, schools for Medical Laboratory Technicians and schools for Clinical Laboratory Assistants;
  - (2) for supervisory positions in the clinical laboratory; or
  - (3) for specialization in medical microbiology, medical mycology, virology, immunology, chemistry and instrumentation.

President Sharp recommended approval of the establishment of a new program leading to the degree Master of Science in Medical Technology, subject to approval of the State Regents for Higher Education.

Approved on motion by Regent Santee.

D. Finance and Management

I. Non-Academic Personnel

a. Educational and General Budget and Auxiliary Enterprises

APPOINTMENTS:

William James Baldwin, Auditor III, Internal Auditing, \$11,000 for 12 months, May 21, 1973. Professional Staff. E&G Budget page 37, position 5.

James Edward Cain, Accountant II, Work-Study Overhead Trust Fund, \$8,400 for 12 months, May 7, 1973. Professional Staff. 327-512 auxiliary funds available.

Jafus P. Cavil, Coordinator for the Apprentice Teaching Program, University Community, \$700 per month, June 1, 1973 to September 1, 1973. Professional Staff. E&G B Budget page 19, position 205.

David William Headley, Manager of OCCE Food Service, OCCE Housing, \$13,500 for 12 months, May 21, 1973. Administrative Staff. AE Budget page 16, position 2.

Brenda Sue King, Administrative Assistant, University Relations, \$3.17 per hour, (\$6,600 for 12 months), April 23, 1973. Administrative Staff. E&G B Budget page 22, position 210.

CHANGES:

Joseph C. Ray, title changed from Acting Provost (Associate Provost for Administration) to Executive Assistant to the President, \$28,000 for 12

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months, August 1, 1973. Retains title Assistant Professor of Political Science.

Mary Cathryn Brewer, title changed from Student Pharmacy Intern to Pharmacy Intern, Charles B. Goddard Health Center, salary changed from \$1.95 per hour, .70 time, to \$8,500 for 12 months, June 1, 1973. Professional Staff. AE Budget page 9, position 9.

Danny Earl Dlugonski, title changed from Computer Operator, Computer Utility Center, to Production Control Section Head, Administrative Data Services, salary changed from \$7,100 to \$11,800 for 12 months, May 1, 1973. Professional Staff. 327-371 auxiliary funds available.

Robert Lee Henderson, titles changed from Acting Airport Manager, Assistant Professor and Chief Flight Instructor, to Airport Manager and Assistant Professor of Aviation, July 1, 1973.

Stephanie Ann Gibson Peters, title changed from Student Auditor to Auditor II, Internal Auditing, salary changed from \$2.02 per hour (\$4,200 for 12 months) to \$8,600 for 12 months, May 7, 1973. Professional Staff. E&G Budget page 37, position 8.

Wilbur P. Walker, title changed from Special Assistant to the President for Minority Affairs, Office of the President, to Coordinator of Black Student Affairs, University Community, July 1, 1973.

RESIGNATIONS:

Jo Frances Beauchamp, Administrative Assistant, University Relations, May 4, 1973.

Michael Steven Booth, Assistant Director, School Relations, University College, July 1, 1973.

James C. McCallister, Production Control Section Head, Administrative Data Services, July 1, 1973.

William C. Pearson, Executive Chef, Commons Restaurant, OCCE Housing, July 1, 1973.

Lynette Spencer Richardson, Pharmacist, Charles B. Goddard Health Center, May 14, 1973.

Ronnie Dean Stewart, Director of Student Publication, Editorial Supervisor, Sooner Yearbook, Publications Board, Instructor in Journalism, August 14, 1973.

Approved on motion by Regent Mitchell.

b. Grants and Contracts

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

APPOINTMENTS:

Thomas Lee Annesley, Program Development Specialist, Post Office Programs, \$12,500 for 12 months, May 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-642.

Hubert Arthur Bahr II, Program Development Specialist, Post Office Programs, \$12,500 for 12 months, May 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-642.

Leila M. Barfield, reappointed with a change in title from Training Specialist to Course Moderator, FAA Management Training School, \$12,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Joseph Loyd Barron, reappointed with a change in title from Program Coordinator for Managerial Programs to Program Development Specialist, FAA Management Training School, salary increased from \$16,000 to \$16,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Hans F. Blocklinger, reappointed with a change in title from Training Specialist to Course Moderator, FAA Management Training School, \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

David Donald Bonnick, reappointed with a change in title from Training Specialist to Course Moderator, FAA Management Training School, \$13,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Albert D. Chappell, reappointed with a change in title from Training Specialist to Course Moderator, FAA Management Training School, \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Dale Ray Claiborne, reappointed with a change in title from Training Specialist to Course Moderator, FAA Management Training School, \$12,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Virginia M. Dannenberg, reappointed with a change in title from Training Specialist to Course Moderator, FAA Management Training School, \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Phillip H. Donahue, reappointed with a change in title from Training Specialist to Course Moderator, FAA Management Training School, \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

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James Edward Ellis, reappointed Associate Director, FAA Management Training School, \$21,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Julie Lovett Bryant Felter, reappointed with change in title from Training Specialist to Course Moderator, FAA Management Training School, \$13,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Richard Clare Gardner, reappointed with a change in title from Chief Program Coordinator and Coordinator of Instructor Development to Program Development Specialist, FAA Management Training School, \$17,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Charles August Glauber, reappointed with a change in title from Training Specialist (Step II) to Course Moderator, FAA Management Training School, \$13,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Herschell G. Gordon, reappointed with a change in title from Training Specialist to Course Moderator, FAA Management Training School, salary changed from \$12,500 to \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Otis Gerald Groom, reappointed with change in title from Senior Training Specialist to Senior Course Moderator, FAA Management Training School, \$14,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Moyer D. Harris, reappointed with change in title from Training Specialist to Course Moderator, FAA Management Training School, \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Gene Lee Hauptert, reappointed with change in title from Training Specialist (Step II) to Course Moderator, FAA Management Training School, \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Ralph Roy Holman, reappointed with change in title from Supervisor of Training to Supervisor of Instruction, FAA Management Training School, \$16,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Elizabeth Ann Holmes, reappointed with change in title from Director of Project Threshold and Coordinator of Student Assistance to Assistant Dean of the University College and Director of Special Educational Projects, salary increased from \$15,000 to \$15,800 for 12 months, July 1, 1973 to July 1, 1974. Administrative Staff. Paid from 428-142.

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Edward G. Howard-Clinton, reappointed with change in title from Assistant Director, Small Business Management for Minority Businessmen, to Project Development Specialist, Business and Industrial Services, salary changed from \$10,000 to \$12,000 for 12 months, May 1, 1973 to April 16, 1974. Professional Staff. Paid from 429-457.

George William Lacey, reappointed with change in title from Training Specialist to Course Moderator, FAA Management Training School, \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Jorge Francis Landler, reappointed with change in title from Training Specialist to Course Moderator, FAA Management Training School, \$12,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Herbert B. Lewis, reappointed with change in title from Senior Training Specialist to Senior Course Moderator, FAA Management Training School, \$14,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Robert Alva Morton, Jr., Supervisor of Instruction, Post Office Programs, \$13,500 for 12 months, May 14, 1973 to July 1, 1974. Professional Staff. Paid from 429-642.

Charles E. Nevitt, reappointed with change in title from Supervisor of Training to Supervisor of Instruction, FAA Management Training School, salary changed from \$16,000 to \$16,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Thomas J. Nolan, III, reappointed Project Director, Business and Industrial Services, given additional title of Program Manager, Business and Industrial Services, salary changed from \$15,000 to \$16,000 for 12 months, May 1, 1973 to April 15, 1974. Administrative Staff. 3/4 of salary paid from 429-457 and 1/4 of salary paid from E&G Budget page 257.

Philip W. Phillips, reappointed with change in title from Statistical Analyst to Psychometrist, FAA Management Training School, \$14,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Mark Ashley Rainer, Jr., reappointed with change in title from Training Specialist to Course Moderator, FAA Management Training School, \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

John Edward Rodolph, reappointed with change in title from Training Specialist to Course Moderator, FAA Management Training School, \$12,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.



Thomas Jay Ross, reappointed with change in title from Project Manager to Project Director, FAA Management Training School, \$24,500 for 12 months, July 1, 1973 to July 1, 1974. Administrative Staff. Paid from 429-585.

Bobby Wardell Rushing, reappointed Media Specialist, FAA Management Training School, \$10,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Billie W. Russell, reappointed with change in title from Supervisor of Training to Supervisor of Instruction, FAA Management Training School, \$16,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Richard D. A. Russell, reappointed with change in title from Senior Training Specialist to Senior Course Moderator, FAA Management Training School, \$14,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Edward Earl Smith, reappointed with change in title from Program Coordinator for Supervisory Programs to Program Development Specialist, FAA Management Training School, \$16,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Sarah Jane Smith, reappointed with change in title from Training Specialist to Course Moderator, FAA Management Training School, \$12,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Robert Wyatt Stacks, reappointed with change in title from Training Specialist (Step II) to Course Moderator, FAA Management Training School, \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Paid from 429-585.

George Bernard Stadter, reappointed with change in title from Senior Training Specialist to Senior Course Moderator, FAA Management Training School, \$14,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Clifford Terry Stephens, reappointed with change in title from Training Specialist (Step II) to Course Moderator, FAA Management Training School, \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Charles Francis Sweeney, reappointed Systems Analyst, FAA Management Training School, \$11,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Opal Irene Thurman, reappointed with change in title from Training Specialist to Course Moderator, FAA Management Training School, \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

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Raymond Clyde Thurmond, reappointed with change in title from Training Specialist to Course Moderator, FAA Management Training School, \$13,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Wendell Roy Towery, reappointed with change in title from Supervisor of Training to Supervisor of Instruction, FAA Management Training School, salary changed from \$16,000 to \$16,500 for 12 months, July 1, 1973 to July 1, 1974. Paid from 429-585.

Robert Lee Trospen, reappointed with change in title from Senior Training Specialist to Senior Course Moderator, FAA Management Training School, \$14,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

James Francis Unger, reappointed with change in title from Senior Training Specialist to Senior Course Moderator, FAA Management Training School, \$14,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Madeline Lee Voda, reappointed Administrative Assistant, FAA Management Training School, \$9,500 for 12 months, July 1, 1973 to July 1, 1974. Administrative Staff. Paid from 429-585.

Allen Harvey Walker, Jr., reappointed with change in title from Senior Training Specialist to Senior Course Moderator, FAA Management Training School, \$14,500 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

Wayne Roy Wilson, reappointed with change in title from Training Specialist to Course Moderator, FAA Management Training School, \$13,000 for 12 months, July 1, 1973 to July 1, 1974. Professional Staff. Paid from 429-585.

CHANGES:

James C. Rutherford, title changed from Extension Specialist II, Social Science Specialist, Community Services, to Extension Specialist II, Civil Defense Program, May 1, 1973 to October 1, 1973. Paid from 429-458.

RESIGNATION:

Julia Anne Jordan, Oral History Coordinator, American Indian Institute, May 1, 1973.

428-142	University College USOE Threshold
429-457	Small Business Management Training Minor Groups
429-458	OCCE Civil Defense University Extension Program
429-585	FAA Management Training School
429-642	Post Office Programs

Approved on motion by Regent Mitchell.

## VI. Purchases

### a. Visco-Dynamics Expanded Range System

Bids have been received for the subject system. This system is for the College of Engineering and payment is to be from the Engineering Dean's Accounts 127-210 and 127-232.

Bids received are:

Gilmore Instrumentation Systems Cleveland, Ohio	\$17,400.00
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There were two items listed on the bid circulated. Item #2 on the bid is included as an integral part of the unit bid by Gilmore Instrumentations Systems.

MTS Systems Corporation Minneapolis, Minnesota		
Less 1/4% - 10, net 30 days	\$19,897.00	
	Less 1/4% <u>49.74</u>	\$19,847.26

The bid of MTS Systems does not include item #2. Item #2 was bid by a third company at \$855.00 but will now be cancelled as a separate item because of the bid received from Gilmore Instrumentation Systems.

President Sharp recommended that the award be made to Gilmore Instrumentation Systems.

Approved on motion by Regent Neustadt.

### b. Sooner Yearbook

Bids have been received for printing the 1974 Sooner Yearbook with the option to renew the contract for 1975 and 1976 at the same price bid for the 1974 book.

Payment will be made from Sooner Yearbook account 327-144.

Bids received are:

Inter-Collegiate Press Shawnee Mission, Kansas	\$24,993.00
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Josten's/American Yearbook Company Oklahoma City (Oklahoma City is home of the Company representative, not the publishing company)	\$25,844.00
Taylor Publishing Company Dallas, Texas	25,920.00

The information concerning these bids was furnished to the Publications Board. The Board recommends acceptance of the Josten's/American Yearbook Company as the best bid. The Board responded as follows:

"Due to pending changes in the Sooner Yearbook administration, both business and editorial sides, it becomes increasingly important to maintain as much continuity in production and communication systems as possible. Because American Yearbook Company and its representative are thoroughly familiar with the particular problems of producing the Sooner, their assistance in maintaining continuity in this year of change will be invaluable.

The performance of American in producing the 1973 Sooner was excellent. Their flexibility in arranging deadlines as requested by the Sooner staff has been instrumental in enabling this year's staff to produce the fine book we have. The printing quality of both black and white and full color photographs was excellent. Additionally, the proximity of American printing plant in Topeka, Kansas, makes it easily accessible to the Sooner staff to make frequent visits to work with production people on particular art and/or mechanical problems."

President Sharp recommended the contract be awarded to Josten's/American Yearbook Company for the reasons given by the Publications Board.

Approved on motion by Regent Neustadt.

c. Carpet

Bids have been received through Central Purchasing for an estimated 100 rolls of carpet to be furnished as requested during the period July 1, 1973 through December 31, 1973. This carpet will be stocked in the University Storeroom and sold to the various departments as requested.

The bid covers carpet with two types of secondary backing. The "Lok Tuft" is for installation over pad or direct glue down. The high density foam backing is attached to the carpet.

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It is estimated that 85% to 90% of the carpet purchased will be carpeted with high density foam backing. For this reason the extensions shown are based on 10 rolls of carpet with Lok Tuft backing and 90 rolls with foam backing. An average roll of carpet 12 ft. wide contains 130 square yards.

Bids received are:

Trend Mills, Inc.

Rome, Georgia

Less 5% - 30 days

Bidding "Lancer"

Lok Tuft \$3.50 sq. yd. \$ 4,550.00

Foam \$3.75 sq. yd. 43,875.00

\$48,425.00

Less 5% 2,421.25 \$46,003.75

Face yarn of this carpet does not meet specifications.

John Paschal Tile Company

Oklahoma City

Less 5% - 30 days; 4% - 60 days;

Net 61 days

Bidding Sikes "Rush Hour"

Lok Tuft \$3.43 sq. yd. \$ 4,459.00

Foam \$3.76 sq. yd. 43,992.00

\$48,451.00

Less 5% 2,422.55 \$46,028.45

Face yarn of this carpet does not meet specifications.

John Paschal Tile Company

Oklahoma City

Less 5% & 5% - 30 days;

5%-30 days; 4%-45 days;

Net 46 days

Bidding Sikes "Bold One"

Lok Tuft \$3.64 sq. yd. \$ 4,732.00

Foam \$3.95 sq. yd. 46,215.00

\$50,947.00

Less 5% 2,547.35

\$48,399.65

Less 5% 2,419.98 \$45,979.67

Face yarn of this carpet does not meet specifications.

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Hillcrest Carpets

Dallas, Texas

Less 5% - 30 days; 4% - 60  
days; net 61 days

Bidding Hillcrest "Red Cliff"

Lok Tuft	\$3.74 sq. yd.	\$ 4,862.00	
Foam	\$3.94 sq. yd.	<u>46,098.00</u>	

\$50,960.00

Less 5% 2,548.00 \$48,412.00

We have been purchasing some Hillcrest "Red Cliff." The colors are unsatisfactory and the carpet stretches badly after being laid.

Walter Carpet Mills

Oklahoma City (local representative)

Less 5% - 10 days; 4% - 60  
days

Bidding "Apropo"

Lok Tuft	\$3.80 sq. yd.	\$ 4,940.00	
Foam	\$4.07 sq. yd.	<u>47,619.00</u>	

\$52,559.00

Less 5% 2,627.95 \$49,931.05

B & C Carpet Company

Oklahoma City

Net 20 days

Bidding Hillcrest "Red Cliff"

Lok Tuft	\$3.73 sq. yd.	\$ 4,849.00	
Foam	\$3.93 sq. yd.	<u>45,981.00</u>	\$50,830.00

We have been purchasing some Hillcrest "Red Cliff." The colors are unsatisfactory and the carpet stretches badly after being laid.

Carpet City

Oklahoma City

Less 5% - 20 days

Bidding Hillire "Standard"

on the Lok Tuft and Universal

"Today" on foam.

Lok Tuft	\$3.79 sq. yd.	\$ 4,927.00	
Foam	\$4.19 sq. yd.	<u>49,023.00</u>	

\$53,950.00

Less 5% 2,697.50 \$51,252.50

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A. F. Williams Furniture Company  
Oklahoma City  
Net

Bidding J&J "Comercialon"

Lok Tuft	\$4.24 sq. yd	\$ 5,512.00	
Foam	\$4.24 sq. yd.	<u>49,608.00</u>	\$55,120.00

5% discount on single order of 5 rolls or more.

Crusader Carpets, Division of  
Lehigh Portland Cement  
Dallas, Texas  
Net

Lok Tuft	No bid		
Foam	\$4.25 sq. yd.		\$55,250.00 (100 rolls)

Bentley's  
Oklahoma City  
5% - 20 days, net 21 days  
Bidding Spartan "Quality"

Lok Tuft	No bid		
Foam	\$4.40 sq. yd.	\$57,200.00	
	Less 5%	<u>2,860.00</u>	\$54,340.00 (100 rolls)

Not acceptable because jute secondary backing bid instead of Lok Tuft.

Bentley's  
Oklahoma City  
Less 5% - 20 days  
Bidding "Conqueror Quality"

Lok Tuft	No bid		
Foam	\$5.25 sq. yd	\$68,250.00	
	Less 5%	<u>3,412.50</u>	\$64,837.50 (100 rolls)

Not acceptable because jute secondary backing bid instead of Lok Tuft.

A committee of three persons, Dr. R. A. Shapiro, Mr. Maurice Kutt, and D. R. Kimrey, studied the bids received and the samples furnished. Factors such as price, acceptability of standard colors available for all types of installations, consistency of colors in different mill runs, minimum order quantities, availability, etc., were considered. It was the conclusion of this committee that the bid of Walter Carpet Mills was the lowest and best bid received.

President Sharp recommended awarding the contract for this purchase to Walter Carpet Mills.

Approved on motion by Regent Neustadt.

d. Ice Cream, Sherbet and Frozen Desserts

Bids have been received for a contract to furnish ice cream, sherbet and other frozen dairy desserts to the Norman Campus of the University. Bidders were requested to bid on a six month and/or one year basis.

Funds will be available for these purchases from the various departments using the contract.

Three bids were received, two for six months, one for one year. The quantities on the bid for one year are double the quantities on the bid for six months. All are estimates.

Bids received are:

Beatrice Foods Company			
Tulsa			
Net	6 months		\$13,607.50
Gilt Edge Farms, Inc.			
Norman			
Net	6 months		15,267.00
Borden, Inc.			
Oklahoma City			
Less 10%			
(Does not include item #13)	1 year	\$36,461.00	
	Less 10%	<u>3,646.10</u>	32,814.90

President Sharp recommended the contract be awarded to Beatrice Foods Company for the six month period July 1, 1973 through December 31, 1973. This company has the current contract and has been satisfactory.

Approved on motion by Regent Neustadt.

e. Football Supplies and Equipment

Bids have been received on football supplies and equipment for next year. Payment will be made from Athletic Department account 327-121.

A complete tabulation of the bids received is attached. As explained on the tabulation sheet, (s) indicates a substitute was bid and \* indicates recommended award.

No substitutions are recommended as the items listed on the bid are selected by the coaching staff and equipment manager and are considered to be the best available to fill the need.



Item #	Quan.	Description		Bucks Sptg. Goods Okla. City	Dunlap Sptg. Goods Okla. City	Buck's Sptg. Goods, Inc. Tulsa	Evans Sptg. Goods Enid, Okla.	Diamond Hdwe & Sptg McAlester, Okla.	Larry Black Sptg Gds Enid, Okla.	Champion Products, Inc. Perry, New York	SW Athletic Mfg. Co Shawnee, Okla.				
1.	96 ea	Footballs	ea.	\$13.85 \$ 1,329.60*	\$16.40 \$ 1,574.40	\$17.95 \$ 1,723.20		NB	18.00	1,728.00	15.00	1,440.00	NB	NB	
2.	4 ea	Kicking Tees, 1"	ea.	2.45 9.80	1.50 6.00*	2.00 8.00	1.35 5.40			NB		NB	NB	NB	
3.	8 ea	Kicking Tees, 2"	ea.	2.45 19.60	2.10 16.80*	2.25 18.00	2.30 18.40			NB		NB	NB	NB	
4.	30 ea	Coaching caps	ea.	6.90 207.00*	7.35 220.50	7.40 222.00		NB	7.00	210.00		NB	NB	NB	
5.	100 prs	Knee & elbow pads	pr.	2.75 275.00	2.75 275.00	2.75 275.00	(s) 1.99 199.00			NB		256.25*	NB	NB	
6.	18 ea	Rain suits	ea.		NB	24.95 449.10*	(s) 16.75 301.50			NB		NB	NB	NB	
7.	22 prs	Shoulder pads	8 prs. @	35.95	32.55 ea. 716.10	37.45		NB		620.00*		NB	NB	NB	
			14 prs. @	32.50		34.45									
8.	32 prs	Shoulder pads	pr.	27.90	892.80*	33.40 1,068.80	30@33.95 2@57.95	1,134.40		950.00		950.00	NB	NB	
9.	60 prs	Hip pads	pr.		NB (s) 6.30	378.00		NB	(s) 7.90	474.00		NB	NB	7.95 477.00*	
10.	60 prs	Knee pads	pr.		NB (s) 2.25	135.00		NB	(s) 1.70	102.00		NB	NB	1.00 60.00*	
11.	24 doz	Sweatshirts	doz.		NB (s) 30.75	738.00		NB				NB	47.88 1,149.12*	NB	
12.	24 doz	Sweatpants	doz.		NB (s) 30.00	720.00		NB				NB	46.68 1,120.32*	NB	
13.	30 doz	Shorts	doz.		NB		(s) 26.40	792.00				NB	27.60 828.00*	NB	
14.	48 doz	T-shirts, plain	doz.		NB (s) 12.60	604.80		NB				NB	14.76 708.48*	NB	
15.	15 doz	T-shirts, printed	doz.		NB (s) 17.90	268.50		NB				NB	17.52 262.80*	NB	
16.	8 doz	Belts	doz.		NB (s) 8.50	68.00		NB				NB	8.16 65.28* 1 1/4"	NB	
17.	24 ea	Warmups	ea.		NB			NB				NB	13.83 331.92*	NB	
18.	24 ea	Jackets	ea.		NB		(s) 19.00	456.00				NB	21.25 510.00*	NB	
19.	24 doz	Gym Pants	doz.		NB		(s) 27.84	668.16				NB	30.12 722.88*	NB	
20.	24 ea	Jackets	ea.		NB			NB				NB	12.13 291.12*	NB	
21.	48 ea	Shirts	ea.		NB (s) 11.10	532.80		NB				NB	4.88 234.24*	NB	
22.	200 doz	Socks	doz.		NB (s) 7.90	1,580.00		NB	(s) 7.80	1,560.00		NB	8.16 1,632.00*	NB	
23.	50 doz	T-shirts, X-large	doz.		NB (s) 12.60	630.00		NB				NB	15.12 756.00*	NB	
24.	96 doz	Supporters	doz.		NB (s) 9.85	945.60		NB	(s) 9.00	864.00		NB	9.48 910.08*	NB	
25.	5 doz	Hose	doz.		NB (s) 21.60	108.00		NB				NB	30.96 154.80*	NB	
26.	196 ea	Jerseys, game, red	ea.		NB	14.00 2,744.00	10.20 1,999.20*	(s) 9.98 1,956.08	13.00	2,548.00		2,200.00	8.78 (s) 1,720.88	NB	
27.	196 ea	Jerseys, game, white	ea.		NB	14.00 2,744.00	10.20 1,999.20*	(s) 9.98 1,956.08	13.00	2,548.00		2,200.00	7.73 (s) 1,515.08	NB	
28.	57 ea	Headgear, red	ea.	29.75	1,695.75	24.80 1,413.60	27.45 1,564.65		NB	25.00	1,425.00	1,300.00*	NB	NB	
29.	68 ea	Headgear, white	ea.	31.75	2,159.00	27.95 1,900.60	31.45 2,138.60		NB	29.00	1,972.00	1,780.00*	NB	NB	
30.	10 doz	Chin straps	doz.	28.80	288.00	25.60 256.00	29.40 294.00		NB	24.00	240.00	237.00*	NB	NB	
31.	5 doz	Chin straps	doz.	18.00	90.00	18.40 92.00	21.00 105.00		NB	18.00	90.00*	90.00	NB	NB	
32.	50 prs	Thigh pads	prs.		NB	4.00 200.00*		NB	(s) 3.20	160.00		NB	NB	NB	
33.	3 prs	Shoulder pads	prs.		NB	29.95 89.85*		NB				NB	NB	NB	
34.	20 prs	Coaching shorts	prs.	10.45	209.00* 19@10.50	19@10.50		(s) 8.25	165.00			NB	NB	NB	NB
			pr.		1@11.60	211.10	1@11.60	211.10							
35.	69 prs	Shoes	prs.		NB	35.95 2,480.55	35.95 2,480.55*		NB			NB	NB	NB	NB
36.	177 prs	Shoes	170 prs. @		NB	27.75	27.75		NB			NB	NB	NB	NB
			7 prs. @			30.75	4,932.75	30.75	4,932.75*						
37.	119 prs	Shoes	113 prs. @		NB	26.95	26.95		NB			NB	NB	NB	NB
			6 prs. @			29.95	3,225.05	29.95	3,225.05*						
38.	16 prs	Shoes	prs.		NB	35.95	575.20*	35.95	575.20			NB	NB	NB	NB
39.	36 ea	Jerseys	ea.		NB	9.50 342.00	8.95 322.20	(s) 7.48 269.28	8.10	291.60*		335.00	7.88 283.68 (s)	NB	
40.	36 ea.	Jerseys	ea.		NB	9.50 342.00	8.95 322.20	(s) 7.48 269.28	8.10	291.60*		335.00	7.88 283.68 (s)	NB	
41.	73 prs	Game pants	prs.		NB		25.95 1,894.35*		NB			NB	9.62 1,539.20 (s)	NB	
42.	160 prs	Practice pants	prs.		NB		9.25 1,480.00*	(s) 6.94 1,110.40				NB	NB	NB	

(s) - Substitute

\* - Recommend award

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Evans Sporting Goods Company was the low bidder on Item 2. However, this is the only item on which they bid low and because of the small amount it is more economical to award this item to the next low bidder.

Two companies submitted the same low bid on Items 35, 36, 37 and 38. No substitutes were involved. These bids were awarded to each of the two companies in approximately the same ratio as their low bids were to each other without splitting a bid. Item 31 was bid the same by three companies. This item was awarded to the company receiving the lowest total order.

President Sharp recommended the awards be made as follows:

Buck's Sporting Goods, Inc. Oklahoma City 2% 30 days Items 1, 4, 8, 34		\$ 2,638.40	
	Less 2%	<u>52.77</u>	\$ 2,585.63
Dunlap Sporting Goods Oklahoma City 2% 30 days Items 2, 3, 32, 33, 38		\$ 887.85	
	Less 2%	<u>17.76</u>	\$ 870.09
Buck's Sporting Goods, Inc. Tulsa 2% 30 days Items 6, 26, 27, 35, 36, 37, 41, 42		\$18,460.20	
	Less 2%	<u>369.20</u>	\$18,091.00
Diamond Hardware & Sporting Goods Co. McAlester Net Items 7, 31, 39, 40			\$ 1,293.20
Larry Black Sporting Goods Enid Net 30 days Items 5, 28, 29, 30			\$ 3,573.25
Champion Products, Inc. Perry, New York Net 30 days Items 11 through 25			\$ 9,677.04

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Southwestern Athletic Mfg. Corp.

Shawnee

1% 30 days

Items 9 and 10

	\$	537.00	
Less 1%		<u>5.37</u>	\$ 531.63

Approved on motion by Regent Neustadt.

f. Magazine Subscriptions

For a number of years the Purchasing Office and the University Library have been going through an exercise in futility attempting to obtain bids for magazine subscriptions. The Library staff spends days preparing four different bid lists. The Purchasing Office then spends considerable time and postage distributing the bids. When bids are returned the Purchasing Office and the Library spend time trying to determine recommended awards, working not from bids but from incomplete price quotation lists, all of which include the provision that prices quoted are subject to change because the price from the publisher is not yet known.

Bidding has many disadvantages. On the part of the Library, the following disadvantages add to their expense and inefficiency:

1. They are forced to change their records in their kardex and subscription file to show the annual change from one agent to another. In 1970, this was estimated to cost 100 hours of time.
2. Annually the Library spends three weeks in preparing bid lists for submission to dealers. Usually five library staff members are involved in preparation of the bid lists.
3. Many issues of certain magazines are not received during the interim period of changing our subscriptions from one dealer to another. The previous dealer would cancel the title with the publisher and the new dealer would not pick up the issues published during this period. This is a serious problem for the Library, because if they do not receive the issues at the time they are published, they may be out of print, and thus, difficult to obtain.
4. When issues are not received, claims are made to both the old and the new dealers, and this results in additional waste of staff time.
5. Incomplete volumes cause delays in binding.

There are many disadvantages to the annual bidding system to the dealers, resulting in deficient service to us as follows:

1. Dealers disfavor the annual bidding system for one reason or another and will not make a bid. Last year bid list #3 received only one reply, while the other three bid lists received only two quotations each.
2. Dealers are reluctant to accept the annual bidding because it is too costly and time consuming for them to set up subscriptions on a one-year basis.
3. Frequent price changes of periodicals initiated by publishers leave no alternative to agents but to bill us for the difference. In reality, the dealers really do not adhere to their agreement with us on the basis of a bid list but pass the price changes on whenever they occur.
4. Most dealers do not offer discounts; consequently, nothing is gained by having an additional bidding when price changes occur.
5. Dealers feel that they could offer us better service if the periodical subscription contracts were awarded for more than one year or were renewable. It takes a dealer one year or more to develop a good working relation with us with a possibility of improving his services in subsequent years.

President Sharp recommended that the Purchasing Office and the University Libraries working together determine the best subscription agencies to handle our subscriptions and to enter into a "until forbid" agreement with those agencies.

Approved on motion by Regent Neustadt.

g. University Book Exchange Fixtures

The following bids for the Book Exchange fixtures were received:

Kent-Western Corporation Oklahoma City, Oklahoma	\$33,180.63	Delivery within 60 days
Maytex Terrell, Texas	\$41,146.35 Less 2% <u>822.92</u> \$40,323.43	September 1, 1973
Stein Furniture and Fixture Company Fredericksburg, Texas	\$38,770.58	July 31, 1973

All three bids were deficient in that no performance bond accompanied the bids. Two of the bids were additionally deficient in that delivery dates exceeded that specified in the bid invitation.

Because of the extremely short time schedule for the opening of the University Book Exchange at Hester-Robertson Hall, it is desirable that the low bid be accepted subject to the following conditions:

1. No contract will be executed with the low bidder until the University has received a performance bond in the amount of 100% of the bid.
2. That the 60-day delivery date offered by the low bidder be accepted in lieu of the August 1 date specified.

President Sharp recommended that the low bid of Kent-Western Corporation in the amount of \$33,180.63, subject to the restrictions listed above, be accepted.

Approved on motion by Regent Neustadt.

h. Aerial Basket Assembly

A requisition was sent to Central Purchasing requesting bids on one aerial basket assembly. Only one bid was received, as follows:

Utility Equipment Co.	
Oklahoma City	\$19,447.00

Payment will be made from Department of Physical Plant Account 327-521.

President Sharp recommended the award be made to Utility Equipment Company.

Approved on motion by Regent Neustadt.

i. Sweeper

Bids have been received through Central Purchasing for one sweeper, self-propelled. This unit is for use by the Norman Campus Department of Physical Plant.

Payment will be made from Physical Plant account 327-521.

Bids received are:

Midwestern Engine and Equipment Co., Inc.  
Oklahoma City  
Net

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(a) Mobil Sweeper Model 1 - TE3. Right hand gutter broom with 7'6" sweeping path.		\$15,547.00
(b) Mobil Sweeper Model 2 - TE3. Right and left hand gutter brooms with 10' sweeping path.		16,961.00
Oklahoma Equipment Sales, Inc. Oklahoma City, Oklahoma		
Less 1%	\$18,137.00	
	Less 1% <u>181.37</u>	17,955.63

President Sharp recommended the award be made to Midwestern Engine and Equipment Company for the Mobil Sweeper Model 2 - TE3 because of the right and left hand brooms and the greater sweeping path.

Approved on motion by Regent Neustadt.

j. Vans

The following bids have been received through Central Purchasing for 10 - 3/4 ton window vans for use by the Norman Campus Department of Physical Plant:

Duncan Equipment Company Duncan Net Bidding GMC 1974 Model #G-2500	\$2,846.00 ea.	\$28,460.00
Perry's Ford, Inc. Holdenville Net Bidding 1973 Ford Econoline Van Model #E200	\$2,872.35 ea.	28,723.50
Jack Marshall Chevrolet Co. Claremore Net Bidding 1973 Chevrolet Van Model CG21005-8	\$2,938.01 ea.	29,380.10
Robbins Ford Marlow Net Bidding 1973 Ford Econoline Van #E200	\$3,067.00 ea.	30,670.00

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Cragger GMC  
Tulsa  
Net  
Bidding 1974 GMC Model #TG21005                               \$3,168.00 ea.               31,680.00

Alan Merrell Chevrolet Co.  
Yukon  
Net  
Bidding 1973 Chevrolet Sportvan  
CG21006   \$3,206.54 ea.               32,065.40

Carter Chevrolet Co.  
Okarche  
Net  
Bidding 1974 Chevrolet Model  
#CG21005   \$3,248.00 ea.               32,480.00

Payment will be made from Physical Plant account 327-521.

The low bid by Duncan Equipment Company is not acceptable because the bid states "subject to change in accordance with any announced price increase."

President Sharp recommended the award be made to Perry's Ford, Inc. for the 1973 Ford Econoline Van at a total cost of \$28,723.50.

Approved on motion by Regent Neustadt.

k. Surfacers

Bids have been received through Central Purchasing for one screw bed single surfacer for use by the Norman Campus Department of Physical Plant.

Payment will be made from Physical Plant Account 327-521.

Bids received are:

Oliver Machinery Company  
Grand Rapids, Michigan  
Net   \$11,371.00

Hart Industrial Supply Company  
Oklahoma City  
Net    12,095.00

President Sharp recommended the award be made to Oliver Machinery Company.

Approved on motion by Regent Neustadt.

1. Station Wagons and Sedans

Bids have been received through Central Purchasing for 18 station wagons and 19 sedans with the same number of each type vehicle to be sold or used as trade-in.

These vehicles are for use by the Norman Campus Motor Pool. Payment will be made from Motor Pool Account 327-137.

Since there were not sufficient funds in the Motor Pool Account to purchase the new vehicles and sell the used vehicles later, the only approach possible was to offer the used vehicles for trade. However, to establish a value for the vehicles to be traded, bids were obtained both with and without a trade.

Bids received are:

Jack Marshall Chevrolet Co.  
Claremore  
Net

(a) Wagons - 1973 Bel Air			
with trade			\$ 51,408.16
w/out trade	\$3,904.62 ea.		70,283.16
(b) Sedans - 1973 Bel Air			
with trade			55,569.46
w/out trade	\$3,477.34 ea.		<u>66,069.46</u>
	Total w/trade		\$106,977.62

Carter Chevrolet, Inc.  
Okarche  
Net

(a) Wagons - 1974 #IBK-45			
with trade	\$3,224.67 ea.		\$ 58,044.00
w/out trade	\$3,983.00 ea.		71,694.00
(b) Sedans - Bel Air #IBK-69			
with trade	\$3,018.27 ea.		57,347.00
w/out trade	\$3,546.00 ea.		<u>67,374.00</u>
	Total w/trade		\$ 115,391.00

Robbins Ford Co.  
Marlow  
Net

(a) Wagons - 1973 Custom 500			
with trade	\$3,736.00 ea.		\$ 67,248.00
w/out trade	\$3,936.00 ea.		70,848.00



(b) Sedans - 1973 Custom 500		
with trade	\$3,312.00 ea.	\$ 62,928.00
w/out trade	\$3,512.00 ea.	<u>66,728.00</u>
	Total w/trade	\$130,176.00

Bob Townsend Ford  
Shawnee  
Net

(a) Wagons - 1973 Custom 500		
with trade		NB
w/out trade	\$3,940.01 ea.	\$ 70,920.18
(b) Sedans - 1973 Custom 500		
with trade		NB
w/out trade	\$3,501.88 ea.	\$ 66,535.72

Stan Littleton Chrysler-Plymouth  
Midwest City  
Net

(a) Wagons - 1974 Plymouth PH46		
with trade		NB
w/out trade	\$3,961.78 ea.	\$ 71,312.04
(b) Sedans - 1974 Plymouth PL41		
with trade		NB
w/out trade	\$3,450.00 ea.	\$ 65,550.00

Since Jack Marshall Chevrolet Company is low bidder both with or without trade, it is apparent the trade allowance of \$29,375.00 can be considered a true value allowance for the 37 trade vehicles.

President Sharp recommended the award be made to Jack Marshall Chevrolet Company for a total of \$106,977.62 including the vehicles offered for trade.

Approved on motion by Regent Neustadt.

#### m. Fiscal Management Policy

Regent Neustadt called attention to the requirement in the Fiscal Management Policy adopted by the Board at the last meeting (p. 12158) that a report on all purchases made by each department of the University be presented to the Regents with the agenda each month. He said the report received with this agenda was quite extensive, but it included only a two-week period in May for the Norman Campus; a report was not included for the Health Sciences Center. He suggested that since this information would be

available in the Purchasing Office for each campus if a need should arise for it that the portion of the Fiscal Management Policy requiring this report each month be rescinded.

On motion by Regent Neustadt, the first paragraph under Section II, Procedures, in the Fiscal Management Policy was rescinded, effective immediately.

## VII. Project Financing

### a. Proposal, Contract and Grant Report

The following summary of proposals for contracts and grants for the months of April and May, as well as contracts executed during the months of April and May, was presented:

#### PROPOSAL SUMMARY SHEET

Administrative and General	\$1,853,282.00
College of Arts and Sciences	750,037.04
College of Business Administration	40,000.00
College of Education	92,665.00
College of Engineering	633,978.00
Oklahoma Center for Continuing Education	4,495,879.30
College of Pharmacy	<u>107,920.60</u>
TOTAL PROPOSALS ACTIVE AT MAY 31, 1973	\$7,973,761.94

#### PROPOSAL REPORT (APRIL)

##### COLLEGE OF ARTS AND SCIENCES

Title: Supplemental Grant to Earth Science Systems Project

OU Proposal Number: 00606

Principal Investigator: Ed Stoever

Department: Geology

Submitted to: National Science Foundation \$ 5,505.00

Title: Production of 16MM Color Sound Motion Picture

OU Proposal Number: 00609

Principal Investigator: Ned Hockman

Department: Journalism

Submitted to: Oklahoma Parks Division \$ 19,697.15

Total \$ 25,202.15

##### COLLEGE OF ENGINEERING

Title: Independent Study Option in Electrical Engineering

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OU Proposal Number: 00611  
Principal Investigator: Leon Zelby  
Department: Electrical Engineering  
Submitted to: National Science Foundation \$546,380.00

OKLAHOMA CENTER FOR CONTINUING EDUCATION

Title: Title I  
OU Proposal Number: 00599  
Principal Investigator: Lee Hayden \$ 40,208.00  
Department: Short Courses \$ 29,643.00 Matching  
Submitted to: Title I Administration

Title: Headstart Regional Training Officer  
OU Proposal Number: 00600  
Principal Investigator: Judith Lucas \$ 54,339.00  
Department: Child Development \$ 17,036.00 Matching  
Submitted to: DHEW Office of Child Development

Title: Supervisory and Middle Management  
Training Program  
OU Proposal Number: 00601  
Principal Investigator: Tom Ross  
Department: B & I OCCE  
Submitted to: Department of Transportation \$957,163.00

Title: Management Development Training Program  
OU Proposal Number: 00602  
Principal Investigator: Tom Nolan  
Department: B & I OCCE  
Submitted to: Department of Commerce \$ 64,224.00

Title: Institute for Teachers in Desegregated Schools  
OU Proposal Number: 00603  
Principal Investigator: Don Hall  
Department: Human Relations Center  
Submitted to: DHEW Office of Education \$181,272.00

Title: An Integrative Post Secondary Educational  
System  
OU Proposal Number: 00604  
Principal Investigator: James Briscoe  
Department: B & I OCCE  
Submitted to: DHEW Office of Education \$238,975.00

Title: Grant to Establish Technical Assistance  
Centers in Arkansas and Oklahoma  
OU Proposal Number: 00605  
Principal Investigator: Joe Garrison  
Department: Consultative Center  
Submitted to: DHEW Office of Education \$742,628.00

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Title: RSA Management Training  
OU Proposal Number: 00607  
Principal Investigator: L. H. Autry  
Department: B & I OCCE \$144,809.00  
Submitted to: DHEW Social and Rehabilitation Service \$ 10,498.00 Matching

Title: Self Instruction Program for Beginning Surveyors  
OU Proposal Number: 00608  
Principal Investigator: Charles McDaniel  
Department: Health Studies  
Submitted to: DHEW Health Services and Mental Health Administration \$192,156.00

Title: Four Instructional Training Programs and  
Instructor's Guide Related to Letter Sorter  
Machine Operation  
OU Proposal Number: 00610  
Principal Investigator: Kenny Anderson  
Department: Independent Study  
Submitted to: Postal Service Management Institute \$ 52,832.04  
Total \$2,668,606.04

Total New Proposals - April 1973 \$3,240,188.19  
57,177.00 Matching

#### PROPOSAL REPORT (MAY)

##### ADMINISTRATIVE AND GENERAL

Title: Application for an Airport Master Planning Grant  
OU Proposal Number: 00613  
Principal Investigator: Bartley Meaders  
Department: Auxiliary Services \$ 18,900.00  
Submitted to: FAA 9,450.00 Matching

##### OKLAHOMA CENTER FOR CONTINUING EDUCATION

Title: Non-Profit Indian Community Proposal  
OU Proposal Number: 00612  
Principal Investigator: Donald Hall  
Department: Human Relations  
Submitted to: DHEW Office of Education \$ 75,702.00

Title: Industrial Hygiene Measurements Course  
Package  
OU Proposal Number: 00616  
Principal Investigator: Everett Dewhitt  
Department: Business & Industrial Services  
Submitted to: DHEW - NIOSH \$ 47,861.00

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Title: Design and Develop a Modular, Mediated, Self-Instructional Program entitled "The Customer Services Self-Study Course"

OU Proposal Number: 00617

Principal Investigator: Kenny Anderson

Department: Independent Study

Submitted to: Postal Service Management Institute \$ 34,928.00

Title: Develop a Modular, Self-Instructional "Retail Management Course"

OU Proposal Number: 00618

Principal Investigator: Kenny Anderson

Department: Independent Study

Submitted to: Postal Service Management Institute \$ 20,920.00

Title: Administrative Support for Instructional and Curriculum Development

OU Proposal Number: 00629

Principal Investigator: J. A. Bowman

Department: Post Office Programs

Submitted to: Oklahoma Postal Training Operations \$191,834.18

Title: Development of Technical Manuals

OU Proposal Number: 00630

Principal Investigator: J. A. Bowman

Department: Post Office Programs

Submitted to: Oklahoma Postal Training Operations \$ 74,217.92

Title: Furnish all Necessary Personnel, Supplies, Services and Equipment to Develop Management Development Courses

OU Proposal Number: 00619

Principal Investigator: Kenny Anderson

Department: Independent Study

Submitted to: Postal Service Management Institute \$ 24,974.00

Title: A Proposal to Provide Intern Program for Peace Corps Volunteer Applicants to Serve in Municipal Public Works Programs in Latin America

OU Proposal Number: 00620

Principal Investigator: R. H. Hancock

Department: International Programs

Submitted to: Peace Corps/ACTION \$ 80,486.00

Title: Intern Program for Peace Corps Volunteers to Serve in Agriculture and Related Fields in Latin America

OU Proposal Number: 00621

Principal Investigator: R. H. Hancock

Department: International Programs

Submitted to: Peace Corps/Action \$ 314,106.00

\$865,029.10

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COLLEGE OF ARTS AND SCIENCES

Title: Social Work Corrections  
OU Proposal Number: 00614  
Principal Investigator: F. J. Peirce  
Department: Social Work  
Submitted to: DHEW National Institutes of Mental Health \$ 18,551.00

UNIVERSITY COMMUNITY

Title: Veteran Cost of Instruction  
OU Proposal Number: 00615  
Principal Investigator: J. R. Morris  
Department: University Community  
Submitted to: DHEW Office of Education Open

Total New Proposals - May 1973 \$903,480.10  
9,450.00 Matching

Proposal Rejection Received - May 1973

Proposal No. 00535  
George Cozad, Microbiology  
DHEW National Institutes of Health  
Allied Health Professions Special Improvement Grant \$ 65,800.00

Total Rejections - May 1973 \$ 65,800.00

CONTRACTUAL REPORT (APRIL)

425-227  
Regional and City Planning  
Oklahoma Community Affairs and Planning  
Robert Lehr  
Course in Technical Writing and Remedial Composition \$ 12,000.00

425-228  
Social Work  
Oklahoma Social and Rehabilitative Service  
Frank Peirce  
Contractual Agreement for Social Work Training Grant \$ 75,870.00

Total New Contract - April 1973 \$ 87,870.00  
Total Modifications - April 1973 \$(10,148.21)  
Total New Business - April 1973 \$ 77,721.79

CONTRACTUAL REPORT (MAY)

425-159  
Graduate College  
Ford Foundation  
Arthur Gentile  
Doctoral Fellowships for American Indians \$ 10,620.00

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428-126 Chemistry DHEW-NIMH Gordon Atkinson Peptide, Chelates, Enzymes, Natural Products of Marine Life	\$ 24,993.00
428-212 Microbiology DHEW-NIH George C. Cozad Allied Health Advanced Traineeship Medical Technology	\$ 1,183.00
429-455 Teacher Corps DHEW-Office of Education Tom Gallaher Teacher Corps Volunteer Component	\$ 5,775.00
429-462 Post Office Programs Oklahoma Postal Training Operations J. A. Bowman Resident Electronics Support Training	\$ 68,047.00
428-194 Business and Industrial Services DHEW-Social and Rehabilitative Services L. H. Autry Management Training in Regional VI States	\$ 7,500.00
Total New Contracts - May 1973	\$118,118.00
Total Modifications - May 1973	\$ (3,568.00)
Total New Business - May 1973	\$114,550.00

President Sharp recommended that he or his designees be authorized to execute contracts on these pending proposals as negotiations are completed. The contract budgets may differ from the proposed amounts depending upon these negotiations.

Approved on motion by Regent Braly.

G. Operations and Physical Plant

I. New Construction

a. The Lloyd Noble Center

Funds derived from Student Facilities Fees have been committed as part of the total funding for The Lloyd Noble Center (1971 Student Facilities System - Series B). Student Facilities Fees have been pledged in the amount of \$445,000. \$225,000 has already been transferred to the construction budget. At this time we have collected Student Facility Fees in excess of bond interest and principal requirements for

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the current six months period for the 1971 Student Facility System - Series A - (Goddard Health Center). The required reserve funds are also completely satisfied for Series A.

The excess collections total \$170,000 and should be applied toward the project budget for The Lloyd Noble Center, Series B.

President Sharp recommended that the \$170,000 in excess collections for Series A be transferred into The Lloyd Noble Center construction fund.

Approved on motion by Regent Santee.

The following report was presented for information on the status of this project:

Rayco Construction Company was awarded the contract for the construction of The Lloyd Noble Center. The base bid was reduced by Change Order No. 1 in the amount of \$98,851 (24 miscellaneous items) and Change Order No. 2 in the amount of \$151,000 for the chillers, resulting in a construction contract of \$4,679,149.

Options for alternates No. 1, 3, 4, and 5, totaling \$261,887 can be exercised on or before July 1, 1973. At the meeting on January 11, 1973 (p. 11920), the University Regents authorized the President of the University to approve and sign the change orders required to add the alternates. The change orders are being prepared and the options will be exercised by the President before the July 11, 1973 deadline.

Funding for the project is proceeding on schedule. Donations and funds from seat options are being received as anticipated. Earnings from invested funds are exceeding earlier estimates. The cash flow is thus in a better position than was initially forecast. The cash flow will permit all of the options to be exercised on time. The better cash position will also enable orders to be placed for the seating and the flooring earlier than expected.

#### b. Outdoor Swimming Pool

The following bids for the construction of the Outdoor Swimming Pool were received:

	<u>Base</u>	<u>Add Alt. #1</u>	<u>Deduct Alt. #2</u>	<u>Deduct Alt. #3</u>
J. J. Cook Construction Oklahoma City, Oklahoma	\$ 278,840	\$ 56,340	\$(12,000)	\$(2,900)
The Constructors Co., Inc. Norman, Oklahoma	264,690	49,735	(12,370)	(2,790)



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Tankersley & Sons, Inc. Norman, Oklahoma	\$282,500	\$ 58,700	\$(14,500)	\$(3,100)
Triad Construction Co. Norman, Oklahoma	273,600	55,130	(12,800)	(2,660)

Alternate #1 is the addition of a diving tank. Alternate #2 is a deduction for the deletion of plaster pool finish and ceramic tile racing lanes. Alternate #3 is a deduction for the deletion of a concrete fence and installation of a curb and cedar fence.

All bids exceed planned budgeting for this project. The total estimated project cost was \$196,202 plus \$45,000 for a diving tank. Total funding is: Bureau of Outdoor Recreation \$94,253 (98,100 less State Administration Fee \$3,848); \$120,000 from Murray Case Sells. Available funding for the project totals \$214,253.

Vice President Nordby reported that these bids will be good for 60 days and that his office will be exploring all possible funding alternatives and a recommendation submitted to the Regents in July on awarding a contract.

c. 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. Jefferson House and Dining Hall Renovation

The following bids were received on May 15 on the air conditioning of Jefferson House and Dining Hall and the related remodeling:

<u>Contractor</u>	<u>Base Bid</u>	<u>Alt. 1</u>
Barbour and Short, Norman	\$219,194	+\$22,323
J. J. Cook Construction, Inc. Oklahoma City	250,690	+ 30,976
Triad Construction, Inc., Norman	237,800	+ 24,700
The Constructors Company, Inc. Norman	251,900	+ 27,350

OFFICE OF FACILITIES PLANNING  
THE UNIVERSITY OF OKLAHOMA

PROGRESS REPORT, JUNE, 73.

MAJOR CAPITAL IMPROVEMENTS PROGRAM

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 Constr.	07/21/70	01/15/70	185,000 187,000	99%	OU DA
Renovation III, Couch Center South Tower	Shaw & Shaw	Constructors, Inc.	03/27/72	07/01/72	203,960	99%	OU DA
Indoor Swimming Pool	Fritzler, Knoblock, Furry	Constructors, Inc.	09/14/72	08/26/73	405,000 405,080	52%	Athletic Dept. Student Activities Fund Murray Case Sells Bldg. Fds. Private Gifts Section 13 & New College Funds.
Lloyd Noble Center	Sorey, Hill, Binnicker	Rayco Constr. Co.	01/11/73	01/10/75 01/22/75	4,929,000 4,679,149	9%	Student Facilities System Bond of 1971
Hester-Robertson Physical Sciences Center Renovations	Nusbaum & Thomas	Walter Naser & Sons, Construction Manager	Varies	12/01/73	604,986	10%	Housing and other Auxiliary Funds Section 13 and New Col. Funds.

OFFICE OF FACILITIES PLANNING  
THE UNIVERSITY OF OKLAHOMA

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROGRESS REPORT, JUNE, 1973

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 was approved at the December, 1972 Board of Regents meeting. The architects are now working on the design development stage of Phase I of this project.
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 02/08/66	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 Whiteside, Schultz, & Associates	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, JUNE, 1973

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.
Student Activities Center	---	Noftsker & 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, Fury	C 04/03/73	200,000	Final plans have been approved.
Buchanan, Carnegie, Evans Hall	---	Office of Facilities Planning		385,014	Preliminary plans are being developed.
Jefferson House & Dining Hall Air Conditioning	---	Don Bass & Assoc.	C 06/08/72	310,000	Bids were received on May 15, and presented to the President's Office for approval.
Cross Center Dining Hall Air Conditioning	---	Don Bass & Assoc.	---	93,250	Project dormant.
Stadium Expansion	---	Wright & Selby	L 01/11/73	To be determined	Lockwood, Andrews, Newnam, Consultant Engineers, Houston, Texas, have been engaged to prepare schematic design studies, in addition to those studies prepared by Wright & Selby
Cross Center Apartments (Phase I)	---	Don Bass & Assoc.		180,000	Preliminary plans approved.

Vaughan Construction Co., Inc.  
Oklahoma City

\$255,500    +\$25,600

At the May meeting the President of the University was authorized to award the contract on this project to the low bidder within the construction budget. In accordance with this authorization, the contract was awarded to Barbour and Short, Norman, with their base bid of \$219,194 plus alternate 1, for a total construction contract of \$241,517. Fees and contingencies total \$20,960, making the total project cost now \$262,477. This is \$47,523 under the recent estimate of \$310,000.

This was reported for information. No action was required.

#### VIII. Leases and Easements

##### a. Farmers Home Administration Training Center

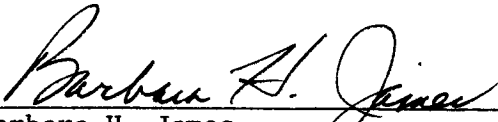
The Farmers Home Administration Center has leased 10,000 square feet of classroom, office space and 26 dormitory rooms in Walker Tower for the past year. The FHA lease has proven beneficial to their training operations. The lease has also proven beneficial to the University.

The Farmers Home Administration now wishes to extend their current lease and expand the amount of space that will be occupied in the future. They wish to add 5,000 square feet (one wing) of space to their current lease which will include approximately 17 dormitory rooms and lounges in Walker Tower. This space will be rented at approximately \$4.32 per square foot plus special services and any current wage adjustments which are now under negotiation for the next fiscal year.

President Sharp recommended that the leasing agreement between the University of Oklahoma and FHA be extended for one year and that the leased space be increased by 5,000 square feet to a total of 15,000 square feet.

Approved on motion by Regent Santee.

There being no further business the meeting adjourned at 12:05 p.m. Luncheon in Dining Room 1 of the Union honored members of the faculty who retired this fiscal year.

  
Barbara H. James  
Secretary of the Board of Regents

June 13 and 14, 1973

12293

Others present at all or part of the meeting:

Mr. Gerald Gillman, Associate Vice President for Administration and Finance  
Mr. Emil R. Kraettli, Secretary Emeritus of the Board of Regents  
Mr. Richard Bell  
Mr. Mike Treps, Director of Media Information  
Dr. Robert Shapiro, Associate Vice President for Administration and Finance  
Mr. Carter Bradley, Executive Director of HEACO  
Mr. Jerry Farley, Assistant to the Vice President for Administration and Finance  
Mr. David Graham, Media Information Office  
Mr. Jack Cochran, Director of Public Relations  
Mr. Clyde Spruel, Director of Grants and Contracts Administration  
Ms. Karen Tyler, Staff Assistant, University Hospital  
Mr. Marvin Patton, Associate Director, Facilities Planning  
Ms. Ruby Mae Cozad, HSC Student  
Mick Spevee, HSC Student  
Mr. John Corbin, WNAD  
Mr. Steve Trolinger, The Daily Oklahoman  
Mr. Larry Cannon, The Oklahoma Journal  
Mr. Jim Drummond, The Oklahoma Daily  
Mr. Winston Munn, The Oklahoma Daily  
Ms. Vicki Monks, KWTV  
Mr. Mike Hinton and Mr. Jim Bross, The Norman Transcript  
Mr. Tim Granahan, KNOR  
Ms. Teresa Black, WKY Radio  
Mr. Bob Duff and Mr. Paul Webber, KOCO-TV  
Mr. Bill Boren, KNOR  
Mr. Paul Cartledge, Tulsa World, Capitol Bureau



WARRANTY DEED

This indenture, made this 22<sup>nd</sup> day of October

1973 between the Board of Regents of the University of Oklahoma, a body corporate under the laws of Oklahoma, and the Department of Institutions, Social and Rehabilitative Services, an agency of the State of Oklahoma, under the laws of Oklahoma.

WITNESSETH:

This Deed given in consideration of One Dollar (\$1.00) had and received and other valuable consideration and in full satisfaction of Senate Bill 316 of the First Session of the 34th Legislature of the State of Oklahoma; the Board of Regents of the University of Oklahoma does hereby grant, bargain, sell, and convey unto the Department of Institutions, Social and Rehabilitative Services all of the following described real property in the County of Oklahoma, State of Oklahoma; to wit:

A part of Block 20, Culbertson Heights Addition and a part of the alleys adjacent thereto, and a part of the SW 1/4, Sec. 26, T12N, R3W, I.M., and a part of the SE 1/4, Sec. 27, T12N, R3W, I.M. Oklahoma County, Oklahoma and a part of Vacated Kelley Avenue Adjacent thereto, more particularly described as follows: Commencing at the NE corner of Block 20, Culbertson Heights Addition, Oklahoma City, Oklahoma, thence S. 0° 03' 34" E. and along the East line of said Block 20 and along the West Right-of-Way line of Stonewall Avenue a distance of 10 ft. to the point or place of beginning; thence continuing S 0° 03' 34" E. and along the East line of said Block 20 and along the West Right-of-Way line of Stonewall Avenue a distance of 341.27 ft., thence N. 89° 54' 35" W. a distance of 520.10 ft., thence N. 0° 11' 08" E. a distance of 18.0 ft., thence N. 89° 48' 52" W. a distance of 12.0 ft., thence N. 0° 11' 08" E. a distance of 6 ft.; thence N. 89° 48' 52" W. a distance of 21.5 ft., thence N. 0° 11' 08" E. a distance of 22.5 ft., thence N. 89° 48' 52" W. a distance of 286.5 ft., thence N. 0° 12' 03" E. a distance of 301.91 ft. to a point in the South Right-of-Way line of N. E. 13th Street, thence S. 89° 48' 51" E. along the South Right-of-Way line of said N. E. 13th Street a distance of 496.47 ft. to a point in the East line of said SE 1/4 of Sec. 27, T12N, R3W, thence S. 0° 06' 23" W. along the East line of said Sec. 27 a distance of 10.0 ft.,

STATE OF OKLAHOMA }  
OKLAHOMA COUNTY } SS:  
I, CECIL PARHAM, the duly elected qualified and acting County Clerk, in and for the County and State aforesaid, do hereby certify that the within and foregoing is a full, true and complete copy of \_\_\_\_\_ filed in the office of the County Clerk on the \_\_\_\_\_ day of \_\_\_\_\_, 1973, at \_\_\_\_\_ o'clock \_\_\_\_\_ M and recorded in Vol. 1131 Page 291. Given under my hand and official seal this \_\_\_\_\_ day of \_\_\_\_\_, 1973.  
CECIL PARHAM, County Clerk  
By \_\_\_\_\_ Deputy

Consideration Less Than \$100.00

thence N. 89° 33' 42" E. and parallel to and 10 ft South of the North line of said Block 20 of said Culbertson Heights Addition a distance of 342.10 ft. to the point or place of beginning.

together with all improvements thereon and warrant title to the same.

TO HAVE AND TO HOLD said described premises in fee for so long as said premises are used as a hospital and service institution for persons under twenty-one (21) years of age.

In the event that said premises cease to be used as a hospital and service institution for persons under twenty-one (21) years of age, then said property shall revert to the University of Oklahoma.

The Board of Regents reserves a right-of-way for the widening of Stonewall which is described as follows:

A 42 ft. Roadway Right-of-Way being a part of Block 20, Culbertson Heights Addition and a part of the SW 1/4 of Sec. 26, T12N, R3W, I.M., Oklahoma County, Oklahoma, more particularly described as follows:

Beginning at a point 10 ft. South of the NE corner of said Block 20, Culbertson Heights Addition, said point being on the West Right-of-Way line of Stonewall Avenue, thence S. 0° 03' 34" E. along the West Right-of-Way line of Stonewall Avenue a distance of 341.27 ft., thence N. 89° 54' 35" W. a distance of 42.0 ft., thence N. 0° 03' 34" W. parallel to and 42 ft. West of the West Right-of-Way line of Stonewall Avenue a distance of 340.88 ft. to a point 10 ft. South of the North line of said Block 20, thence N. 89° 33' 42" E., parallel to and 10 ft. South of the North line of said Block 20 a distance of 42.0 ft. to the point or place of beginning.

Said Right-of-Way should be reserved and may be dedicated by the Board of Regents to the City of Oklahoma City provided however, that said dedication shall not be made until a contract has been let for the widening of Stonewall and further, that should said contract not be entered into prior to July 1, 1977, all rights in said Right-of-Way herein reserved by the Regents shall automatically cease to exist.



Further, the Board of Regents reserves forever an easement for the steam tunnel along the east side of the Children's Memorial Hospital as described hereafter:

A 20 ft. Easement being 20 ft. to the right and adjacent to the following described line:

A part of Block 20, Culbertson Heights Addition and a part of the SW 1/4 of Sec. 26, T12N, R3W, I.M., Oklahoma County, Oklahoma, more particularly described as follows: Beginning at a point 10 ft. South and 42 ft. West of the NE corner of said Block 20, Culbertson Heights Addition, thence S. 0° 03' 34" E. a distance of 340.88 ft. to the point or place of ending.

IN WITNESS WHEREOF, Regents have caused these presents to be signed in their name and their corporate seal to be affixed and attested by their secretary at Oklahoma City, Oklahoma the day and year first above-written.

BOARD OF REGENTS OF THE  
UNIVERSITY OF OKLAHOMA

ATTEST:

By Huston Huffman  
Huston Huffman, President

Barbara F. Jones  
Secretary

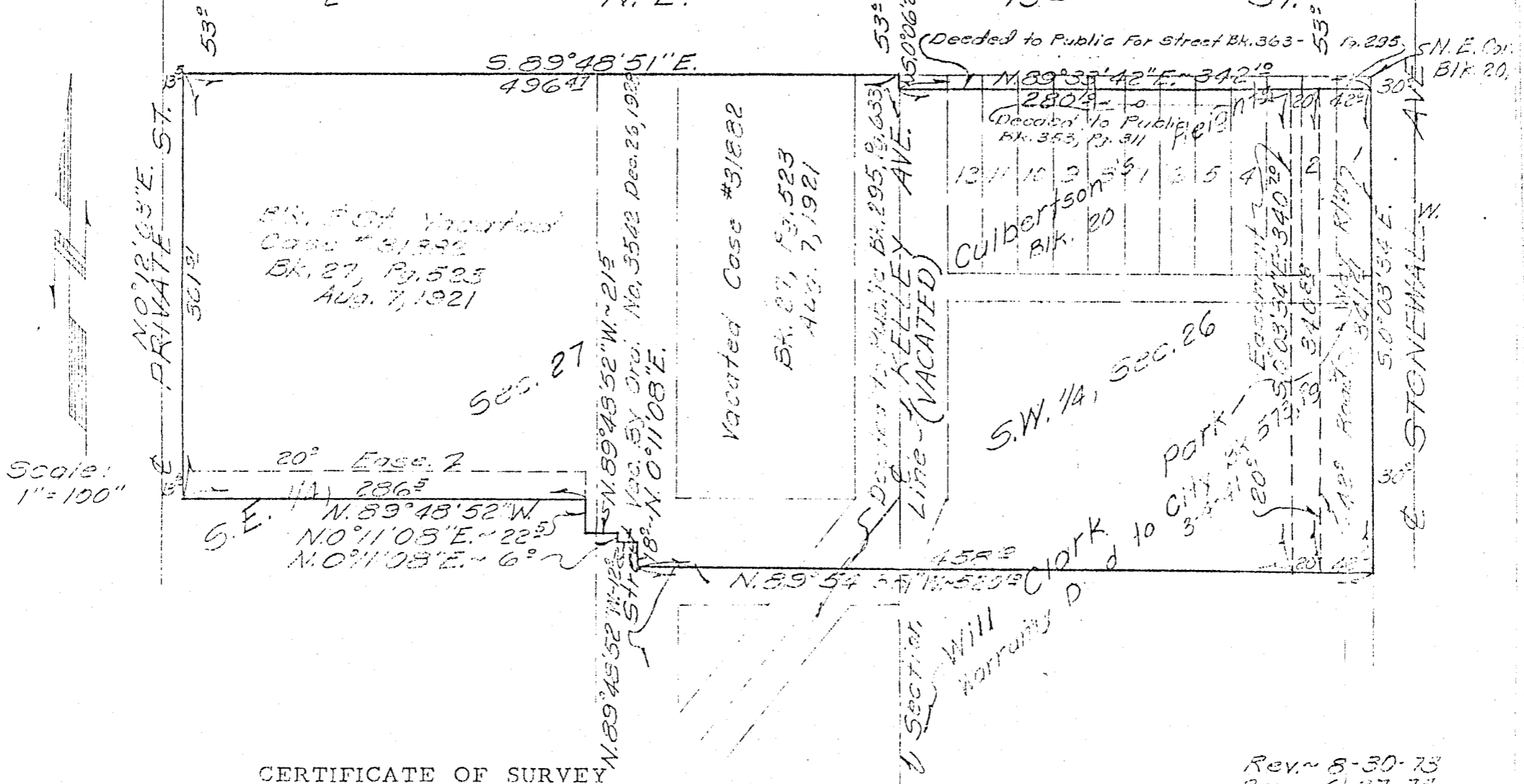
DEPARTMENT OF INSTITUTIONS, SOCIAL  
AND REHABILITATIVE SERVICES

ATTEST:

By Lloyd E. Rader  
Lloyd E. Rader, Director

Lera Alder  
Secretary

A PART OF SW 1/4, SECTION 26  
 T 12 N, R 3 W., I.M. AND A PART OF THE  
 SE 1/4, SECTION 27, T 12 N, R 3 W., I.M.,  
 OKLA. COUNTY, OKLA.



CERTIFICATE OF SURVEY

I, E. D. Hill, Jr., a Registered Land Surveyor and County Surveyor of Oklahoma County, Oklahoma, do hereby certify that a careful survey was made under my supervision of the above annexed plat.

*E. D. Hill, Jr.*  
 E. D. Hill, Jr.  
 Registered Land Surveyor

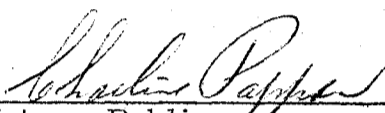
Rev. ~ 8-30-73  
 Rev. ~ 6-27-73  
 FB 3654817  
 FILE - UIR MED CNTR

Survey & Drawing By  
**E. D. HILL, JR.**  
 Registered Professional Land Surveyor  
 COUN  
 Oklahoma  
 219 Courth  
 OKLAH  
 612

STATE OF OKLAHOMA            )  
  ) ss:  
COUNTY OF OKLAHOMA        )

Before me, a Notary Public, in and for said County and State, on this 24th day of October, 1973, personally appeared Huston Huffman, to me known to be the President of the Board of Regents of the University of Oklahoma, who in that capacity executed the within and foregoing instrument and acknowledged to me that he executed the same as his free and voluntary act and deed for the uses and purposes therein set forth.

Given under my hand and seal the day and year last above-written.

  
\_\_\_\_\_  
Notary Public

My Commission expires: SEPTEMBER 8, 1975

STATE OF OKLAHOMA            )  
  ) ss:  
COUNTY OF OKLAHOMA        )

Before me, a Notary Public, in and for said County and State, on this 22 day of October, 1973, personally appeared Lloyd E. Rader, to me known to be the Director of the Department of Institutions, Social and Rehabilitative Services, who in that capacity executed the within and foregoing instrument and acknowledged to me that he executed the same as his free and voluntary act and deed for the uses and purposes therein set forth.

Given under my hand and seal the day and year last above-written.

  
\_\_\_\_\_  
Notary Public

My Commission expires: August 5, 1977

# An Act EXHIBIT A

ENROLLED SENATE  
BILL NO. 316

BY: STANSBERRY, HAMILTON, MILLER,  
PORTER, RANDLE, LANE and HAM  
of the SENATE

and

WILLIS, SPARKMAN, MISKELLY,  
WHORTON and STRATTON of the  
HOUSE

AN ACT RELATING TO THE OKLAHOMA CHILDREN'S  
MEMORIAL HOSPITAL; TRANSFERRING HOSPITAL AND  
PROPERTIES TO DEPARTMENT OF PUBLIC WELFARE;  
DEFINING FUNCTIONS AND POWERS OF HOSPITAL;  
PROVIDING FOR OPERATION AND MAINTENANCE OF  
HOSPITAL; DEALING WITH PERSONNEL; CREATING A  
SPECIAL FUND; AUTHORIZING ISSUANCE OF BONDS FOR  
ACQUIRING, ERECTING, EQUIPPING, FURNISHING AND  
IMPROVING NEW BUILDING OR BUILDINGS OR REMODELING,  
IMPROVING, EQUIPPING AND FURNISHING THE EXISTING  
BUILDING AND FACILITIES, EITHER OR BOTH; REPEALING  
CONFLICTING LAWS; FIXING OPERATIVE DATE OF ACT;  
AND DECLARING AN EMERGENCY.

*J. R. Moore*  
Chairman, COMMITTEE ON ENGROSSED AND ENROLLED BILLS

(Enrolled in accordance with Senate Bill No. 116 of the Twenty-seventh Legislature)

1 ENGROSSED SENATE  
2 BILL NO. 316

BY: STANSBERRY, HAMILTON, MILLER,  
PORTER, RANDLE, LANE and HAM  
of the SENATE

3 and

4 WILLIS, SPARKMAN, MISKELLY and  
5 WHORTON of the HOUSE

6  
7  
8  
9  
10 AN ACT RELATING TO THE OKLAHOMA CHILDREN'S  
11 MEMORIAL HOSPITAL; TRANSFERRING HOSPITAL AND  
12 PROPERTIES TO DEPARTMENT OF PUBLIC WELFARE;  
13 DEFINING FUNCTIONS AND POWERS OF HOSPITAL;  
14 PROVIDING FOR OPERATION AND MAINTENANCE OF  
15 HOSPITAL; DEALING WITH PERSONNEL; CREATING A  
16 SPECIAL FUND; AUTHORIZING ISSUANCE OF BONDS FOR  
ACQUIRING, ERECTING, EQUIPPING, FURNISHING AND  
IMPROVING NEW BUILDING OR BUILDINGS OR REMODELING,  
IMPROVING, EQUIPPING AND FURNISHING THE EXISTING  
BUILDING AND FACILITIES, EITHER OR BOTH; REPEALING  
CONFLICTING LAWS; FIXING OPERATIVE DATE OF ACT;  
AND DECLARING AN EMERGENCY.

17  
18  
19 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

20 SECTION 1. It is the purpose and intent of this act to provide  
21 for a continuity of dependable funds for the operation of the Oklahoma  
22 Children's Memorial Hospital, and for a more efficient administration  
23 of the hospital, and for the teaching and training of medical and  
24 other health related students and personnel, and for the professional  
25 staffing of the hospital. It is the intent of the Legislature that  
26 the hospital, although independently operated, will maintain a close  
27 affiliation with the College of Medicine of the University of  
28 Oklahoma, and the University of Oklahoma Medical Center, also known  
29 as the University of Oklahoma Health Sciences Center, and that the  
30 activities of the hospital and the College of Medicine and the Medical  
31 Center be coordinated in a cooperative manner.

32 SECTION 2. The Oklahoma Children's Memorial Hospital is hereby  
33 transferred from the Board of Regents of the University of Oklahoma  
34 to the Department of Public Welfare, and shall hereafter be under th  
35 jurisdiction, supervision, management and control of the Department.  
36 The transfer shall include all property, buildings, furniture,

Correctly Enrolled:

Correctly Engrossed:

Chairman, Committee on Engrossed and Enrolled Bills

Chairman, Committee on Engrossed and Enrolled Bills

1 equipment and records belonging to or now being used by the  
2 institution, except accounts receivable. The Department shall not be  
3 liable for any obligations incurred by or for the hospital prior to  
4 July 1, 1973.

5 SECTION 3. The Department of Public Welfare shall operate and  
6 maintain the Oklahoma Children's Memorial Hospital as a hospital and  
7 service institution for persons under twenty-one (21) years of age,  
8 under regulations prescribed by the Oklahoma Public Welfare Commission,  
9 which shall establish rates of payment to be made for services provided  
10 by the hospital to public and private agencies and organizations and  
11 individuals. It may provide services and receive payments therefor  
12 under Titles XVIII and XIX of the Federal Social Security Act, and may  
13 participate in other federal medical programs. It shall also be a  
14 teaching and training hospital for the University of Oklahoma Medical  
15 Center and other health and educational facilities.

16 SECTION 4. All monies received from the operation of the  
17 hospital shall be deposited in a special fund to be known as the  
18 Oklahoma Children's Memorial Hospital Fund, which is hereby created,  
19 and which special fund may be used by the Department of Public Welfare  
20 to pay expenses incurred in operating and maintaining the institution.  
21 The Oklahoma Public Welfare Commission shall have authority to  
22 transfer monies from the State Assistance Fund to the Oklahoma  
23 Children's Memorial Hospital Fund, from time to time, in such amounts  
24 as may be necessary to pay the cost of operating and maintaining the  
25 hospital. The hospital may accept and receive gifts, bequests and  
26 grants of money and property from any public or private source.

27 SECTION 5. If the Oklahoma Public Welfare Commission determines  
28 it not to be feasible or economical to continue to operate a hospital  
29 in the present building and facilities occupied by the hospital or  
30 that it is necessary to remodel the present building, or that an  
31 additional building is needed, it may acquire, erect, equip, furnish  
32 and improve another building or buildings, structures, plants,  
33 systems and facilities for the hospital, or remodel, improve, equip  
34 and furnish the existing building and facilities, either or both.  
35 The Board of Regents of the University of Oklahoma shall provide a  
36 suitable site for the purpose of erecting any new buildings or

Correctly Enrolled: —

Chairman, Committee on Engrossed and Enrolled Bills

Committee on Engrossed and Enrolled Bills

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1 structures at the University of Oklahoma Medical Center. The cost  
2 of erecting, equipping, furnishing and improving the building or  
3 buildings, structures, systems and facilities or remodeling, improvin,  
4 equipping, and furnishing the existing building and facilities shall  
5 be payable from the proceeds of revenue bonds issued by the Commission,  
6 and such bonds shall be paid from income and revenue derived from  
7 operation of the hospital. The bonds shall be issued and sold in the  
8 same manner as revenue bonds of state educational institutions and  
9 the provisions of Section 4001 through 4011, Title 70 of the Oklahoma  
10 Statutes shall govern the bonds in all respects where applicable.

11 SECTION 6. A. The Director of Public Welfare shall employ and  
12 fix the duties and compensation of an Administrator of the hospital  
13 and other necessary personnel, including a Medical Director, and may  
14 incur such other expenses as may be necessary to operate and maintain  
15 the hospital.

16 B. The Oklahoma Public Welfare Commission may enter into  
17 cooperative agreements with appropriate officials of the College of  
18 Medicine of the University of Oklahoma and the University of Oklahoma  
19 Medical Center for education programs, professional staffing,  
20 research and other activities to effectuate any of the purposes of  
21 this act. The Administrator, subject to the approval of the  
22 Commission, may enter into agreements with other agencies, organiza-  
23 tions and individuals for providing services or for other purposes  
24 consistent with the provisions of this act.

25 SECTION 7. A. Employees of the Oklahoma Children's Memorial  
26 Hospital shall be in the classified service of the Merit System of  
27 Personnel Administration, except those placed in an exempt status or  
28 retained in the unclassified service in their letter of appointment  
29 by the Director of Public Welfare.

30 B. Employees of the hospital who are members of the Teachers'  
31 Retirement System of Oklahoma when this act becomes operative and who  
32 continue as employees of the hospital thereafter may retain their  
33 membership in the Teachers' Retirement System.

34 SECTION 8. The Oklahoma Children's Memorial Hospital shall be  
35 operated in conjunction with the children's hospitals operated by the  
36 Department of Public Welfare at Enid State School, Pauls Valley State

Chairman, Committee on Engrossed and Enrolled Bills

Correctly Enrolled:

Chairman, Committee on Engrossed and Enrolled Bills

Correctly Engrossed:

1 School and Hisson Memorial Center. The four (4) hospitals shall be  
2 interrelated and shall constitute a system of children's hospitals.

3 SECTION 9. All laws and parts of laws in conflict with any of  
4 the provisions of this act are hereby repealed.

5 SECTION 10. This act shall not become operative until July 1,  
6 1973.

7 SECTION 11. It being immediately necessary for the preservation  
8 of the public peace, health and safety, an emergency is hereby  
9 declared to exist, by reason whereof this act shall take effect and  
10 be in full force from and after its passage and approval.

11 Passed the Senate the 28th day of March, 1973.

12  
13  
14 James E. Hamilton  
15 President *Pro Tempore* of the Senate

16 Passed the House of Representatives the 17 day of April,  
17 1973.

18  
19 Wm. P. Willis  
20 Speaker of the House of  
21 Representatives

Chairman, Committee on Engrossed and Enrolled Bills  
Chairman, Committee on Engrossed and Enrolled Bills  
Correctly Enrolled:  
Chairman, Committee on Engrossed and Enrolled Bills



ENR. S. B. NO. 316

Passed the Senate the 28th day of March, 1973, and correctly enrolled the 17th day of April, 1973.

Alvin H. Crow  
Acting President of the Senate

Passed the House of Representatives the 17th day of April, 1973.

Wm. P. Willis  
Speaker of the House of Representatives

OFFICE OF THE GOVERNOR

Received by the Governor this 19<sup>74</sup>  
day of April, 1973,  
at 7:05, o'clock P. M.  
By: John F. Lamb

Approved by the Governor of the State of Oklahoma the 25<sup>th</sup> day of  
April, 1973, at 1:30 o'clock P. M.

David Hall  
Governor of the State of Oklahoma

OFFICE OF THE SECRETARY OF STATE

Received by the Secretary of State this 25<sup>th</sup>  
day of April, 1973,  
at 4:00, o'clock P. M.  
By: John Rogers

bh

Correctly Enrolled: John R. McCune, Chairman, COMMITTEE ON ENGROSSED AND ENROLLED BILLS

(Enrolled in accordance with Senate Bill No. 116 of the Twenty-seventh Legislature)

AFFIRMATIVE ACTION PLAN  
THE UNIVERSITY OF OKLAHOMA  
NORMAN CAMPUS  
May 19, 1973

4

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UNIVERSITY OF OKLAHOMA INTEROFFICE COMMUNICATION

To: All Staff, Faculty  
and Administrators

Date: May 19, 1973

From: Dr. Paul F. Sharp  
President

Subject: Affirmative Action  
Plan -- Norman Campus

The following Affirmative Action Program has been prepared for The University of Oklahoma and covers the annual period beginning July, 1973. This program will be revised as required and at least on an annual basis. This plan has been developed by the University's Equal Employment Opportunity Committee with the assistance of several University offices and administrators.

In order for our program to be truly effective, the following areas were and will continue to be addressed by The University of Oklahoma and all its staff:

1. Development and reaffirmation of equal employment opportunity policies in all personnel actions.
2. Formal internal and external dissemination of the University's Affirmative Action Program.
3. Identification of responsibilities for implementation of the University's Affirmative Action Plan.
4. Identification of problem areas by organizational unit and job family.
5. Establishment of goals and objectives by organizational unit and job family, including timetable for completion.
6. Development and execution of action-oriented programs designed to eliminate problems and further designed to attain established goals and objectives.
7. Insure compliance in personnel policies and actions with sex discrimination guidelines.
8. Develop programs which show active support of local and national community action programs and community service programs, designed to improve the employment opportunities of minorities and women.

9. Recruit and hire minorities and women having requisite skills who can be recruited through Affirmative Action measures.

An affirmative action program is a set of specific and result-oriented procedures to which the University commits itself to apply every good faith effort. The objective of those procedures plus such efforts is equal employment opportunity. Procedures without effort to make them work are meaningless; and effort, undirected by specific and meaningful procedures, is inadequate. An acceptable affirmative action program must include an analysis of areas within which the University is deficient in the utilization of minority groups and women, and further, goals and timetables to which the University's good faith efforts must be directed to correct the deficiencies, and thus to increase materially the utilization of minorities and women, at all levels and in all segments of its work force where deficiencies exist.

In this respect, the cooperation, enthusiastic assistance, and commitment of all University staff is required. With the complete commitment of all University staff the University can and will fulfill our EEO objectives and goals.

STAFF AFFIRMATIVE ACTION

(SECTION A)

AFFIRMATIVE ACTION PLAN

UNIVERSITY OF OKLAHOMA

EFFECTIVE JULY 1, 1973

The 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.



Compliance of Personnel Policies  
with Sex Discrimination Guidelines

All personnel policies at the University insure that members of both sexes have an equal opportunity to any available job that he or she is qualified to perform unless sex is a bona fide occupational qualification. The University will not make any distinction based upon sex in employment opportunities, wages, hours, or other conditions of employment. The University's policies will ensure appropriate physical facilities to both sexes.

Nepotism Policy

Except as prohibited by the laws of the State of Oklahoma, relationship by consanguinity or by affinity shall not, in itself, be a bar to appointment, employment or advancement by The University of Oklahoma nor (in the case of faculty members) to eligibility for tenure of persons so related.

But, no two persons who are related by affinity or consanguinity within the third degree shall be given positions in which either one is directly responsible for making recommendations regarding promotion, salary or tenure for the other; nor shall either of two persons so related who hold positions in the same budgetary unit be appointed (or, as in the case of members of Committee A of an academic unit, elected) to an executive or administrative position in that unit or to a position involving administrative responsibility over it, as long as the other person remains in the unit.

Revised Maternity Leave Policy

Pregnancy in itself is not a disabling condition for any fixed period of time. The granting of sick leave benefits in pregnancy situations is subject only to the same conditions as all other forms of illnesses and disabilities.

Affirmative Action Plan Implementation Responsibility

Assigned responsibility for implementation of the University of Oklahoma Affirmative Action Plan is with the Provost for academic employment and the Vice President for Administration and Finance for nonacademic employment (see organizational chart with comments on responsibilities, Attachment A-1).

To assist the University in fulfilling its commitments to Equal Employment Opportunity, an Equal Employment Opportunity Committee has been established. The composition of the Equal Opportunity Committee is as follows:

1. EEO Officer for Academic Employment
2. EEO Officer for Nonacademic Employment
3. Director of Personnel
4. Coordinator of Black Student Affairs
5. Coordinator for Indian Student Affairs
6. Elected representative from Faculty Senate
7. Elected representative from Deans' Council
8. Elected representative from The 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 specific responsibilities for each of the above (3) components is as follows:

Mr. Joseph Ray, Acting Provost, EEO Officer for Academic Employment

1. Insure implementation of Affirmative Action Plan and adherence to EEO policies.
2. Work closely with the EEO Committee in discussing, analyzing, and evaluating EEO progress.
3. Share in the development of policies and recommended actions to fulfill EEO goals and objectives.
4. Collect and submit to the EEO Committee recruiting, referral, hiring, and promotion data at least every two months.

5. Provide appropriate interface with departments to insure Affirmative Action is being carried out.

Dr. Gene M. Nordby, Vice President for Administration and Finance, EEO Officer for Nonacademic Employment.

1. Insure implementation of Affirmative Action Plan and adherence to EEO policies.
2. Work closely with the EEO Committee in discussing, analyzing, and evaluating EEO progress.
3. Share in the development of policies and recommended actions to fulfill EEO goals and objectives.
4. Collect and submit to the EEO Committee recruiting, referral, hiring, and promotion data at least every two months.
5. Provide appropriate interface with departments to insure Affirmative Action is being carried out.

Equal Employment Opportunity Committee.

1. To advise the President and the two EEO Officers on ways and means for the University to fulfill its EEO goals and objectives.
2. To review University recruiting, referral, and hiring data at least every two months to determine what EEO progress has taken place.
3. Identify EEO deficiencies and lack of progress and recommend action for immediate remedy.
4. Recommend to the President and EEO Officers on the update of EEO policies and Affirmative Action Plan goals and objectives.

Because of the large and complex organizational structure of the University, the functioning of the EEO Committee with campus-wide representation adds strength to carrying out the designated responsibilities. The Committee also provides for additional valuable analysis and policy development input.

#### Supervisor's Responsibility

As it relates to carrying out the institution's commitment to EEO, it should be understood that each supervisor's work performance as well as all others having authority and responsibility in the hiring process is being evaluated on the basis of his/her equal employment opportunity criteria. Additionally, supervisors have a responsibility

to take action to prevent harassment of employees placed through affirmative action efforts. Disciplinary action may take place for failure to adhere to EEO policies and procedures. Individual and departmental effectiveness in supporting and realizing gains in EEO will be applied as one of the criteria in allocating future budget resources for merit increases and other departmental expenses.

### Policy Dissemination

Internal Distribution - Distribution of the Affirmative Action Plan will be given throughout the University. It is the responsibility of the Provost and each Vice President to insure that each level of his organization receives complete distribution of the plan and that every employee receives a copy and understands the meaning and required action of the plan. Each supervisor's fulfillment of this responsibility as well as their personal contributions to the University's fulfillment of EEO objectives will be considered as part of the employee performance annual review for promotion or salary increase. Each new employee must receive a copy of the Affirmative Action Plan as well as discuss the plan with their respective supervisor. Within 120 days, additional distribution of the plan will be made to the University Today house organ, the Faculty Senate, all University employee organizations, the Student Government Association, the Oklahoma Daily, the Norman Transcript, the Oklahoma City Black Dispatch, and all other Oklahoma City papers. It will be the responsibility of each employee group president to advise the EEO Committee, in writing, the details of the discussion and distribution at their respective meetings.

Internal communication of the Affirmative Action Plan to all supervisory personnel is essential to their understanding, cooperation, and compliance. All persons responsible for personnel decisions must know the University's Affirmative Action Plan, what the institution's employment policies are and how to interpret the policy and Affirmative Action Plan, and implement the program within their area of responsibility. The Affirmative Action Plan will be included in the next printing of the University's Procedures Manual. Within the next 180 days, meetings will be held with supervisory and administrative staff which will provide for discussion and further dissemination of the policy. Similar meetings will occur on at least an annual basis.

External Distribution - All recruiting sources have been informed of the University's positive position on EEO. Organizations utilizing the University's recruiting service must certify as to their support of EEO policy. (See attachment A-2.)

The EEO clause is used on all purchase orders, leases, contracts, etc. (See attachment A-3.)

Within 90 days the University will notify local minority and womens' organizations, community agencies, community leaders, and other related organizations regarding its EEO policy.

Written notification of company EEO policy is required from all subcontractors, vendors and suppliers. (See attachment A-3.)

#### Internal Audit and Reporting System

At each meeting of the EEO Committee (no less than every two months) reports on referrals, placements, transfers, promotions, and terminations will be received and analyzed. Reports will be submitted by the EEO Officers designated for academic and nonacademic employment, including their analysis of the data. These reports will be reviewed to identify progress toward EEO goals and objectives in light of prescribed timetables.

As a result of the analysis of the reports, the President should be apprised by the EEO Committee in writing of program effectiveness and recommendations to improve unsatisfactory performance. At least once each quarter, campus-wide distribution of program effectiveness will be communicated.

## ANALYSIS COMPONENT

### Utilization Analysis (Market Availability)

#### Part A

A utilization analysis was conducted of present University employees to identify either an underutilization either by sex or race and to attempt to identify salary inequities by sex or race. In conducting the analysis, the HEO-1 job categories were initially used as follows:

- Officials and Managers
- Professionals, technical or kindred
- Sales
- Office and Clerical
- Craftsman (skilled)
- Operatives (semi-skilled)
- Laborers
- Service Workers

Table B and attachment X (computer run) indicate the present composition of the University work force according to these categories. Table A converts these figures into individual percentages of the total University work force. Tables B-1 and B-2 indicate market availability data for these same categories. Tables C-1 and C-2 convert Table B-1 and B-2 figures to a percent of the total available work force. Tables D-1 and D-2 identify deficiencies by job category or underutilization that exist between University utilization percentages versus market availability. In some cases, deficiencies are not evidenced. These percentage differentials were converted into raw staffing requirements in Tables E-1 and E-2, by calculating the percent differential between Tables C and A and then computing that percentage of the total University work force. Lastly, to put these staffing requirements into perspective, the average industrial annual turnover rate of 63% by job category must be considered. Going back to Table B and attachment X the anticipated number of job vacancies can be computed. Page 25 reflects the anticipated turnover/year for the job categories.

\*In the case of Office and Clerical jobs, a 30% turnover figure was used. This reflects approx. the University turnover in clerical jobs.

TABLE X

## TOTAL CURRENT EMPLOYEES BY RACE

	<u>TOTAL</u>			<u>MALE</u>				<u>FEMALE</u>			
	Male	Female	Black	Oriental	AI	SSA	Black	Oriental	AI	SSA	
OFFICIAL AND MANAGERS	206	74	3	0	10	2	1	0	0	0	
PROFESSIONALS	350	196	26	2	10	2	26	2	9	0	
TECHNICAL	117	48	5	4	2	0	3	0	1	0	
OFFICE AND CLERICAL	327	1,104	21	5	6	5	72	16	30	8	
CONSTRUCTION SKILLING	211	31	3	0	12	0	0	0	1	0	
OPERATIONAL SKILL- SERVICE	94	24	7	0	4	0	2	0	0	0	
LABORERS	100	10	4	0	5	0	2	0	0	0	
SERVICE WORKERS	410	393	13	13	8	3	21	8	8	2	
TOTAL	2,716	2,105	94	45	62	17	131	28	50	11	
GRAND TOTAL OF ALL RACES		4,815									

Excludes 5 sales workers because of such a small composition in the EEO-1 Category.

WORK FORCE COMPOSITION OF  
 PROFESSIONALS, TECHNICAL, MANAGERIAL  
 AND ALL OTHER CATEGORIES FOR  
 UNIVERSITY OF OKLAHOMA AS A PERCENT  
 OF TOTAL MALE OR FEMALE

TABLE A

	<u>TOTAL</u>			<u>MALE</u>			<u>FEMALE</u>			
	Male	Female	Black	Oriental	AI	SSA	Black	Oriental	AI	SSA
OFFICIAL AND MANAGERS	73.6	26.4	1.50	0	4.90	.97	.13	0	0	0
PROFESSIONALS	44.0	56.0	7.40	.57	2.90	.57	13.3	1.0	4.60	0
TECHNICAL	59.0	41.0	4.30	3.4	1.70	0	6.30	0	2.10	0
OFFICE AND CLERICAL	23.0	77.0	6.40	1.50	1.80	1.50	6.50	1.40	2.0	.70
UNION SKILLED	27.2	12.2	1.40	0	5.60	0	0	0	.40	0
UNION SEMI-SKILLED	79.7	20.3	7.40	0	4.20	0	8.0	0	0	0
UNION	91.5	8.5	3.70	0	4.60	0	20.0	0	0	0
SERVICE WORKERS	51.1	48.9	3.10	3.10	1.90	.70	5.30	2.0	2.0	.50



TABLE B-1

PROFESSIONAL, TECHNICAL, & MANAGERIAL  
NATIONAL WORKER AVAILABILITY DATA\*\*\*

	<u>TOTAL</u>			<u>MALE</u>			<u>FEMALE</u>			
	Male	Female	Black	Oriental	AI **	SSA	Black	Oriental	AI **	SSA
OFFICIAL AND MANAGERS	5068277	937224*	203928	No	25341 **	174107	40068	No	4686 **	17004
PROFESSIONALS	5122094	3307258	168753	Data	256104 **	96167	299752	Data	16536 **	59457
TECHNICAL****	758101	194267	25362	Available	3790	21802	13036	Available	971	3710

\*Includes officials and managers in secondary schools

\*\*To compute, a .50 factor was suggested by HEW as representing the population since data on American Indians was not completely available

\*\*\*For these BEC-1 Categories only recruiting primarily on the national level

\*\*\*\*On next page

Note: Data source 1970 Census, Subject Reports, Earnings by Occupation and Education, USDOC

## Technicians\*\*\*\*

In preparing the Availability Analysis, the source document was Detailed Characteristics, Oklahoma, 1970 Census of Population, U.S. Department of Commerce, in particular Table 174: Occupation of Employed Persons by Age, Race, and Sex, 1970; The State Standard Metropolitan Statistical Areas of 250,000 or more.

The table combines both technical and professional categories under the title of Professional, Technical, and kindred workers. Therefore, this category was broken out in the following manner. Male total, Technicians: Health technologists and technicians, Engineering and science technicians, and Technicians, except health and engineering and science were added to give the figure 11,812. The total for Professional is the difference between the Technicians (11,812) and the total figure given for the combined categories (78,864); the difference is 67,052. Female total, Technicians: Health technologists and technicians, Engineering and science technicians, and Technicians, except health and engineering and science, for a total of 3,148. The total for Professional is the difference between 3,148 and the figure for the combined total, 51,788. This is a difference of 48,640.

Total male, Negro, Technicians, is Health workers, except practitioners, and Technicians, except health, 293. The Professional Negro total is the difference between 293 and the given total of 1,697. The difference is 1,404. The total female, Negro, Technicians, is Health workers, except Nurses, and Technicians, except health, 289. Female, Negro, Professional is the difference between the figure for technicians (289) and the figure given for the combined categories, 2,688; the difference is 2,399.

Persons of Spanish Language are similarly broken out as those of the Negro population.

TABLE B - 2

WORKERS IN OKC SMSA AVAILABILITY*	<u>TOTAL</u>		<u>MALE</u>				<u>FEMALE</u>			
	Male	Female	Black	Oriental	AI**	SSA***	Black	Oriental	AI**	SSA***
OFFICE AND CLERICAL	14,223	40,423	838	No	71	500	1,607	No	202	1,124
CRAFTSMAN SKILLED	34,300	2,241	1,427	Data	171	1,418	180	Data	11	55
OPERATIVES SEMI-SKILLED	15,062	8,485	1,641	Available	75	1,036	1,176	Available	43	385
LABORERS	9,201	961	1,616		46	689	172		5	25
SERVICE WORKERS	11,872	17,670	1,730		59	590	2,719		88	1,029

\* For these BEC-1 categories, recruiting occurs primarily on a local level

\*\* Data in this column computed by using .5% factor suggested by HEW since complete data on American Indians is not identified

\*\*\* OKC SMSA data not available. Statewide data used

Note: Data Source, 1970 Census of Population, Detailed Characteristics of Oklahoma

TABLE C - 1

PROFESSIONAL, TECHNICAL,  
MANAGERIAL NATIONAL  
DATA AS A PERCENT OF  
TOTAL MALE OR FEMALE  
(Converts Table B - 1)

	<u>TOTAL</u>		<u>MALE</u>				<u>FEMALE</u>			
	Male	Female	Black	Oriental	AI	SSA	Black	Oriental	AI	SSA
OFFICIAL AND MANAGERS	84.4	15.6	4.02	0	0	3.43	4.27	0	.50	1.90
PROFESSIONALS	60.8	39.2	3.29	0	0	1.87	9.06	0	.50	1.79
TECHNICAL	69.7	20.3	3.34	0	0	2.88	6.71	0	.50	1.90

Only state data available on American Indians

To compute, a .5% factor was suggested by HEW as representing the population since data on American Indians was not completely available

TABLE C - 2

OKC SMSA AS A PERCENTAGE OF TOTAL MALE OR FEMALE (Converts Table B - 2)	<u>TOTAL</u>			<u>MALE</u>				<u>FEMALE</u>			
	Male	Female	Black	Oriental	AI	SSA	Black	Oriental	AI	SSA	
OFFICE AND CLERICAL	22.1	73.9	5.89	No	.5*	1.24	3.97	No	.5*	.95	
CRAFTSMAN SKILLED	93.9	6.1	4.16	Data	.5*	1.13	8.03	Data	.5*	.84	
OPERATIVES SEMI-SKILLED	64.0	36.0	10.89	Available	.5*	1.49	13.85	Available	.5*	1.23	
LABORERS	90.6	9.4	17.56		.5*	1.92	17.89		.5*	.80	
SERVICE WORKERS	60.2	59.8	14.57		.5*	1.42	15.38		.5*	1.36	

\*Suggested figure provided by Health, Education and Welfare since data for American Indian was not available

TABLE D - 1

PROFESSIONAL, TECHNICAL  
MANAGERIAL PERCENTAGE  
UTILIZATION DIFFERENTIAL  
BETWEEN UNIVERSITY OF OKLAHOMA  
AND NATIONAL DATA  
(BETWEEN TABLES A & C -1)

	<u>TOTAL</u>		<u>MALE</u>				<u>FEMALE</u>			
	Male	Female	Black	Oriental	AI	SSA	Black	Oriental	AI	SSA
OFFICIAL AND MANAGERS	N/A	0	2.52	0	0	2.46	4.14	0	.50	1.90
PROFESSIONALS	N/A	0	0	0	0	1.30	0	0	0	1.79
TECHNICAL	N/A	0	0	0	0	2.88	.41	0	0	1.90

(Note: "0" indicates no apparent percentage underutilization)

TABLE D - 2

PERCENTAGE UTILIZATION  
 DIFFERENTIAL BETWEEN  
 OKLAHOMA CITY SMSA AND  
 UNIVERSITY OF OKLAHOMA  
 (BETWEEN TABLES A & C - 2)

	<u>TOTAL</u>		<u>MALE</u>				<u>FEMALE</u>			
	Male	Female	Black	Oriental	AI	SSA	Black	Oriental	AI	SSA
OFFICE AND CLERICAL	N/A	0	0	0	0	0	0	0	0	.25
CREATIVES SKILLED	N/A	0	2.76	0	0	1.13	8.03	0	.10	0
OPERATIVES SEMI-SKILLED	N/A	15.7	3.49	0	0	1.49	5.85	0	.50	1.23
LABORERS	N/A	N/A	13.86	0	0	1.92	0	0	.50	.89
SERVICE WORKERS	N/A	N/A	11.47	0	0	.72	10.08	0	0	.86

(Note: "0" indicates no apparent percentage underutilization)

TABLE E - 1

PROFESSIONAL, TECHNICAL,  
MANAGERIAL PERCENT DIFFERENTIAL  
CONVERTED TO STAFFING  
UNDERUTILIZATION TO THE  
NEAREST .5  
(CONVERTED TABLE D - 1)

23

	<u>TOTAL</u>		<u>MALE</u>				<u>FEMALE</u>			
	Male	Female	Black	Oriental	AI	SSA	Black	Oriental	AI	SSA
OFFICIAL AND MEMBERS	N/A	0	5	0	0	5	3	0	.5	1.5
PROFESSIONALS	N/A	0	0	0	0	8	0	0	0	6.0
TECHNICAL	N/A	0	0	0	0	3.5	.5	0	0	3.0

(Note: This table used to develop hiring goals)



TABLE E - 2

OKLAHOMA CITY SMSA  
 PERCENT DIFFERENTIAL  
 CONVERTED TO STAFFING  
 REQUIREMENTS TO  
 MEET 15  
 (CONVERTS TABLE D - 2)

13  
 4

	<u>TOTAL</u>		<u>MALE</u>				<u>FEMALE</u>				
	Male	Female	Black	Oriental	AI	SSA	Black	Oriental	AI	SSA	
OFFICE AND CLERICAL	N/A	0	0	0	0	0	0	0	0	0	3.0
OPERATION EXTENDS	N/A	0	5.0	0	0	2.0	2.5	0	0	0	0
OPERATION/UN SKILL-ORIENTED	N/A	18.5	3.0	0	0	1.5	1.5	0	0	0	0
LABORERS	N/A	N/A	15.0	0	0	2.0	0	0	0	0	0
SERVICE WORKERS	N/A	N/A	47.0	0	0	3.0	39.0	0	0	0	3.0

(Note: This table used to develop hiring goals)

## Hiring Goals

Using the above data, the following hiring goals and objectives are established:

	Number of Anticipated Vacancies/Year	Underutilization			Hiring Goal			By
		MM*	F**	FM***	MM	F	FM	
Official and Managers	15	10	0	5	3	0	2	For 3 Years
Professionals	32	8	0	6	8	0	6	July, 1974
Technicians	11	8.5	0	3.5	3	0	2	For 2 Years
Office and Clerical	331	0	0	3.0	0	0	40*	July, 1974
Craftsmen	13	8	0	2.5	4	0	1	For 2 Years
Operatives	11	3	18.5	1.5	1	4	1	For 4 Years
Laborers	The projections were not made for this classification, since it is hoped that Affirmative Action efforts							
Service Workers	will move employees from traditionally lower classifications to the more responsible ones.							

\*While no underutilization exists in these areas, there are significant vacancies that occur within the University each year in these job categories. In the Oklahoma City geographical area, there are several skill training programs directed toward placement of minorities and females. It is felt the University should take advantage of these programs and improve upon its present racial composition in a job category where obvious resources exist.

\*MM - Minority Male  
 \*\*F - Female  
 \*\*\*FM - Minority Female

## Utilization Analysis (Internal)

Part B - Using the EEO-1 job categories mentioned earlier, internal underutilization deficiencies were identified.

Within the EEO-1 job categories, specific classifications were analyzed to identify possible sex and racial underutilization as well as salary inequities. A list of all University classifications within each EEO-1 job category is provided (see attachment A-4).

(Computer Printout)

In the University, a large number of different classifications exist, resulting in small numbers of employees in each classification in some cases. Outlined below are analyses of specific classifications or groupings of classifications which have similar duties. Actions for remedy of deficiencies are included in the analysis sections.

Job Title

EEO-1 Category

Directors and Managers

Officials and Managers

Analysis:

Employees with the above classifications were analyzed both by racial and sexual composition and to analyze salaries. The following conclusions were reached.

Both a racial and sexual imbalance could be identified. Additionally, the salaries of females appeared to be lower than males.

In consideration of the hiring goals, emphasis should be placed on hiring minorities and females. Further analysis will be given to female and minority salaries within this classification to resolve unjustifiable differences.

Job Title

EEO-1 Category

Assistant Directors and  
Assistant Managers

Officials and Managers

Analysis:

Employees with the above classifications were analyzed both by racial and sexual composition and to analyze salaries. The following conclusions were reached.

Both racial and sexual imbalance could be identified. Additionally, the salaries of females appeared to be lower than males.

In consideration of the hiring goals, emphasis should be placed on hiring minorities and females. Further analysis will be given to females and minorities within this classification.

Job Title

EEO-1 Category

Associate Directors

Officials and Managers

Analysis:

A slight racial imbalance could be identified, but a sexual imbalance appears to exist. Female salaries appear to be on the low side. In light of the hiring goals, emphasis should be given to minorities and females. Female salaries appear to deserve further analysis to resolve any unjustifiable differences.

Job Title

EEO-1 Category

Supervisors

Officials and Managers

Analysis:

Both a racial and sexual imbalance could be identified. Additionally, female salaries were obviously lower.

In light of the hiring goals, emphasis should exist for both females and minorities. Female salaries will receive further analysis to resolve any unjustifiable differences.

Job Title

EEO-1 Category

Superintendent

Officials and Managers

Analysis:

Both a racial and sexual imbalance could be identified. In light of the hiring goals, emphasis should exist on the hiring of minorities and females.

Job Title

EEO-1 Category

Computer Section Head

Officials and Managers

Analysis:

Both a racial and sexual imbalance could be identified. In light of the hiring goals, emphasis should exist on the hiring of minorities and females.

Job Title

EEO-1 Category

Coordinator

Officials and Managers

Analysis:

Both a racial and sexual imbalance could be identified. Additionally, female salaries were obviously lower.

In light of the hiring goals, emphasis should exist for both females and minorities. Female salaries should receive further analysis to resolve any unjustifiable differences.

Job Title

EEO-1 Category

Asst. to Deans, Directors, and  
Managers

Officials and Managers

Analysis:

No sexual imbalance exists, but an obvious racial imbalance could be identified. In light of the hiring goals, special emphasis should be given to minorities.

Job Title

EEO-1 Category

Accountant II

Professional

Analysis:

Both a racial and sexual imbalance could be identified. A slightly lower salary pattern could be identified for the females. In light of the hiring goals, emphasis should be given to minorities and females. Further analysis will be given to female salaries to resolve any unjustifiable differences.

Job Title

EEO-1 Category

Accountant III

Professional

Analysis:

Both a racial and sexual imbalance could be identified. A slightly lower salary pattern could be identified for the females. In light of the hiring goals, emphasis should be given to minorities and females.

Job Title

EEO-1 Category

Analysts

Professional

Analysis:

Both a racial and sexual imbalance could be identified. A slightly lower salary pattern could be identified for the females. In light of the hiring goals, emphasis should be given to minorities and females. Salary attention should be given to both minority and female salaries to resolve any unjustifiable differences.

Job Title

EEO-1 Category

Coaches

Professional

Analysis:

An obvious racial imbalance exists. In light of the hiring goals, special emphasis should be given to minorities.

Job Title

EEO-1 Category

Asst. Coaches

Professional

Analysis:

An obvious racial imbalance exists. In light of the hiring goals, special emphasis should be given to minorities.

Job Title

EEO-1 Category

Coordinator

Professional

Analysis:

Neither a sexual or racial imbalance appears to exist. However, the salaries of the minority staff appear low. The salaries of these staff will receive further analysis to resolve any unjustifiable differences.

Job Title

EEO-1 Category

Editors

Professional

Analysis:

A racial imbalance could be identified as well as a lower level for females. In light of the hiring goals, attention should be given to hiring minorities. Female salaries will also receive further analysis to resolve any unjustifiable differences.

Job Title:

EEO-1 Category

Moderators

Professional

Analysis:

A slight racial imbalance could be identified as well as lagging female salaries. In light of the hiring goals, attention should be given to minorities. Female salaries should receive further analysis to resolve any unjustifiable differences.

Job Title

EEO-1 Category

Specialists

Professional

Analysis:

An obvious racial and sexual imbalance can be identified with female salaries being slightly on the lower side. In light of the hiring goals, emphasis should be given to females and minorities.

Job Title

EEO-1 Category

Counselors and Placement  
Officers

Professional

Analysis:

No imbalance could be identified.

Job Title

EEO-1 Category

Police Patrol Officers

Service Workers

Analysis:

Both a racial and sexual imbalance could be identified. In light of the hiring goals, emphasis should be given to minorities.



Applicant Flow Data

Category	Total Applications	Percent Applications		Total Referrals	Percent Referrals	
		Female	Racial Minority		Female	Racial Minority
State	5568	3240 (58%)	510 (9%)	3484	2359 (68%)	391 (11%)
Substate	8201	3595 (44%)	859 (10%)	6886	3261 (48%)	847 (12%)

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In order to improve upon the analysis of applicant flow, a system for classifying applicants into categories of employment interests (e.g., administrative, professional, technical, clerical, etc.) will be developed for implementation during the fiscal year 1973/74.

## Female Population of the Surrounding Area

The statistical data in the following table was extracted from the publication - Women and Minority Groups, November, 1973, which is published by the Oklahoma Employment Security Commission in accordance with its responsibilities as set forth by the U.S. Department of Labor, Office of Federal Contract Compliance Order No. 4, of 1964, which provided that State agencies prepare minority and female population and labor force data for use by employers and others in formulating Affirmative Action Compliance Programs.

### Description of Data

Total labor force data contained in the following tables represents preliminary estimates based on 1971 benchmarks. Portions of the data were prepared in cooperation with the Bureau of Labor Statistics and the Manpower Administration, U.S. Department of Labor. All population figures are from the 1970 Census of Population released by the U.S. Department of Commerce, Bureau of the Census. Estimates of labor force data to June, 1972, for minorities and females were projected from a combination of information taken from fourth count unpublished U.S. Census data and Census Volume 22 (1)-CS2 Oklahoma.

Women and Minority Groups:

Ratio of Total Population and Labor Force, State of Oklahoma, 1972

All Races

Total Population	2,559,463
Total Labor Force	1,130,500*
Unemployment	67,400
Unemployment Rate	6.0
Employment	1,062,900

Percent of Total

Total Minorities

Population	278,867	10.9
Negro	171,892	6.7
Indian	98,468	3.9
Other	8,507	0.3
Labor Force	94,960	8.4
Unemployment	10,650	15.8
Unemployment Rate	11.2	xxxx
Employment	84,310	7.9

Total Female Data

Population	1,312,874	51.3
Labor Force	428,460	37.9
Unemployment	31,540	46.8
Unemployment Rate	7.4	xxxx
Employment	396,920	37.3

\*Includes a number of persons involved in labor-management disputes.

(Note: The above unemployment data would seem to support availability statistics presented earlier. Specific breakdown of unemployed persons by EEO-1 categories was not available.)

Women and Minority Groups:

Number and Ratio of Total Population and Labor Force,  
Oklahoma City SMSA\*, 1972

All Races

Total Population	640,889
Total Labor Force	329,500**
Unemployment	18,700
Unemployment Rate	5.7
Employment	310,700

Percent of Total

Total Minorities

Population	69,660	10.9
Negro	54,267	8.5
Indian	13,033	2.0
Other	2,360	0.4
Labor Force	29,990	9.1
Unemployment	2,730	14.6
Unemployment Rate	9.1	XXXXX
Employment	27,260	8.8

Total Female Data

Population	331,227	51.7
Labor Force	132,130	40.1
Unemployment	9,140	48.9
Unemployment Rate	6.9	XXXXX
Employment	122,990	39.6

\*Includes Oklahoma, Canadian, and Cleveland Counties.

\*\*Includes a number of persons involved in labor-management disputes.

## Promotion Analysis

The attached table reflects promotion activity on nonacademic employment by sex and race within the University from 1/1/72 to 3/31/73. In summary, the following data is provided:

1. 60.8% of all promotions were females. (The percentage of females in the University is 43.68)
2. 6.5% of all promotions were minority males. (The percentage of minority males in the University is 4.52)
3. 6.0% of all promotions were minority females. (The percentage of minority females in the University is 4.58)

The University of Oklahoma encourages promotion of its staff and gives first priority in filling its vacancies to present staff members. All staff members are encouraged to improve their skill level. Additionally, the University has a tuition reduction program which enables all full-time staff to enroll in up to six credit hours per semester at half price. This program is available to all full-time staff, upon being admitted to the University. To participate, departmental approval is required. This program is designed to improve the skill and knowledge level of present staff. All employees in good standing and who have completed their probationary period are eligible for promotion. It is planned to develop a reporting system which will detail future involvement in this program so that analyses of participation by sex and race can be accomplished.

PROMOTION DATA

	<u>TOTAL</u>		<u>MALE</u>				<u>FEMALE</u>					
	Male	Female	Black	Oriental	AI	SSA	Black	Oriental	AI	SSA		
OFFICIAL AND MANAGERS	15	22	2						1			
PROFESSIONALS	48	29	2		1	1	1					
TECHNICAL N/A												
OFFICE AND CLERICAL	6	111					3	3		2		
CRAFTSMEN SKILLED	9	1										
OPERATIVES SEMI-SKILLED	16	1										
LIBRARIANS	11		1									
SERVICE MEMBERS	2	2										
		TOTAL	107	166	5	0	1	1	4	3	1	2
		GRAND TOTAL	273									

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- A. 60.8% of promotions were to females
- B. 6.5% of promotions were to minority males
- C. 6.0% of promotions were to minority females

## Basic Data File

The major portion of the basic data file on all employees at The University of Oklahoma has been completed and prepared in the format outlined in Appendix J of the Higher Education Guidelines. Items which are not yet provided in OU's file and (1) personnel action resulting in current job title, (2) previous job title, and (3) educational level. Efforts are presently under way to complete these three remaining details within 180 days.

As it relates to organization of the data, a job classification print-out by sex, race, and salary is presently available (see attachment A-4) (Computer printout). Efforts are presently under way to complete within 120 days a classification printout by department showing race, sex, and salary. A departmental run by alphabetical surname is presently available (see attachment A-5) (computer printout).

UNIVERSITY OF OKLAHOMA  
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Goals, Timetables, and Remedies

1. Hiring Goals prepared in accordance with HEW Educational Guidelines (See page 26)
2. Effective immediately, a procedure will be effected which will provide for hearing of discrimination grievances of applicants applying for employment at the University.
3. Effective immediately, the University will initiate nontraditional methods of recruitment and placement, designed to insure all departments actively seek females and minorities so that the employment level of these groups within the University can be significantly increased.
4. Effective immediately, positive actions and proposals will be initiated in an attempt to address the transportation problem between Oklahoma City and Norman.
5. Effective July 1, 1973, a new more competitive wage and salary plan will be implemented.
6. Within 90 days, finalize plans to include community representation on the EEO Committee.
7. Within 90 days, the University will notify local and minority and women's organizations, community agencies, community leaders and other related organizations regarding its EEO policy. Copies of the correspondence will be forwarded to the EEO Committee.
8. Within 120 days, the EEO Committee will finalize specific plans for employing an Equal Employment Opportunity Officer.
9. Within 120 days, an exit interview questionnaire program will be designed and implemented.
10. Within 120 days, data base print out of classification within each department by race, sex, and salary will be completed.
11. Within 120 days, additional dissemination of the Affirmative Action Plan will be made to the University Today house organ, the Faculty Senate, all University employee organizations, the Student Government Association, the Oklahoma Daily, the Norman Transcript, the Oklahoma City Black Dispatch, and all other Oklahoma City papers. The local organization presidents will



notify the EEO Committee in writing of the deans' dissemination and the discussions at their respective meetings.

12. Within 180 days, meetings will be held with supervisory and administrative staff which will provide for discussion and further dissemination of the policy. These meetings will be supervisory training in nature.
13. Within 180 days, data base information on (1) personnel action resulting in current job title, (2) previous job title, and (3) educational level will be completed.
14. Within 180 days, development of an improved applicant flow system.
15. Within 180 days, development of a reporting system on course enrollment activity.

#### Remedies

1. In the next printing, the employment application form will be revised to exclude questions which could be used in a discriminatory manner against women.
2. The University of Oklahoma will continue its efforts to develop and expand its communications and relationships with community groups and organizations.
3. During the coming fiscal year, classification, salary, and manpower utilization studies will be initiated.
4. Job vacancy notices will continue to be distributed widely, internally and externally.
5. Local training facilities will actively be recruited from in an attempt to improve on female and minority employment levels.
6. Where salary inequities have been identified, appropriate actions will be taken to resolve deficiencies with available resources.

ACTION ORIENTED PROGRAMS

## Community Representation on the EEO Committee

Within 90 days, plans will be finalized which will enable community representation on the University's EEO Committee. EEO is the University's commitment to the local, state, and national community and as such can benefit from the active involvement of community members. Immediate discussions will be initiated with community agencies and representatives which will provide for a workable and viable representation.

## Local Training Facilities

In the local geographical area, several skill training centers exist which the University utilizes as a primary source of female and minority applicants. Additionally, the University sponsors on campus its own WIN training program for training of clerical applicants. University departments who hire WIN training candidates receive a wage reimbursement of up to one-half the employee's first six months salary. WIN candidates are referred through the Personnel Services Office. WIN trainees are under the direction of a full-time University staff member of the Personnel Services Office.

The University will continue to recruit from qualified and available candidates in the local skill centers. Those centers that are presently utilized and their areas of training are as follows:

### Agencies

OIC, Oklahoma City

Urban League

State Employment Skills Center

Guthrie Job Corps

Project Transition

### Training Offered

Clerical, Machinist, Welder, Auto Mechanic, Household Appliance Repair, Electronic Assembly, Technician, Retail Sales

General Applicant Referral

Clerical, Machinist, Welder

Clerical, Cosmetology, Electronics Assembly, Health Occupations, Drafting, Lithography

All Military Occupations

## EEO Officer

The University recognizes the growing responsibilities of affording full equal employment opportunity and feels that the importance of such activities as the detail monitoring of recruiting, selection and hiring activity, developing and assisting in non-traditional methods of recruiting, and helping to insure success of the Affirmative Action Plan, requires the total daily devotion of a specific staff. A position of Equal Employment Opportunity Officer will be established and an individual selected to fill it during the first six months this Affirmative Action Plan is in effect.

### Applicant Grievance Procedure

To address grievances initiated by employment applicants who feel that they have received unfair consideration because of discriminatory reasons the following procedure will be initiated:

1. In the future, those applicants who have grievances should contact the Provost's Office in the case of academic employment and the Vice President for Administration and Finance in the case of nonacademic employment.
2. The grievance will be immediately investigated and should, if necessary, the hiring action in question may be delayed pending results of the investigation. Within 10 working days, a response to the grievant will be required. The investigation will be coordinated with the Personnel Services Office in the case of nonacademic employment.
3. Information will be included on the employment application regarding this procedure in the next printing. Until such time, a memo of explanation will be attached to each application. The statement will read as follows:

"The University is an Equal Opportunity Employer and, as such, guarantees equal access to all employment opportunities regardless of race, creed, color, religion, national origin or sex. If these applicants feel that this guarantee has not been fulfilled, a complaint may be filed by contacting the Provost's Office (academic employment) or the Vice President's Office (Administration and Finance) for nonacademic employment. Appropriate investigative action will be initiated and a response to the claim will be initiated within 10 working days. In the case of persons of U.S. birth, grievances in which should be directed to the Personnel Services Office."

### Exit Interview

The University will analyze the turnover rate among researchers and faculty. Plans will be developed to institute a comprehensive exit interview program within 180 days. The present turnover of the University is 40% with an annual budget level of \$300. The staffing and logistical effort will be an effort and extremely important and will require immediate planning prior to implementation. Presently, letters of resignation are required from all staff who resign from the University. The University does presently have a formal grievance procedure which allows employees the opportunity to voice their dissatisfaction regarding working conditions at the University.

### Employment Application Form

The present University Employment Application Form will be revised in the next printing to include questions regarding marital status, number of dependents and spouse's occupation and salary. It is understood that while this information is necessary after employment of the applicant, such pre-employment inquiries could be used in a discriminatory manner against women and thereby be potentially violative of the new discrimination guidelines.

### Job Qualifications

The University has taken and will continue to take a number of steps to update its job descriptions and job specifications to insure the absence of unrealistic and discriminatory qualifications as well as accurate description of job duties and responsibilities. Job qualifications will provide for the exchange of educational and related experience. The department for human resources is presently updating the University's job descriptions (see HR-20-101).

### Continuing Education

The University of Chicago will continue to support the development of continuing education programs for its faculty and staff. The University will continue to provide financial support for the purchase of books and other materials for continuing education. The University will continue to provide financial support for the purchase of books and other materials for continuing education. The University will continue to provide financial support for the purchase of books and other materials for continuing education.

in this connection relative to current and anticipated job needs, and the needs and expectations of the University's employment groups. The first step in the program is to establish a list of identifiable sources of potential agencies and groups as well as from the University to these units and groups.

Initiations will be made by representatives of the University of Oklahoma Personnel Services staff with groups and agencies which are helpful in referring minority group applicants for employment.

### RECRUITMENT AND PLACEMENT

In order to achieve its immediate and long-range Affirmative Action goals, The University of Oklahoma will engage in active recruitment of minority and women candidates. To actively recruit means the utilization of nontraditional methods, of conscientiously reaching out to make certain that minority and women candidates are identified, made aware of the vacant positions, and encouraged to apply and be seriously considered for employment.

The program of active recruitment of minority and women will be illustrated by the following:

1. All recruitment sources will be made aware of the University's affirmative action policy, plan, and commitment to equal employment opportunity.
2. The responsibility for recruitment of nonacademic staff is vested in the University Personnel Services Office. The Personnel Services Office will work closely with all departments to have vacancies and to encourage the department to use non-traditional recruiting methods. Special processes have been and will continue to be assigned to assist in local and national recruiting.
3. The responsibility for recruitment of faculty and professional staff is vested in Deans, Department Chairmen, and the University. This responsibility is particularly evident in the recruitment of minorities, making them aware of the University's plan to apply a particularly conscientious recruitment.
4. The University of Oklahoma Personnel Services Office will maintain a record of the University's recruitment efforts and will place particular emphasis on the recruitment of minorities and women. The University will continue to identify and recruit minority and women candidates as all facilities as possible.
5. The University of Oklahoma Personnel Services Office will continue to identify and recruit minority and women candidates (including faculty and professional staff, etc.) that minorities and women are not represented.

being sought for employment to fill University job vacancies, to achieve the goals of the University's Affirmative Action Plan. All qualified minorities or females who apply will be referred for formal hiring consideration.

6. The University's goal in recruitment is to increase significantly the number of women and minorities at all levels of employment as indicated by the projected hires stated in this plan. In colleges, schools, departments, etc., where women and/or members of minorities are presently totally absent, special efforts to find and place qualified women and minorities shall be instituted at once.
7. Direct contact with faculty members, staff, and former graduates at predominately minority colleges and universities will be made. The results of these efforts should be documented and maintained by the Provost for academic employment and the Vice President for Administration and Finance for nonacademic employment.
8. Direct contact will be continued and maintained with community groups and agencies such as OIC (Opportunities Industrialization Center), Urban League of Oklahoma City, Oklahoma State Employment Service - minority representative office, and with the Metropolitan Indian Development Association. Personal contact will also be made with other groups that are specifically oriented to and concerned with minority groups and women.
9. Appointments recommended outside the University's Staffing Plan will not be approved.

#### Development of Transportation and Salary Plan

Oklahoma City's newspaper including referral agencies recognized (at a University sponsored meeting, April 27, 1973) that transportation and loan cooperative rates of pay still prohibit the employment of minority applicants from Oklahoma City. These two prevailing factors have traditionally served to help create a neutral image in the surrounding community with regard to affirmative action and equal employment opportunities.

In a method of providing solutions to the transportation problem from Oklahoma City to the University of Oklahoma in Norman, 17 miles away, the University plans to explore the following means of making it possible for all minority applicants and prospective employees to be transported to and from the University for employment purposes:

1. Additional conferences will be scheduled with City officials, in both Norman and Oklahoma City, with University administrators and community agencies' representatives to determine needed support and resources toward setting up an adequate and permanent transportation system between Norman and Oklahoma City.
2. Direct contact will continue to be made with persons involved in a federally funded University Departmental study on public transportation for the immediate area. Every possible benefit related to employment will be pursued by the University in observing the results of the study.

As a method of providing solutions to the low wage and salary problems, the following steps are planned:

1. Effective July 1, 1973, a new wage and salary program for classified staff (see attachment A-7) will be implemented. The proposed rates are modeled after the Oklahoma City metropolitan rates and based upon available resources to place the University in a more competitive situation.
2. During the coming fiscal year, in-depth classification and salary studies will continue with the following objectives in mind:
  - A. Establishing fully competitive salaries
  - B. Developing a more equitable classification structure which will aid in identifying promotable staff
  - C. To insure better manpower utilization

#### FOR POSTING

The Employment Services Office prepares a weekly listing of all vacancies existing with the University (see attachment A-6). The objectives of these listings are as follows:

1. To communicate with current U.S. employees regarding openings for which promotion opportunities exist.
2. To communicate with current U.S. employees regarding new opportunities for which they wish to apply.
3. To communicate with local nonprofit agencies, particularly those who work primarily with the low and racial minority clientele, regarding possible job opportunities.

These notices are displayed weekly on 12 bulletin boards throughout the campus along with a copy of the ADP and positions available to EEO.

The notices are mailed to various sources outside the University as follows:



Mary James, OCCE Personnel  
 William Howard, Housing  
 Don Huntington, Physical Plant  
 Jim Martin, OCCE  
 Corky Higbee, Receiving Section  
 Bill Jones, Campus Security  
 Elton Davis, Financial Aids  
 Margaret Faggsdale, Engineering Center  
 Diana Tucker, Zoology Department  
 Margaret Williford, Chemical Engineering  
 Cass Feltre, 305 Carnegie Building  
 Dr. Elliott, N.E.L. Room 112  
 Ellen Harrington, Bureau of Business Research  
 Douglas M. Kemp, O.U. Medical School  
 Wilbur Walker, President's Office  
 Joan Falls, Child Development, 555 Constitution  
 O.I.O., South Base  
 Jerry Greenwood, Bookbinding  
 Information & Computing Sciences, N.E.L., Room 152  
 Nadine Doughmiller, Centrex Chief Operator  
 Lawrence Green, Physical Plant (Personal)  
 Office of Facilities Planning, 815 Jenkins, Room 1  
 Secretary, Geology and Geophysics  
 Alexis Rodgers, History Department  
 Bart Henderson, 205 Buchanan Hall  
 Department Secretary, Botany and Microbiology  
 Bill Brown, Box 752, Central Exchange  
 School of Physical Therapy, 815 Jenkins  
 Secretary, Architecture  
 Industrial Engineering  
 David Graham, Media Information  
 Rufus Covel, 302 Buchanan Hall  
 Jan Scales, Director's Office, Library  
 Margo Bradley, Graduate College  
 Katha Gilliam, Education Building, 2nd Floor  
 O.U. Vending Service  
 Science and Public Policy, 431 Physical Sciences Center  
 Mr. Powell, Central Mail Services  
 Secretary, English, 113 Glininger Hall  
 Pat Short, School of Music  
 Speech Information, Field House, Room 25  
 The Secret, Communications & Reproduction, 3 Central Mail  
 Pharmacy, Business Office  
 O.U. School of Social Work  
 Civil Engineering

Grace L. James  
 Placement Division  
 Education and Technical Services Division  
 National Job Corps Center for Women  
 Guthrie, Oklahoma 73044

Urban League of Oklahoma City, Inc.  
Job Opportunity Center  
614 Northwest Fourth, East Wing  
Oklahoma City, Oklahoma 73109

Opportunities Industrialization Center, Inc.  
201 Northwest 11th Street  
Oklahoma City, Oklahoma 73109

Steve Sanger  
Oklahoma State Employment Service  
919 Northwest 23rd  
Oklahoma City, Oklahoma 73106

Margie Bonn  
Oklahoma State Employment Service  
1505 West Main  
Norman, Oklahoma 73069

Mr. Antwina Rock  
Job Development  
Cathata Valley CAP  
Chickasha, Oklahoma 73018

Mr. Aron Wamble  
2014 Creston Drive  
Oklahoma City, Oklahoma 73111

Nebraska Placement Service  
1211 Northwest 23rd  
Oklahoma City, Oklahoma 73109

John Davis  
Director Delta CAP  
Box 201  
Purcell, Oklahoma 73080

Frankie Blomhard  
Mable Lee Community Center  
Room 2, Box 139  
Muskogee, Oklahoma 73069

Pat Carlson  
Oklahoma State University  
Statistical Institute  
Oklahoma City, Oklahoma 73106

Paul H. Gray  
Oklahoma City Skill Center  
201 Northwest 43rd  
Oklahoma City, Oklahoma 73106

Mr. John J. Conductor  
Health Communications Training Program  
O.W. Heath Sciences Center  
Post Office Box 26901, East Annex,  
Room 34  
Oklahoma City, Oklahoma 73190

Archie Curley  
Bureau of Indian Services  
U.S.P.O. and Courthouse  
Room 153  
Ward and North Robinson  
Oklahoma City, Oklahoma 73102

Doug Dale  
222 East 16th  
Guyton, Oklahoma 73942

Mattie H. Jantz  
Oklahoma State Employment Service  
Will Rogers Memorial Office Building  
Oklahoma City, Oklahoma

Mr. Barksdale Hamlett  
Colonel, USA, Retired  
President  
The Retired Officers Association  
1629 Eye Street, Northwest  
Washington, D.C. 20006

Bernie Roberts  
102 Northwest 48th Street  
Oklahoma State Employment Service  
Oklahoma City, Oklahoma

Mr. Herb Bailey  
Vocational Employment Counselor  
Oklahoma State Employment Service  
222 Northwest 23rd  
Oklahoma City, Oklahoma 73106

Erny Tolson  
2221 Huntington  
Albuquerque, New Mexico 88101

Lucille Lawrence  
American Indian Development  
Foundation  
102 Northwest Third Avenue  
Oklahoma City, Oklahoma

Mr. Walter S. Hurns, Director  
Electronics Office  
Jackson State College  
Jackson, Mississippi

Clarence Childs, Director  
Student Activities  
Miami Cochran College  
Naples Beach, Florida 32015

Elysa K. Stewart, Director  
Career Counseling and Placement  
Texas Southern University  
Houston, Texas 77004

James Patterson, Assistant Director  
Career Counseling and Placement  
Texas Southern University  
Houston, Texas 77004

Ed Lowe  
EEO Officer  
Oklahoma Human Rights  
Commission  
State Capitol

Hickory Staff  
Director  
Oklahoma Indian Affairs  
Commission

Chairperson  
Governor's Commission on  
the Status of Women

Chairperson  
Human Rights  
Commission

## FACULTY AFFIRMATIVE ACTION

### (Section B)

The following section describes the program of analysis and action developed by the Provost's Office to monitor and prosecute the Affirmative Action Plan in the faculty development of the University. The Provost has the responsibilities described in the first section of the Affirmative Action Plan to guarantee equal opportunity in faculty hiring.

In addition, the Provost is responsible for analysis of the present faculty and development of an action plan to remove inequities of female and minority employment. The following pages describe the analyses undertaken and underway as well as the action plan for the future.

## Monitoring Procedures

The Provost's Office receives reports of all placements, promotions, and terminations for all faculty. These are systematically recorded in tabular form. A summary report of all placements, promotions, and terminations will be made to the Affirmative Action Committee every two months.

Applications for employment are not centralized in the University. At the University of Oklahoma, as at most universities, applicants for faculty positions contact the appropriate department directly. In some instances, however, prospective faculty write to the Provost's Office. A record is kept of these instances of Provost Office referral and a summary will be submitted, together with the data mentioned in the first paragraph, to the Affirmative Action Committee.

No offer of a position is extended by the University without the completion of a Recruiting Report (see attachment 1). The report indicates pertinent information regarding the prospective faculty member and the names of other individuals interviewed or otherwise considered, together with the reasons for their rejection. All recruiting reports are reviewed for evidence of lack of discrimination or of special effort to overcome underutilization on the part of departments found to be presently underutilized by means of the utilization analysis.

The summary reports of placement, promotion, and termination will also be reviewed bi-monthly by the Provost's Office. The office will look for two types of problems: lack of action toward fulfilling affirmative action goals and apparent denials of equal opportunity. In the context of revised procedures mentioned above (Native Student Programs), both types of problems will be investigated immediately and remedial action taken if necessary.

Such remedial action will take one or both of these forms: negatively, a department will not be permitted to hire without evidence of affirmative action; positively, the department will be aided in funds and minority recruiting by being provided, if appropriate, funds to make unusual contacts with colleges and universities graduating women and minorities intending college for the sciences.

In view of the complexity and scope of the faculty hiring process, it is the intention of the Provost's Office to place the primary responsibility for affirmative action with the deans. They will be asked to review all of the recruiting process prior to submission of the department's approval to extend an offer of employment. Ultimate authority to initiate remedial action resides in the Provost, but the University's chief academic officer.

## Utilization Analysis

A utilization analysis was conducted in March of 1973. Each department was asked to provide the following information:

of the present makeup of the department by rank, sex, age, years, and minorities in each category. (1) A comparison of the number of the Ph.D.s available nationally in each of the following categories: women, Blacks, American Indians, Orientals, Spanish-surnamed Americans. Departments were told to indicate the source of their data in answering the second question and, where no figures were available to them, to make clearly labeled estimates. The responses to this request are attached (attachment 2).

The analysis was made under the pressure of time and no forms were prepared in advance for departments to follow. As a result, the responses came to the Provost's Office in messy form. Subsequently they were converted into a systematic format tentatively developed for future use in utilization analysis (see attachment 3). The forms show the kind of analysis we intend and, frankly, the weakness in our current data.

As a result of the first analysis we revised the form to be used and are currently conducting a second analysis (see attachment 4). This analysis will be complete within 60 days. Departments found to be underutilizing will be approached and asked to develop a plan for overcoming the deficiency which has been revealed. The plan will be reviewed and approved by the appropriate dean and, after revisions if necessary, the plans will be forwarded to the Provost's Office for final approval. These plans will be complete within 60 days of the completion of the utilization analysis.

Utilization analyses will be conducted annually with appropriate revision of the departmental plans.

NOTE: The effects of these procedures will be felt in the 1974-75 academic year. Faculty hiring takes place in the spring (usually January through May) for appointments which begin in the fall (September). Therefore, hiring for the 1973-74 academic year has been taking place during January - May, 1973. This hiring cycle is nationwide and results in apparent delays in the implementation of new personnel policies.

#### Other Analyses

The following analyses for the faculty are attached: salary (attachment 5), promotion (attachment 6), termination (attachment 7), tenure (attachment 8), and work load (attachment 9). Location analysis is not a meaningful device for faculty. Termination data are being refined in order to reflect more precise categories of resignation, including health, denial of tenure, better offer elsewhere.

#### Conclusions Drawn from Analyses

The promotion, tenure, termination, and work load analyses showed no discernible discrimination against women or racial minorities. The salary analysis, however, has indicated some inequities, and is being

taken steps to remedy those. Interpretation of gross salary comparison is difficult, on the other hand, because of several facts. First, there is a salary range within a rank (for example, assistant professor). Therefore, not all assistant professors are paid alike. Second, there are relatively few women and minorities on our faculty and therefore even small changes in salary rate are exaggerated. Third, salaries for a given rank vary from department to department. Fourth, individual salaries vary according to such factors as longevity, publication record, teaching ability, service to the University, service to the community. Therefore, an accurate salary analysis must be one which compares individuals to others in the same department who share the same or similar backgrounds and abilities.

Therefore, in the first two months of 1973 the Provost's Office conducted an analysis of women faculty salaries in the following manner: Each department was asked to indicate on a form provided a comparison between every woman on its faculty and a man on its faculty with similar rank, highest degree, years of service, and any other comparable factors (see attachment 10). Where inequities were apparent as a result of this comparison, the departmental committee responsible for recommending on salary, promotion, and tenure was asked to supply an explanation of the apparent discrepancy and, if appropriate, to recommend action necessary to produce equity. In turn, the appropriate dean was asked to review the departmental material and to make a recommendation regarding salary increases necessary to bring an individual's salary into an equitable relationship to her peers (see attachment 11 for an example). We were able to provide the increases for women which were indicated by this analysis in every instance, and the results of those increases should show in the salary analyses for the fiscal year 1973-74.

However, we intend to study further the factors involved in the apparent discrepancies in average salaries in particular colleges among men, women, and minorities. The factors contributing to salary are so complex that precise analysis is difficult but will be continued in the coming months, more specifically in the months after the regential establishment of the fiscal 1973-74 budget which will take place subsequent to legislative action (not expected before June, 1973).

#### New Hire Goals (Faculty)

New hire goals for 1973-74 by college are attached (attachment 12). It is not possible to make the new hire goals correspond precisely to the utilization analysis for the reason that a department found to be underutilizing may not be recruiting new faculty in 1973-74 or in the immediately foreseeable future. In every instance, on the other hand, where it has been determined that a department found to be underutilizing is recruiting for the 1973-74 year, the dean has been notified of underutilization (see attachment 13 for an example) and asked to notify the appropriate departments



that extraordinary efforts are required to overcome the under-utilization in their hiring.

#### Future Action Programs

The Provost's Office, working with such other offices as may be necessary, intends several important steps to improve its continuing analyses and to overcome inequities among the faculty.

First, the University will continue to improve the computerization of the data required for effective faculty analysis. Major strides have been made in 1972-73, but we still need to incorporate historical material into the computer files and make a vigorous effort to correct all errors in the base data so that greater accuracy can be achieved through the utilization of analysis programs. This improvement will be made within the next 180 days.

Second, departments will be asked to do a yearly utilization analysis in the fall which will be reported both to the dean and to the Provost's Office.

Third, within 120 days the Provost's Office will have developed a plan to revise the faculty hiring process throughout the University in such a way as to achieve the following ends:

- (1) Greater flow of information regarding replacement of faculty as well as new positions so as to improve our ability to monitor affirmative action progress;
- (2) Systematic preparation of annual affirmative action goals as early as possible through definition of new faculty hires and annual (fall) utilization analyses;
- (3) National advertising, together with the equal employment opportunity slug;
- (4) Extraordinary efforts to recruit women and minorities by
  - (a) Making available funds for special recruiting trips;
  - (b) Possible development of an information exchange regarding women and minority graduates among Oklahoma institutions' graduate programs;
  - (c) Use of The University of Oklahoma Alumni Association to trace female and minority baccalaureate graduates who may have received graduate degrees at other institutions;

- (d) The use of Black and other minority faculty as part of a team of recruiters to travel to predominately minority institutions;
- (e) Establishing strong links to those minority and women faculty at other institutions who received their graduate training here, in order to have a channel of information regarding likely prospects at these other institutions;
- (f) Visits to predominately women's or minority institutions in order to establish intent and interest even in the absence of specific recruiting needs.

Fourth, termination analysis will be further refined in order to determine if significant factors are present here. This refinement will begin within the next 30 days.

Fifth, the improved computer file will make annual review of salaries and tenure more efficient and more accurate.

Sixth, on June 5, there will be a meeting involving all academic deans, department chairmen, and budget unit heads, at which time the Provost will inform these individuals of their new responsibilities as outlined in this Plan and review their obligations to Affirmative Action.

ATTACHMENTS FOR STAFF

(Section A)

Item #	Quan.	Description		Bucks Sptg. Goods Okla. City	Dunlap Sptg. Goods Okla. City	Buck's Sptg. Goods, Inc. Tulsa	Evans Sptg. Goods Enid, Okla.	Diamond Hdwe & Sptg McAlester, Okla.	Larry Black Sptg Gds Enid, Okla.	Champion Products, Inc. Perry, New York	SW Athletic Mfg. Co Shawnee, Okla.			
1.	96 ea	Footballs	ea.	\$13.85 \$ 1,329.60*	\$16.40 \$ 1,574.40	\$17.95 \$ 1,723.20		NB	18.00	1,728.00	15.00	1,440.00	NB	NB
2.	4 ea	Kicking Tees, 1"	ea.	2.45 9.80	1.50 6.00*	2.00 8.00	1.35 5.40			NB		NB	NB	NB
3.	8 ea	Kicking Tees, 2"	ea.	2.45 19.60	2.10 16.80*	2.25 18.00	2.30 18.40			NB		NB	NB	NB
4.	30 ea	Coaching caps	ea.	6.90 207.00*	7.35 220.50	7.40 222.00		NB	7.00	210.00		NB	NB	NB
5.	100 prs	Knee & elbow pads	pr.	2.75 275.00	2.75 275.00	2.75 275.00	(s) 1.99 199.00			NB		256.25*	NB	NB
6.	18 ea	Rain suits	ea.		NB	24.95 449.10*	(s) 16.75 301.50			NB		NB	NB	NB
7.	22 prs	Shoulder pads	8 prs. @ 14 prs. @	35.95 32.50	32.55 ea. 716.10	37.45 34.45 781.90		NB		620.00*		NB	NB	NB
8.	32 prs	Shoulder pads	pr.	27.90 892.80*	33.40 1,068.80	30@33.95 2@57.95 1,134.40		NB		950.00		950.00	NB	NB
9.	60 prs	Hip pads	pr.		(s) 6.30 378.00	NB	(s) 7.90 474.00			NB		NB	NB	7.95 477.00*
10.	60 prs	Knee pads	pr.		(s) 2.25 135.00	NB	(s) 1.70 102.00			NB		NB	NB	1.00 60.00*
11.	24 doz	Sweatshirts	doz.		(s) 30.75 738.00	NB		NB		NB		NB	47.88 1,149.12*	NB
12.	24 doz	Sweatpants	doz.		(s) 30.00 720.00	NB		NB		NB		NB	46.68 1,120.32*	NB
13.	30 doz	Shorts	doz.		NB	NB	(s) 26.40 792.00			NB		NB	27.60 828.00*	NB
14.	48 doz	T-shirts, plain	doz.		(s) 12.60 604.80	NB		NB		NB		NB	14.76 708.48*	NB
15.	15 doz	T-shirts, printed	doz.		(s) 17.90 268.50	NB		NB		NB		NB	17.52 262.80*	NB
16.	8 doz	Belts	doz.		(s) 8.50 68.00	NB		NB		NB		NB	8.16 65.28* 1 1/4"	NB
17.	24 ea	Warmups	ea.		NB	NB		NB		NB		NB	13.83 331.92*	NB
18.	24 ea	Jackets	ea.		NB	NB	(s) 19.00 456.00			NB		NB	21.25 510.00*	NB
19.	24 doz	Gym Pants	doz.		NB	NB	(s) 27.84 668.16			NB		NB	30.12 722.88*	NB
20.	24 ea	Jackets	ea.		NB	NB		NB		NB		NB	12.13 291.12*	NB
21.	48 ea	Shirts	ea.		(s) 11.10 532.80	NB		NB		NB		NB	4.88 234.24*	NB
22.	200 doz	Socks	doz.		(s) 7.90 1,580.00	NB	(s) 7.80 1,560.00			NB		NB	8.16 1,632.00*	NB
23.	50 doz	T-shirts, X-large	doz.		(s) 12.60 630.00	NB		NB		NB		NB	15.12 756.00*	NB
24.	96 doz	Supporters	doz.		(s) 9.85 945.60	NB	(s) 9.00 864.00			NB		NB	9.48 910.08*	NB
25.	5 doz	Hose	doz.		(s) 21.60 108.00	NB		NB		NB		NB	30.96 154.80*	NB
26.	196 ea	Jerseys, game, red	ea.		14.00 2,744.00	10.20 1,999.20*	(s) 9.98 1,956.08	13.00		2,548.00		2,200.00	8.78 (s) 1,720.88	NB
27.	196 ea	Jerseys, game, white	ea.		14.00 2,744.00	10.20 1,999.20*	(s) 9.98 1,956.08	13.00		2,548.00		2,200.00	7.73 (s) 1,515.08	NB
28.	57 ea	Headgear, red	ea.	29.75 1,695.75	24.80 1,413.60	27.45 1,564.65		NB	25.00	1,425.00		1,300.00*	NB	NB
29.	68 ea	Headgear, white	ea.	31.75 2,159.00	27.95 1,900.60	31.45 2,138.60		NB	29.00	1,972.00		1,780.00*	NB	NB
30.	10 doz	Chin straps	doz.	28.80 288.00	25.60 256.00	29.40 294.00		NB	24.00	240.00		237.00*	NB	NB
31.	5 doz	Chin straps	doz.	18.00 90.00	18.40 92.00	21.00 105.00		NB	18.00	90.00*		90.00	NB	NB
32.	50 prs	Thigh pads	prs.		NB 4.00 200.00*	NB	(s) 3.20 160.00			NB		NB	NB	NB
33.	3 prs	Shoulder pads	prs.		NB 29.95 89.85*	NB		NB		NB		NB	NB	NB
34.	20 prs	Coaching shorts	prs.	10.45 209.00* 19@10.50	19@10.50	19@10.50	(s) 8.25 165.00			NB		NB	NB	NB
35.	69 prs	Shoes	prs.		35.95 2,480.55	35.95 2,480.55*		NB		NB		NB	NB	NB
36.	177 prs	Shoes	170 prs. @ 7 prs. @		27.75 4,932.75	27.75 4,932.75*		NB		NB		NB	NB	NB
37.	119 prs	Shoes	113 prs. @ 6 prs. @		26.95 3,225.05	26.95 3,225.05*		NB		NB		NB	NB	NB
38.	16 prs	Shoes	prs.		35.95 575.20*	35.95 575.20		NB		NB		NB	NB	NB
39.	36 ea	Jerseys	ea.		9.50 342.00	8.95 322.20	(s) 7.48 269.28	8.10		291.60*		335.00	7.88 283.68 (s)	NB
40.	36 ea.	Jerseys	ea.		9.50 342.00	8.95 322.20	(s) 7.48 269.28	8.10		291.60*		335.00	7.88 283.68 (s)	NB
41.	73 prs	Game pants	prs.		NB	25.95 1,894.35*		NB		NB		NB	9.62 1,539.20 (s)	NB
42.	160 prs	Practice pants	prs.		NB	9.25 1,480.00*	(s) 6.94 1,110.40			NB		NB	NB	NB

(s) - Substitute

\* - Recommend award