

C O N T E N T S  
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BOARD OF REGENTS OF THE UNIVERSITY OF OKLAHOMA  
SEPTEMBER 2, 1976

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MINUTES OF A REGULAR MEETING  
BOARD OF REGENTS OF THE UNIVERSITY OF OKLAHOMA  
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A regular meeting of the Board of Regents of the University of Oklahoma was held in Dining Room 5 of the Oklahoma Memorial Union, Norman, on Thursday, September 2, 1976, beginning at 11:00 a.m.

The following were present: Regent Mack M. Braly, President of the Board, presiding; Regents Thomas R. Brett, Bob G. Mitchell, M.D., K.D. Bailey, Richard A. Bell, Dee A. Replogle, Jr., and Charles E. Engleman.

The following were also present at the meeting: Dr. Paul F. Sharp, President of the University; Provosts Uehling and Thurman; Vice Presidents Burr, Dean. Morris, Nordby, and White; Mr. R. Boyd Gunning, University Trust Officer; Mr. Joseph C. Ray, Executive Assistant to the President; Dr. Thomas Tucker, University Chief Counsel; and Barbara H. James, Executive Secretary of the Board of Regents.

The minutes of the meeting held on July 22, 1976 were unanimously approved as printed and distributed prior to the meeting on the following affirmative vote: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman.

Regent Braly said his attention has just been called to a document presented to Dr. Sharp this morning relating to the establishment of chairs in the free enterprise system in the College of Business Administration. He read one paragraph from the memorandum which was from Professor Ray Alonso to Dean Lawrence McKibbin, as follows:

"The purpose of this memorandum is to clarify the developments concerning the establishment of a funded chair within the College of Business Administration in order to institutionalize the topics of entrepreneurship and free enterprise. In conversations with Vice President David Burr, I was told there was a deep interest in this topical area to provide students with a balanced view of the United States business system. Unfortunately, we have too many individuals in the private, political, and educational areas criticizing the business community and our system from a rather uninformed position. This has had deleterious effect on society's view and students entering the professions understanding of business organizations or education."

Regent Braly said the Dean of the College has indicated by note on the memorandum that he has a deep personal commitment to this system and he intends to implement it. He said President Sharp also has stated that the central administration plans to give emphasis to this recommendation.

Regent Braly said he has a deep interest in seeing such a Chair established. He commended the College of Business Administration and the Dean for moving in this direction.

Regent Mitchell, Chair of the Administration and Organization Committee, presented a report. He said the Committee met yesterday and in order to clarify and acknowledge an unwritten policy of long standing, the Regents' Administration and Organization Committee recommends the adoption of the following policy:

The President of The University of Oklahoma is responsible to the Regents for all private fund-raising for the institution. The President may delegate responsibility for this function but such delegation does not diminish his responsibility. This policy applies to all elements of the University and is designed to assist the President in coordinating and directing this very important function in the operation of the University.

Regent Mitchell moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried unanimously.

Regent Brett, Chair of the Facilities Planning Committee, reported most of the items considered by the Committee at the meeting yesterday are included in the agenda. The one item not included in the agenda has to do with the selection of architects and engineers for the University Parking Structure which is to be constructed north of the Oklahoma Memorial Union. Regent Brett said the following report was presented to the Facilities Planning Committee:

Following a preliminary review of the qualifications of an extensive list of architectural firms that had expressed an interest in the University Parking Structure, four firms were selected for further consideration. Interviews were conducted to review the qualifications of the four architectural firms and to obtain additional information about each firm. The following factors were considered:

1. Professional experience and reputation
2. Engineering staff or consultants
3. Scope of professional services
4. Experience with parking structures
5. Available staff and current work load
6. Design ability as indicated by completed projects
7. Previous University projects

The interview group concluded that Benham Blair and Affiliates is clearly the best qualified firm for this project and recommends that they be selected as project architects and engineers. All of the firms interviewed are listed below in the rank order recommended by the interview group.

Benham Blair and Affiliates, Inc.  
Day Davies and Poe, Inc.  
Lampkin, Walker and Larason  
Bozalis, Dickinson and Roloff and  
Grossman and Keith (A joint venture)

Regent Brett said the Facilities Planning Committee concurs in the recommendation that Benham Blair and Affiliates be appointed architects for this project and he moved approval. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, and Engleman. Regent Replogle asked that he be shown as abstaining. The Chair declared the motion carried.

At this point the Chair requested a vote on obtaining a detailed vote on each motion. The following voted yes: Regents Brett, Mitchell, Bailey, and Engleman. Regent Bell voted No. Regent Braly abstained. The Chair declared the motion carried.

A. The Health Sciences Center

II. Academic

a. Personnel Actions

LEAVE OF ABSENCE:

Joanne E. Callan, Associate Professor of Psychiatry and Behavioral Sciences, leave of absence without pay, November 1, 1976 to October 31, 1977.

APPOINTMENTS:

Vivian S. Smith, Ph.D., Adjunct Associate Professor of Allied Health Education, of Health Administration, and of Microbiology and Immunology, continued at \$9,408 for 9 months, .49 time, July 1, 1976 through April 15, 1977. Paid from D5300300.

Loretta Trimmerger, Associate Professor of Nursing, rate of \$20,359 for 12 months, August 9, 1976 through June 30, 1977. Budget page 67, position 0075.

John J. Rowsey, M.D., Clinical Associate Professor of Ophthalmology, without remuneration, July 1, 1976.

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William W. Cook, Adjunct Assistant Professor of Cardiorespiratory Science, Medical Director of Respiratory Therapy Department in Clinical Affiliate, Presbyterian Hospital, \$2,000 for 10 months, .05 time, September 1, 1976 through June 30, 1977. Paid from C1205902.

Kathryn Onley, Ph.D., Assistant Professor of Clinical Dietetics, rate of \$17,000 for 12 months, August 1, 1976 through June 30, 1977. Paid from C1205604.

Beverlyn Watson Allen, Assistant Professor of Nursing, rate of \$12,801 for 10 months, August 16, 1976 through May 31, 1977. Budget page 63, position 0038.

Barbara J. Holtzclaw, Assistant Professor of Nursing, \$18,600 for 12 months, July 1, 1976. Continuation, omitted from the budget, funds now available.

Mary Ann McClellan, Assistant Professor of Continuing Education, College of Nursing, \$17,000 for 12 months, July 1, 1976 through June 30, 1977. Continuation, omitted from the budget, funds now available.

Mary E. Overall, Assistant Professor of Continuing Education, College of Nursing, \$17,200 for 12 months, July 1, 1976 through June 30, 1977. Continuation, omitted from the budget, funds now available.

DeLois Jean Robinson, Assistant Professor of Nursing, \$13,568 for 10 months, August 1, 1976 through May 31, 1977. Budget page 62, position 0027.

Connie Jo Stewart, Assistant Professor of Nursing, \$13,321 for 11 months, August 1, 1976 through June 30, 1977. Budget page 62, position 0022.

Donna Nell Thomas, Assistant Professor of Nursing, \$13,568 for 10 months, August 1, 1976 through May 31, 1977. Budget page 52, position 0053.

David Barrett Mallory, M.D., Clinical Assistant Professor of Ophthalmology, without remuneration, August 1, 1976.

David Lewis Schwartz, M.D., Clinical Assistant Professor of Ophthalmology, without remuneration, July 1, 1976.

Larry Wayne Weidner, M.D., Clinical Assistant Professor of Ophthalmology, without remuneration, July 1, 1976.

Carole June Wink, Instructor in Allied Health Education, \$4,000 for 6 months,  $\frac{1}{2}$  time, July 1, 1976 through December 31, 1976.

Nancy Trask, Instructor in Medical Library Science, \$9,600 for 12 months, July 19, 1976 through June 30, 1977. Budget page 248, position 0010, and C1268005.

Cynthia Ann Hollingsworth, Instructor/Counselor, College of Nursing, rate of \$13,010 for 12 months, August 16, 1976 through June 30, 1977. Budget page 63, position 0045.

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Neva M. Lewis, Instructor/Counselor, College of Nursing, rate of \$11,926 for 11 months, August 2, 1976 through June 30, 1977. Budget pages 63 and 64, positions 0024, 0052, 0089, and 0059.

Karen Kay Stowers West, Instructor in Nursing, rate of \$10,600 for 10 months, August 16, 1976 through May 31, 1977. Budget page 62, position 0017.

Billy Joe Nugent, D.D.S., Clinical Instructor in Periodontics, without remuneration, July 1, 1976.

Pamela Faubion Adelman, Instructor in Physical Therapy, \$6,367 for 9 months, .50 time, August 15, 1976 through May 15, 1977. Budget page 187, position 0011.

Bruce Alvin Darrow, Clinical Assistant in Gynecology and Obstetrics, without remuneration, July 1, 1976.

James Price Cobb, M.D., Clinical Assistant in Otorhinolaryngology, without remuneration, September 1, 1976.

Raymond Michel Evard, Clinical Assistant in Otorhinolaryngology, without remuneration, September 1, 1976 through June 30, 1977.

Shin-Fu Hsu, Clinical Assistant in Otorhinolaryngology, without remuneration, September 1, 1976.

NAME	TITLES	FTE INCOME CEILING	GUARANTEED BASE SALARY		PPP EARNINGS POTENTIAL	EFFECTIVE DATE	REMARKS
			TENURED	NON-TENURED			
Robert J. Capehart, M.D.	Professor and Interim Chair of Family Practice, Tulsa	\$15,000		\$15,000.00	-0-	8-1-76 thru 6-30-77	.50 time
Michael F. Wilson, M.D.	Professor of Medicine, Clinical Associate Professor of Radiological Sciences	78,000		46,500.00	\$31,500.00	8-1-76 thru 6-30-77	
Ralph Jay Kaplan, M.D.	Professor of Surgery	78,000		35,000.00	43,000.00	8-1-76 thru 6-30-77	
Michael Pollay, M.D.	Professor of Surgery and Chief, Section of Neurosurgery	79,500		36,736.00	42,764.00	8-1-76 thru 6-30-77	
Mary Wanda Draper, Ph.D.	Clinical Associate Professor of Psychiatry and Behavioral Sciences	20,000		9,500.00	10,500.00	7-15-76 thru 6-30-77	½ time
Frederick Charles Oakes, Jr., M.D.	Assistant Professor of Anesthesiology	55,000		34,453.96	20,546.04	8-1-76 thru 6-30-77	
John T. Keown, Jr., M.D.	Assistant Professor of Family Practice, Tulsa	22,000		22,000.00	-0-	9-1-76 thru 6-30-77	.50 time
Philip Cinnamon Comp, M.D.	Assistant Professor of Medicine, Clinical Assistant Professor of Pathology	50,250		24,000.00	26,250.00	7-1-76 thru 6-30-77	
Peggy Jean Wisdom, M.D.	Assistant Professor of Neurology	50,000		28,000.00	22,000.00	9-1-76 thru 6-30-77	
Charles Thomas Esmon, Ph.D.	Assistant Professor of Pathology, Adjunct Assistant Professor of Biochemistry and Molecular Biology	29,000		24,000.00	5,000.00	7-1-76 thru 6-30-77	
Henry Franklin Krous, M.D.	Assistant Professor of Pathology, Adjunct Assistant Professor of Pediatrics	59,000		33,000.00	26,000.00	7-15-76 thru 6-30-77	
Rebecca Blackstock, Ph.D.	Assistant Professor of Pediatrics	50,000		20,000.00	30,000.00	7-1-76 thru 6-30-77	
Richard Turner Harvey, Ph.D.	Assistant Professor of Psychiatry and Behavioral Sciences	36,000		19,386.00	16,614.00	8-9-76 thru 6-30-77	
Karen Gayle Holman, M.D.	Instructor in Family Practice and Community Medicine and Dentistry	49,000		28,000.00	21,000.00	7-1-76 thru 6-30-77	
Annette Twitchell, M.D.	Instructor in Family Practice and Community Medicine and Dentistry	49,000		28,000.00	21,000.00	7-1-76 thru 6-30-77	
Frederick Alan Stevens	Special Instructor in Neurosurgical Research, Department of Surgery	18,500		18,500.00	-0-	8-1-76 thru 6-30-77	
Jagannath Sidramappa Surpure, M	Instructor in Pediatrics	55,000		30,000.00	25,000.00	7-1-76 thru 6-30-	



NAME	TITLES	FTE INCOME	GUARANTEED BASE SALARY		PPP EARNINGS	EFFECTIVE	REMARKS
		CEILING	TENURED	NON-TENURED	POTENTIAL	DATE	
CHANGES:							
Gail D. Adams	Professor and Vice Chair of Radiological Sciences, Lecturer in Radiologic Technology	\$79,000	FROM: \$43,595 TO: 43,705		FROM: \$35,405 TO: 35,295	7-1-76	Budget correction
M. DeWayne Andrews	Title Changed from Clinical Assistant to Assistant Professor of Medicine	FROM: WITHOUT REMUNERATION TO: 50,300		TO: \$31,000	TO: 19,300	7-1-76 thru 6-30-77	
Joseph P. Barry	Associate in Research Medicine, Special Instructor in Family Practice and Community Medicine and Dentistry	FROM: 16,481 TO: 16,255		FROM: 16,481 TO: 16,255	FROM: -0- TO: -0-	7-1-76 thru 6-30-77	
Kirsten Lee Bazzell	Associate in Research Medicine	FROM: 12,000 for 12 months TO: 12,600		TO: 12,600	TO: -0-	7-1-76 thru 6-30-77	
Richard D. Bell	Assistant Professor of Research Urology, Adjunct Assistant Professor of Physiology and Biophysics	FROM: 17,573 TO: 28,000	FROM: 17,573 TO: 14,773		FROM: -0- TO: 13,227	7-1-76	
Patricia A. Butler	Assistant Professor of Medical Library Sciences; title of Librarian, College of Medicine changed to Adjunct Assistant Professor of Pathology	FROM: 15,225 for 12 months TO: 29,000		TO: 15,225	TO: 13,775	8-1-76 thru 6-30-77	
John R. Christiansen	Clinical Instructor in Medicine	FROM: 5,468 TO: WITHOUT REMUNERATION		FROM: 5,468	FROM: -0-	7-1-76	
Donald L. Landstrom	Title changed from Associate Professor to Clinical Associate Professor of Neurology	FROM: 62,000 TO: WITHOUT REMUNERATION		FROM: 35,836	FROM: 26,164	8-31-76	
Beverly A. Lincoln	Assistant Professor of Dental Hygiene	FROM: 13,391 TO: 8,927 for 10 months		FROM: 8,927	FROM: 4,464	8-9-76 thru 6-9-77	80% time
Richard A. Marshall	Title changed from Clinical Professor of Medicine, Tulsa and Clinical Professor of Medicine, OKC to Professor of Medicine, OKC	FROM: WITHOUT REMUNERATION TO: 77,950		TO: 50,000	TO: 27,950	7-1-76 thru 6-30-77	
David A. Neumann	Assistant Professor of Medicine	FROM: 51,000 TO: 59,000		FROM: 33,364 TO: 33,364	FROM: 17,636 TO: 25,636	7-1-76 thru 6-30-77	
Robert R. Richter	Special Instructor in Family Practice and Community Medicine and Dentistry	FROM: -0- TO: 25,000		FROM: 17,339 TO: 17,339	FROM: -0- TO: 7,661	7-1-76 thru 6-30-77	
Bob J. Rutledge	Clinical Professor of Surgery; delete title of Chief, Section of Neurosurgery	FROM: 39,750 TO: WITHOUT REMUNERATION		FROM: 20,737	FROM: 19,013	7-31-76	50% time
Carl W. Smith	Professor of Radiological Sciences, Associate Professor of Medicine, Lecturer in Radiologic Technology	79,000	FROM: 46,140 TO: 47,140		FROM: 32,860 TO: 31,860	7-1-76	

<u>NAME</u>	<u>TITLES</u>	<u>FTE INCOME CEILING</u>	<u>GUARANTEED BASE SALARY</u>		<u>PPP EARNINGS POTENTIAL</u>	<u>EFFECTIVE DATE</u>	<u>REMARKS</u>
			<u>TENURED</u>	<u>NON-TENURED</u>			
G. Rainey Williams	John A. Schilling Professor and Head of Surgery	85,000	FROM: 38,850 TO: 32,850		FROM: 46,150 TO: 52,150	7-1-76	
Morris J. Wizenberg	Professor of Radiological Sciences, Lecturer in Radiologic Technology	79,000	FROM: 27,250 TO: 30,250		FROM: 51,750 TO: 48,750	7-1-76	

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CHANGES:

Walter Daniel Atkins, title changed from Assistant Professor to Clinical Assistant Professor of Community Dentistry, salary changed from \$2,500 for 12 months, .10 time, to without remuneration, August 1, 1976.

Glynnis Lee Black, Instructor in Dental Hygiene, salary increased from \$3,708 to \$4,176 for 9 months, .40 time, for August 15, 1976 through May 15, 1977.

Terry H. Curtis, Assistant Professor of Cardiorespiratory Science, salary changed from \$12,348 to \$12,768 for 12 months, July 1, 1976 through June 30, 1977.

J. Michael Dennis, Associate Professor of Otorhinolaryngology, Adjunct Assistant Professor of Speech Communication, Assistant Professor of Communication Disorders, given additional title of Director of Audiology and Speech Pathology in Otorhinolaryngology, July 1, 1976 through June 30, 1977.

Lewis DeVore, Instructor in Dental Services Administration, Special Instructor in Family Practice and Community Medicine and Dentistry, given additional title of Instructor in Oral Surgery, July 1, 1976 through June 30, 1977.

Erastus E. Foster, Jr., Instructor in Occlusion, salary changed from \$3,500 for 10 months, .20 time, to \$1,750 for 10 months, .10 time, September 1, 1976 through June 30, 1977.

Glenn A. Foster, title changed from Instructor to Clinical Instructor in Oral Surgery, salary changed from \$6,600 for 11 months, .10 time, to without remuneration, July 1, 1976.

Thomas Lee Harned, Associate Professor of Nursing, salary changed from \$21,309 to \$20,709 for 12 months, July 1, 1976 through June 30, 1977. Budget correction.

G. Bennett Humphrey, Professor of Pediatrics, Director of Oklahoma Cancer Center; given additional title of Assistant Provost, Health Sciences, September 1, 1976.

Norman Kerr Imes, Clinical Instructor in Medicine, given additional title of Adjunct Instructor of Cardiorespiratory Science, salary changed from without remuneration to \$1,800 for 12 months, .05 time, July 1, 1976 through June 30, 1977. Paid from C120590.

Dale E. McCune, Instructor in Orthodontics, salary changed from \$3,850 for 11 months, .20 time, to \$1,925 for 11 months, .10 time, July 1, 1976 through May 31, 1977.

Michael LaFayette Morgan, title changed from Instructor in Community Medicine to Instructor in Dental Services Administration, salary changed from without remuneration to rate of \$2,500 for 12 months, .10 time, August 1, 1976 through June 30, 1977.

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Michael Ogden, Clinical Instructor in Family Practice and Community Medicine and Dentistry; given additional title of Adjunct Assistant Professor of Health Administration, July 1, 1976 through June 30, 1977.

Harold William Poehlmann, title changed from Adjunct Associate Professor to Associate Professor of Radiologic Technology, salary changed from \$18,000 to \$19,000 for 12 months, August 1, 1976 through June 30, 1977.

John William Rauliuk, Professor and Vice Chair of Radiologic Technology, salary increased from \$9,677 for 12 months, .29 time; to \$32,287 for 12 months, full-time, August 1, 1976.

Thomas Pitkin Weirich, Instructor in Orthodontics, salary changed from \$3,850 for 11 months, .20 time, to \$1,950 for 11 months, .10 time, July 1, 1976 through May 31, 1977.

Diane Willis, Associate Professor of Pediatrics, title of Assistant Professor changed to Clinical Associate Professor of Psychiatry and Behavioral Sciences, July 1, 1976.

Stephen K. Young, Assistant Professor of Pathology and of Oral Pathology, College of Dentistry; given additional title of Adjunct Assistant Professor of Pathology, College of Medicine, July 1, 1976 through June 30, 1977.

TERMINATIONS:

Peter M. Abuisi, Instructor in Psychiatry and Behavioral Sciences, August 20, 1976.

Wendy J. Ainsworth, Instructor in Communication Disorders, September 21, 1976.

Barbara Ann Allen, Adjunct Instructor in Psychiatry and Behavioral Sciences, June 30, 1976.

David R. Billington, Assistant Professor of Community Dentistry and of Psychiatry and Behavioral Sciences, Director of Learning Resources Center, Coordinator, Teaching and Learning Development, Learning Resources Center, Assistant Professor of Education, August 28, 1976. Accepted a position in Scotland.

Edward C. Collins, Instructor in Psychiatry and Behavioral Sciences, August 17, 1976.

Rheba H. Edwards, Clinical Assistant Professor of Psychiatry and Behavioral Sciences, June 30, 1976. No longer active in the Department.

R. David Holmsten, Associate Professor of Medicine, Tulsa, March 29, 1976. Accepted a position with VA Hospital, Topeka, Kansas.

Norman Eric Johnson, Clinical Assistant in Medicine, June 30, 1976.

Kenneth L. Leveque, Clinical Assistant Professor of Psychiatry and Behavioral Sciences, June 30, 1976. No longer active in the Department.

Amy Mei Liang, Research Associate in Pediatrics, August 14, 1976.

Mostafa Mameesh, Associate Professor of Pediatrics and of Research Biochemistry and Molecular Biology, October 1, 1975. Insufficient funds, never returned from leave of absence.

David Escar Marley, Visiting Lecturer in Radiological Sciences, June 30, 1976.

Mary Virginia McKelvy, Instructor in Communication Disorders, August 22, 1976. Department needs a professional certified in the area of Audiology.

Flora D. Nunez, Assistant Professor of Medicine, Tulsa, August 15, 1976. Private practice.

Marc Alan Pfeffer, Instructor in Research Medicine, July 1, 1976.

Patric V. C. Pinto, Associate Professor of Pathology and Medical Technology, October 1, 1976. Accepted position at Huntington Hospital.

Moorman P. Prosser, Clinical Professor of Psychiatry and Behavioral Sciences, June 30, 1976. No longer active in the department.

Herschel D. Randolph, Instructor in Psychiatry and Behavioral Sciences, July 18, 1976.

Francisco C. Rausa, Jr., Assistant Professor of Medicine, Tulsa; Clinical Assistant Professor of Medicine, June 1, 1976. Entered private practice out of state.

Joanne Marianos Samaras, Special Instructor in Clinical Dietetics, Adjunct Instructor in Family Practice and Community Medicine and Dentistry, June 1, 1976.

Linda Harriet Schoenhals, Instructor in Physical Therapy, June 1, 1976.

Stephen David Shappell, Associate Professor of Medicine, July 1, 1976. Accepted a position at another university.

Kenneth Shewmaker, Clinical Assistant Professor of Psychiatry and Behavioral Sciences, June 30, 1976. No longer active in the department.

Richard J. Sinclair, Assistant Professor of Anesthesiology, Adjunct Assistant Professor of Physiology and Biophysics, July 1, 1976.

Vernon V. Sisney, Clinical Associate Professor of Psychiatry and Behavioral Sciences, June 30, 1976. No longer active in the department.

Paul D. Stein, Professor of Research Medicine, August 28, 1976. Accepted position as Head of Cardiovascular Research at Henry Ford Hospital.

Geraldine R. Stevens, Adjunct Instructor in Pathology, July 1, 1976.

William Allison Vint, Clinical Instructor in Radiological Sciences, June 30, 1975.

Gerald Michael Walsh, Assistant Professor of Research Medicine, July 1, 1976. Moved out of state.

JoAnn G. Wine, Assistant Professor of Pediatrics, July 1, 1974. Went into private practice.

President Sharp recommended approval of the personnel actions listed above.

Regent Mitchell moved approval of the recommendation. The following voted yes: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion unanimously carried.

b. Affiliation Agreement - Mercy Health Center

President Sharp said an agreement has been proposed between Mercy Health Center, Inc., Oklahoma City, and the Board of Regents for the purpose of affiliating the Mercy Health Center and our College of Medicine. The proposed agreement is the same as the agreement the Regents have entered into with St. Anthony's Hospital and Baptist Hospital in Oklahoma City. The purpose of the affiliation is to further mutual programs of medical education for house staff and students within the policies of Mercy Health Center and the College of Medicine.

The agreement is for a period of one year following approval and will be automatically renewed for an additional year on each anniversary date with the understanding that it may be terminated by either party by giving six months' written notice of termination to the other. This termination would be effective at the expiration of the six month period provided the termination does not jeopardize the educational program previously agreed upon during a contractual period between the College of Medicine and Mercy Health Center which shall not exceed one year.

President Sharp recommended approval of entering into the agreement of affiliation with Mercy Health Center, Inc., as explained above.

Regent Engleman moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion unanimously approved.

## c. Agreement with Tulsa City-County Health Department

President Sharp said an agreement has been proposed between the Tulsa City-County Health Department and the University of Oklahoma effective October 1, 1976. The Tulsa City-County Health Department operates a clinic commonly referred to as the Southwest Tulsa Health Center. The purpose of the agreement with the City-County Health Department would be to provide a teaching environment for the Tulsa Medical College, Department of Obstetrics and Gynecology, and to provide obstetrical and gynecological services to patients of the Southwest Tulsa Health Center within financial guidelines of the Children and Youth, Maternal and Infant Care Program. Any person who is a resident of the Program area determined as eligible under the Tulsa City-County Health Department financial guidelines may be a recipient of the services agreed upon.

Under the terms of the agreement the University through the Tulsa Medical College, Department of Obstetrics and Gynecology and under the direction of the Department Chair will:

1. Insure the provision of professional and medically qualified staff as appropriate and needed to staff Southwest Tulsa Health Center and to provide supervision of residents and other health professionals by qualified obstetricians. Clinic sessions will be scheduled as often as efficient scheduling of patient load requires, and as agreed upon by the Program Medical Chief and the Chair of the Department of Obstetrics and Gynecology.
2. To insure supervision of residents during delivery and postpartum care.
3. To insure supervision of residents providing prenatal care to the Program patients during hospitalization, outpatient, and emergency room visits.
4. Physicians staffing the on-site clinic sessions will provide patient services, clinical supervision, teaching, and consultation to the obstetrical nurse practitioner. The resident or other obstetrical physician will be available for consultation to the obstetrical nurse practitioner during times other than clinic sessions.
5. The Chair of the Department of Obstetrics and Gynecology of the Tulsa Medical College or his alternate will be the one contacted by Program staff to arrange for admissions and admissions will be under his name.

Under the terms of the agreement the responsibilities of the Tulsa City-County Health Department through the Children and Youth, Maternal and Infant Care Program are:

1. Pay an amount not to exceed \$65 per session to the Department of Obstetrics and Gynecology of the Tulsa Medical College for on-site clinic sessions.
2. Provide adequate personnel to assist in staffing the clinic; provide all supplies, equipment, medications, and other needs to the obstetrical and gynecological on-site clinic.
3. Provide transportation for patients to hospitals, in-patient, outpatient, and emergency room care when the patient is unable to provide their own transportation during working hours of the clinic.
4. Pay for services obtained at St. John's, St. Francis, and Hillcrest Medical Center such as emergency room services, outpatient department services, and in-patient services to eligible patients with pregnancy related problems.
5. Pay an amount to the Department of Obstetrics and Gynecology of the Tulsa Medical College for consultation and/or services rendered to an eligible patient. If the consultation has not been approved prior to the service being rendered, it will be paid for at the same rate as physicians under contract with the Maternal and Infant Care Program are paid.
6. Provide payment to approved obstetrical and gynecological and other consultants for outpatient and/or hospital patients when necessary for pre-natal or pregnancy related problems.
7. Pay the attending physician for delivery if he is present for that delivery at the established rate paid by the Department of Institutions, Social and Rehabilitative Services. The attending shall be the Chair of the Department of Obstetrics and Gynecology of the Tulsa Medical College or his designated alternate or if not available, the attending physician on service.
8. Pay a professional fee for procedures related to complications of pregnancy at the rate established by the Department of Institutions, Social and Rehabilitative Services.



President Sharp recommended entering into the agreement with the Tulsa City-County Health Department as explained above, effective October 1, 1976, and that the President of the University or his designee be authorized to execute the appropriate document.

Regent Brett moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion unanimously approved.

d. Agreement with Tulsa Comprehensive Health Services, Inc.

President Sharp reported an agreement has been proposed between the University of Oklahoma and the Tulsa Comprehensive Health Services, Inc., for the period October 1, 1976 through June 30, 1977. Tulsa Comprehensive Health Services, Inc. operates and maintains a personal health services center at 603 East Pine Street in Tulsa referred as Moton Clinic. The operation of this clinic requires the services of physicians, dentists, and other professional help. The Department of Obstetrics and Gynecology of the Tulsa Medical College is willing to provide professional services within the scope of this discipline to Moton Clinic patients.

Under the terms of the agreement the University agrees to the following:

1. To provide professional obstetric and gynecological services to patients assigned to it by the Tulsa Comprehensive Health Services, Inc. for care and treatment at the center in a good and workmanlike manner according to prevailing standards of Tulsa and the precepts, methods, and standards of care of the American College of Obstetricians and Gynecologists. In addition to rendering quality professional services, best efforts will be used to establish and maintain professional patient relationships of the highest quality to patients assigned to the University. Resident physicians in training with proper supervision may be used in the delivery of these services.
2. The professional personnel of the Department of Obstetrics and Gynecology will carry malpractice insurance designed to cover all activities anticipated under the performance of this contract.
3. The University will have available at Moton Clinic qualified personnel to examine and treat obstetrical and gynecological patients assigned by the center twice weekly at a time mutually agreed upon by the center and the University and to render at hospitals

and institutions and places bilaterally approved by both parties obstetrical and gynecological services for duly registered or enrolled center patients.

Tulsa Comprehensive Health Services, Inc. agrees to the following:

1. That the majority of its enrollees are "high risk" patients and the center will therefore provide the necessary trained personnel, auxiliary services, and paramedical services to meet the heretofore mentioned standards of care for services performed at the center.
2. To pay to the University as full and complete payment for services rendered hereunder the sum of \$10,000 per year, payable in equal monthly installments. This payment, which is in consideration for professional compensation, will be deposited in the appropriate University Practice Plan account. Aside from this payment, all fees paid to the clinic for clinic services will be retained by the clinic and all fees paid to physicians employed and furnished by the University will be retained by the University also in the appropriate Professional Practice Plan account.

The agreement provides for monthly recording by each party regarding services delivered and provisions for examination of all records and accounts, etc. The agreement also provides for termination of the agreement by either party upon six months' written notice by one party to the other.

President Sharp recommended approval of entering into the agreement with the Tulsa Comprehensive Health Services, Inc., as explained above and that the President of the University or his designee be authorized to execute the appropriate documents.

Regent Mitchell moved approval of the recommendation. The following voted aye on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion unanimously approved.

e. Professional Practice in the Family Medicine Clinics

The following policy governing professional practice in the Family Medicine Clinics has been proposed:

The purpose of this policy is to establish a uniform and fair policy governing professional practice in the Family Medicine Clinics of the University of Oklahoma. It is appropriate that these clinics be staffed to varying degrees with part-time faculty members, who unlike the full-time faculty, are not eli-

gible for participation in the University's Professional Practice Plan. It is necessary, however, that the professional fees generated by all faculty assist in supporting the professional activities in the clinics and of the Departments of Family Medicine of the College of Medicine. It is desirable and equally necessary that the part-time faculty as well as the full-time faculty be fairly compensated for their professional efforts; and it is essential that the College be able to determine its revenues so that it can properly budget to meet its expenditures.

Therefore, the Dean shall determine and recommend a salary for the part-time faculty that fairly compensates them for the time that they spend in the Family Medicine Clinics of the University. This salary will be the only compensation that they will receive for seeing patients, teaching, and supervising residents and others in the clinic. All fees generated by the professional activities of the part-time faculty member as a result of seeing patients in a Family Medicine Clinic of the University of Oklahoma shall be deposited in the Professional Practice Plan of the College of Medicine and credited to the accounts of the Departments of Family Medicine. All faculty shall cooperate with the Departments in order to assist in efficiently collecting the professional fees properly due for professional services rendered. Compliance with this policy shall be a condition of continuing employment with the College.

Under this policy, as under all University policies, the faculty members shall be responsible to their Departmental Chair and the Chair shall be responsible to and be held accountable by the Dean.

All Family Medicine Clinics of the University of Oklahoma must be visibly and clearly identified as being clinics of the University of Oklahoma and all letterheads, statements, envelopes, etc., shall bear the standard logo of the University.

This policy was reviewed by the Health Sciences Center Committee and approved.

President Sharp recommended approval of the above policy statement to be effective immediately.

Regent Bell moved approval of the recommendation. The following voted aye on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion unanimously approved.

### III. Finance and Management

#### a. Non-Academic Personnel

##### LEAVE OF ABSENCE:

Herbert C. O'Neil, Manager of General Services, sick leave of absence with pay, July 1, 1976 to November 1, 1976.

September 2, 1976

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APPOINTMENTS:

Kathy Berkey, Professional, Department of Surgery, \$12,300 for 12 months, July 1, 1976. Professional Staff. Paid from A0000398.

Mary E. Clogg, Administrative Manager, Department of Psychiatry and Behavioral Sciences, \$13,760 for 12 months, August 1, 1976. Managerial Staff. Budget page 138, \$6,354 paid from C1252401, \$2,374 from position 21, \$3,885 from position 43.

Judy Ann Fite, Research Nurse, Department of Medicine, rate of \$12,300 for 12 months, August 3, 1976. Professional Staff. Budget page 115, paid from C2109002, C1215101, C1311501, A0000274.

Deanna R. Oliver, Staff Nurse, Orthopaedic Surgery, \$10,500 for 12 months, August 30, 1976. Professional Staff. Budget page 121, position 0014.

Carolyn E. Peeples, Staff Nurse, Department of Medicine, rate of \$10,320 for 12 months, July 12, 1976. Professional Staff. Budget page 116, position 0184.

Myrna Lea Reinert, Staff Assistant, Office of Continuing Medical Education for Physicians, rate of \$10,999.92 for 12 months, August 16, 1976. Managerial Staff. Budget page 245, position 0005.

Tom E. Rueb, Program Analyst, Department of Human Ecology and Environmental Health, \$14,800 for 12 months, June 14, 1976. Professional Staff. Paid from A0050666.

Janietta R. Smith, Training Coordinator, Personnel Services, \$11,000 for 12 months, July 1, 1976. Professional Staff. Budget page 16, position 0014.

Richard Jay Thomas, Administrative Manager, Family Practice Program, Enid, rate of \$11,304 for 12 months, July 12, 1976. Managerial Staff. Budget page 207, position 0425.

CHANGES:

Mildred Madonna Rose, Minority Student Recruiter, Office of Minority Enrichment, salary changed from \$11,840 to \$12,300 for 12 months, July 1, 1976.

Lloyd R. Whitfield, title changed from Research Assistant I to Research Assistant II, Department of Medicine, July 1, 1976.

TERMINATIONS:

Martha S. Albert, Chief Evaluator, Learning Resources Center, July 1, 1976.

Beverly Kaye Benton, Staff Nurse, Department of Medicine, May 29, 1976.

September 2, 1976

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Rosa Lee Brown, Assistant Director for Programs and Training, College of Health, August 1, 1976.

Stephen D. Carella, Chief Evaluator, College of Health, August 1, 1976.

Audrey M. Clonce, Assistant to the Dean, College of Medicine, August 18, 1976.

Jack Martin Cochran, Director of Public Relations, Media Information, September 15, 1976.

Rebecca Roddey Cohn, Director, College of Health, August 1, 1976.

David C. Colyer, Media Production Coordinator, Learning Resources Center, September 1, 1976.

Helen Kemp Cozby, Staff Assistant, Continuing Education, October 1, 1976.

James C. Davis, Programmer, Computing Services, August 1, 1976.

Karey A. Fuqua, Associate Director, ORMP, August 4, 1976.

Marla M. Graber, Library Research Assistant II, College of Health, July 10, 1976.

Hugh F. Gray, TV Production Coordinator, Learning Resources Center, September 11, 1976.

David G. Griffith, Systems Analyst, Computing Services, August 18, 1976.

Virginia Houghtaling, Research Assistant I, Orthopaedic Surgery, August 16, 1976.

Roger Alan Lanier, Evaluator, Admissions and Records, October 10, 1976.

Robert B. Mortenson, Senior Production Editor, Learning Resources Center, August 5, 1976.

Michael Dean Roe, Assistant Director for Administration, College of Health, August 1, 1976.

Hani J. Sabbah, Research Assistant II, Department of Medicine, August 18, 1976.

Marcus Salazar, Core Trainer, College of Health, August 1, 1976.

Nancy Wood, Core Trainer, College of Health, August 1, 1976.

President Sharp recommended approval of the personnel actions listed above.

Approved on motion by Regent Brett, with the following voting aye: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman.

## b. Retirement Plan

At the present time on the Health Sciences Center Campus institutionally-funded TIAA-CREF retirement annuities are provided only to professors, associate professors, assistant professors with tenure, and to those administrative officials and professional staff members who are (1) administrative officials, (2) associate and assistant administrative officials with three years or more tenure in their position, or (3) heads of major departments. This funded annuity program was approved by the Board of Regents and became effective April 1, 1968. An amendment to the 1968 action of the Regents was approved in 1970. This amendment provides some procedural changes which facilitated the selection of additional positions for TIAA coverage without specific approval of the President and the Regents.

There is a difference in the categories of faculty and staff eligible for TIAA coverage on the Norman Campus when compared to the same categories of faculty and staff on the HSC Campus. Recommendations have been made through staff channels as well as by the University Fringe Benefits Committee to take steps to reduce and eliminate the differences in benefits that exist between the two campuses. To that end, and representing a significant move to not only improve benefits on the HSC Campus but make such benefits coverage comparable to those on the Norman Campus, an expanded TIAA-CREF program for the HSC has been developed. The proposed effective date for this program is July 1, 1976.

Attached are two plans. These plans were prepared in the format of plans which conform to the Employee Retirement Income Security Act of 1974 (ERISA), even though the University of Oklahoma is not required to prepare such plans.

The first plan (Plan 001) covering faculty and certain administrative officials/professional staff members appointed prior to July 1, 1976 describes the TIAA-CREF Funded Annuity Plan approved by the Regents in 1968 and amended in 1970. Items included in this plan which were not specifically included by Regents' action cited above are enumerated on an attached sheet with statement of reason for their inclusion in the plan. The plan limits participation to only those now participating and to those eligibles appointed prior to July 1, 1976. However, faculty and administrative officials who are appointed to positions of eligibility under Plan 001 (but are not yet participants) prior to July 1, 1976 may choose to participate in either Plan 001 or Plan 002, provided that such choice is made in writing not later than November 30, 1976. In the absence of such a decision, the employee would participate in Plan 001.

Plan 001 makes reference to the second plan (Plan 002) written to become effective on July 1, 1976 and broadening TIAA coverage to additional faculty and staff. Eligible persons appointed with remuneration prior to July 1, 1976 would normally remain under the first plan until their eventual retirement or separation from the HSC. However, when in the future it

becomes advantageous for a Plan 001 participant to change to Plan 002, such change is authorized. Participating in the second plan would be those eligibles appointed on July 1, 1976 or thereafter, as well as those eligible faculty and staff members appointed prior to July 1, 1976 (i.e., current employees who do not meet the eligibility requirements of the first plan).

It is estimated that additional funds needed for enactment of this expanded TIAA coverage, planned to become effective July 1, 1976, are as follows:

For Fiscal Year:	1976-77:	\$ 92,235 (E & G)
	1977-78:	\$ 88,672 (E & G)
	1978-79:	\$113,079 (E & G)

President Sharp recommended that the following plans be approved and authorization granted to implement the broadened TIAA coverage at the Health Sciences Center effective July 1, 1976:

Plan 001

- A. Contained in this plan are items specifically approved by the University of Oklahoma Board of Regents, as follows:

September 23, 1965:

Mandatory retirement policies (age) for faculty, administrative officers and other employees.

December 14, 1967:

Salary to be considered for purpose of determining fringe benefits and for establishment of retirement benefits.

March 14, 1968:

Faculty eligibility for University-funded retirement program was defined, and method of computing amount of University contributions was established. Effective date of program was established as April 1, 1968. Administrative personnel to be included in the annuity program were placed in categories to permit determination of eligibility for the funded annuity.

October 8, 1970:

Administrative personnel were again defined as to eligibility for funded retirement annuity, and some specific titles approved. Authority was granted to include additional positions to be selected for TIAA coverage, based on the Medical Center Table of Organization structure, without specific approval of the President and the Regents.

- B. The following items which were not specifically approved by the Regents are included in the proposed Plan 001 for reasons noted below and to permit the development of a document which provides basic information for participation in the plan.

<u>Included Items</u>	<u>Comments</u>
1. Section II provides a requirement that participants must belong to Teachers' Retirement System.	1. This was not explicitly required by earlier Regents' actions. However, based on procedures which have been followed since funded annuity program was authorized and the apparent expectation that membership in TRS was a requirement, Plan 001 so states.
2. Section II limits participation in this Plan to only those appointed prior to July 1, 1976.	2. This action was taken to provide for the eventual result of a single plan (Plan 002) to be applicable at the HSC. Continued enrollments in Plan 001 would perpetuate a plan which, in the future, will provide less benefits than the Plan 002 will provide when it has developed fully. The single Plan 002 at HSC and the Plan on the Norman Campus, by 1980-81, should provide comparable benefits for University participants (assuming that projected resources are available and authorized).
3. Section II provides options to eligibles not yet participating in Plan 001 to permit them to enroll in Plan 002; also, Plan 001 participants may shift to Plan 002 when to their advantage to do so.	3. These provisions are included to preclude inequitable treatment of participants and potential participants in Plan 001.
4. Section II permits an otherwise qualified person to participate even though he/she is ineligible to belong to Teachers' Retirement because of age, provided Provost and President approve.	4. Provides flexibility for President to act on valid requests for exception without need to refer to Regents.
5. Section III and Section V provide some specific procedural guidance concerning effective dates and refer to definitions of "year of service" and "break in service" provided in Appendix "A".	5. "Effective dates" guidance is needed for consistent administration of program. The definitions are consistent with recommendations provided by



TIAA-CREF representative and conform generally to such definitions that are used in plans that meet the requirements of ERISA.

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| <p>6. Section V provides specific combinations for allocation of premiums between TIAA and CREF.</p>   | <p>6. This has been the practice followed; it is also consistent with program on Norman Campus.</p>  |
| <p>7. Sections VI through XIV provide standard information and guidance recommended in the sample plans provided as models by TIAA-CREF.</p>   | <p>7. Considered desirable to have in this plan. These sections are same as those appearing in the proposed Plan 002.</p>  |
| <p>8. Section XV provides for option of Board of Regents to amend, modify or discontinue the plan and provides assurance for participants that benefits accrued up to date of such change or discontinuance are protected.</p> | <p>8. This right to change or discontinue is essential. If resources are not available to continue the plan or to maintain or increase percentage of contribution, it may be necessary to exercise the right reserved in this section.</p> |

PLAN 001

- I. This Funded Annuity Plan Resolution sets forth the provisions of the TIAA-CREF Funded Annuity Plan established by the Board of Regents of the University of Oklahoma Health Sciences Center (OUHSC), herein referred to as the Institution, as of April 1, 1968, as amended through October 8, 1970. Contributions under this defined contribution plan are applied to individual annuities issued to each participant by Teachers Insurance and Annuity Association (TIAA) and/or College Retirement Equities Fund (CREF).
- II. Eligibility. Subject to the conditions stated in Section III, the following categories of employees are eligible to participate in the TIAA-CREF Funded Annuity Plan: all members of the HSC Faculty of the rank of associate professor and above and all assistant professors with tenure, and whose salary from OUHSC is \$7,500 or more per annum. Administrative personnel at the OUHSC are eligible to participate in the annuity program when they are (1) Administrative Officials; (2) Associate and Assistant Administrative Officials with three years or more tenure in their positions, or (3) Heads of major departments. All participants in this funded annuity program who are otherwise eligible to be members of the Teachers' Retirement System of Oklahoma (ORS) must be members of the ORS; provided, however, that employees whose employment is incidental to their educational programs at the institution are not eligible. Eligible personnel identified above must have been appointed to their respective positions (with remuneration from the OUHSC) prior to July 1, 1976.

Appointees whose effective dates of appointment are on or after July 1, 1976 are not eligible to participate in this plan, but, if otherwise eligible, may participate in the expanded plan, effective July 1, 1976 referred to below. However, faculty and administrative officials who are appointed to positions of eligibility under this plan prior to July 1, 1976, but who have not fulfilled eligibility requirements prior to July 1, 1976 (e.g., tenure, three years in position) may choose to participate in either Plan 001 or Plan 002, provided that such choice is made in writing not later than November 30, 1976. In the absence of such a decision the employee would participate in this plan (Plan 001). When, in the future, it becomes advantageous for a Plan 001 participant to change to Plan 002 such change is authorized. This summary describes the plan for eligible employees as defined in this section. A separate summary plan description (Plan 002) has been prepared for full-time faculty and staff members who are members of the Teachers' Retirement System of Oklahoma (ORS) and whose salary from the Health Sciences Center is \$9,000 or above, provided that they have achieved 30 years of age or have 3 years of service with the University, and provided further that they are not participating in the funded annuity program established for faculty and administrative officials appointed prior to July 1, 1976.

A faculty or staff appointee who is otherwise eligible to participate in Plan 001 but whose age at time of appointment makes him/her ineligible to participate in the Oklahoma Teachers' Retirement System, may be allowed to participate in Plan 001 if authorized by the Provost, Health Sciences, and the President.

A faculty member whose acceptance of an appointment was made prior to the action of the Regents establishing Plan 002 (September 2, 1976) is authorized to participate in Plan 001 if he/she is otherwise eligible.

III. Participation. All eligible faculty and administrative officials will begin participation in this annuity plan in accordance with the following:

<u>Category</u>	<u>Begin Participation</u>
A. Associate Professors and above; Administrative Officials; Heads of major departments.	Effective first of month following date of appointment to the position.
B. Assistant Professors	Effective date of receiving tenure.
C. Associate and Assistant Administrative Officials	Will be participants in this funded annuity program on first day of month after completion of three years of service at the institution with- out a break in service.

(A "year of service" and a "break in service" are defined in Appendix "A" this resolution).

IV. Normal Retirement Age. All faculty and staff participants in this annuity plan shall retire no later than the last day of the fiscal year (July 1 - June 30) in which they attain age 70, herein called normal retirement age for faculty unless earlier retirement is voluntarily chosen in accordance with authorizations in the Retirement Plan of the University of Oklahoma Health Sciences Center. Administrative Officers participating in this Annuity Plan shall be placed on retirement status from their administrative positions at the age of 68, herein called normal retirement age for Administrative Officers, with the understanding that they may be employed either full-time or part-time in other work until reaching the age of 70.

V. Plan Contributions. Contributions under this annuity plan, referred to hereafter as "Plan Contributions" will be made on a monthly basis during years of participation, ("A year of participation" is defined in Appendix "A"), except for months in which no salary is paid, in accordance with the following schedule: Institution will contribute 2% of the first \$1000 of monthly salary paid by the Institution, plus 15% of the next \$1500 or part thereof of monthly salary paid by the Institution. Salary for the purpose of this plan shall consist only of those stipends paid from funds allocated to or collected by the University of Oklahoma Health Sciences Center, and expended through regular payroll procedures established by the Office of Financial Services of the University of Oklahoma Health Sciences Center and/or funds received directly by the individual, such as a career development award or fellowship; provided, however, that the inclusion of such award or fellowship must be specifically requested in advance in writing by the appropriate Dean and approved by the Provost, Health Sciences. Plan contributions shall be forwarded to TIAA-CREF to be applied as premiums on regular retirement annuity contracts owned by the participant and may be allocated between TIAA and CREF in any of the following portions, as elected by the participant:

<u>TO TIAA</u>	<u>TO CREF</u>
100%	0%
75%	25%
50%	50%
25%	75%

VI. Annuity Contracts. The participant shall complete a TIAA-CREF application form in order for the annuity contract(s) to be issued. Each TIAA and/or CREF annuity contract issued under this plan is for sole purpose of providing a retirement or death benefit and is solely the property of the individual participant. Provisions of regular TIAA and CREF annuity contracts are described in the booklet, Your Retirement Annuity, which is distributed to each participant as part of description of this plan. All benefits under this plan are provided solely through individual owned fully-funded annuity contracts and therefore are not subject to, nor covered by, federal plan termination insurance.

- VII. Leave of Absence. During a leave of absence the institution will continue its plan contributions to a participant's annuities at the rate specified in Section V on the basis of salary then being paid by the institution. When the participant is in a leave without pay status, institutional contributions will not be made.
- VIII. Repurchase. In the event a participant in this plan terminates employment for reasons other than retirement or disability and requests that TIAA-CREF repurchase his/her annuity, the institution will approve such repurchase provided the participant is not employed by or moving to another institution having a TIAA-CREF Retirement Plan for which he/she will be eligible, and provided the repurchase meets the other conditions under which TIAA-CREF will repurchase annuities. These conditions and the formula for any repurchase charge are set forth in the booklet, Your Retirement Annuity. Upon repurchase the portion of the accumulation (Less any repurchase charge) attributable to Plan Contributions made by the participant will be payable by TIAA-CREF to the participant. The portion of the accumulation attributable to Plan Contributions made by the Institution will remain in the annuity contract(s) to provide retirement and/or death benefits for the participant, except that if the Plan Contributions made by the Institution to the annuities totaled less than \$2,000, such portion (less any repurchase charge) will be paid to the participant. Amounts paid to the participant upon repurchase shall be in full satisfaction of the participant's rights to retirement and/or death benefits attributable to such amounts repurchased.
- IX. Retirement Benefits. Upon retirement at any age, the participant shall be entitled under the terms of his/her TIAA and CREF Annuity Contracts to receive a monthly or other periodic income under one of the options set forth in such contracts. All options provide a lifetime income for the participant and all except one also provide for income to a spouse or other beneficiary. Descriptions of the income options are contained in the booklet, Your Retirement Annuity. The Institution permits the use of the Retirement Transition Benefit described in Your Retirement Annuity.

A participant initiates procedures for receipt of retirement income benefits by writing directly to TIAA-CREF. Employment of individuals eligible to participate in this plan shall not continue beyond the date a participant receives his/her first annuity income payment from a TIAA or CREF annuity contract to which contributions have been made under this plan.

- X. Death Benefits. In the event a participant dies prior to commencement of retirement benefit payments described in Section IX, the full current value of the annuity accumulation, including the portion attributable to Plan Contributions made by the Institution is then payable to the beneficiary or beneficiaries named by the participant, in a single sum or under any one of the income options offered by TIAA-CREF. These income options are described in the booklet, Your Retirement Annuity.

- XI. Plan Year. The "plan year" is January 1 through December 31 of each year. Records for each participant for whom annuity contracts have been issued are maintained on the calendar year basis. TIAA-CREF sends each annuity owner a report of premiums and benefits summarizing the status of his/her annuity contracts as of December 31 of each year. Similar reports or benefits illustrations may be obtained by a TIAA-CREF annuity owner upon termination of employment or at any other time by writing directly to TIAA-CREF.
- XII. Administrator. The Director, Office of Personnel Services, University of Oklahoma Health Sciences Center, located at 1100 N. Lindsay, Oklahoma City, Oklahoma, 73190, is the Administrator of this plan and is responsible for enrolling participants, sending Plan Contributions for each participant as premiums to annuity contracts issued on the participant's life, and for performing other duties required for the operation of the plan. The Administrator may designate in writing other persons to carry out duties under the plan.
- XIII. Application for Benefits. Benefits provided by TIAA and CREF annuities to which Plan Contributions have been applied will be payable by TIAA-CREF upon receipt by TIAA-CREF of a satisfactorily completed application for benefits and supporting documents. The necessary forms will be provided to the participant or beneficiary by TIAA-CREF.
- XIV. Requests for Information and Other Claims Procedures. Requests for information and claims or service of legal process concerning eligibility, participation, contributions, or other aspects of the operation of the plan should be in writing and directed to the Administrator of this plan. If a written request or claim is denied, the Administrator shall within a reasonable time, provide in writing to the participant the basis for any such denial. A participant may request in writing a review of a denial of a claim and may review pertinent documents and submit issues and comments in writing to the Administrator. The Administrator shall provide in writing to the participant a decision upon such request for review of denial of a claim, within sixty (60) days of receipt of the request. Requests for information concerning the TIAA-CREF annuity contracts and their terms, conditions and interpretations thereof, claims thereunder, any requests for review of denial of such claims, and service of legal process shall be subject to similar procedures and may be directed in writing to TIAA-CREF, 730 Third Avenue, New York, New York, 10017.
- XV. Amendment. While it is expected that this plan will continue indefinitely, the Board of Regents of the University of Oklahoma reserves the right to modify or discontinue the plan at any time. The Board may also delegate any of its powers and duties with respect to the plan, or amendments, to one or more officers or other employees of the Institution. Any such delegation shall be set forth in writing. Any discontinuance or modification of the plan cannot adversely affect the benefits accrued by participants prior to the date of discontinuance or modification.

APPENDIX "A"

Year of Service. For purposes of participation requirements, the term "year of service" shall mean a twelve month period starting with the eligible employee's date of employment (or anniversary date of such employment) during which the eligible employee has completed 1000 or more hours of service. If any person in an eligible category of employment does not complete the required hours of service as set forth above by the first anniversary date of employment, the hours completed do not count toward establishing a year of service, and a "new start" must be made toward meeting the hours test during the second year of employment. Participation in the plan begins only when the service requirement set forth in Section III has been fulfilled.

(If an employee has completed one or more "years of service" but not the number of years of service required for plan participation, and then completes a twelve month period of service consisting of 500 or less hours of service such a twelve month period constitutes a one year "break in service." When such a break in service occurs, any year of service prior to the break in service will not be counted for purposes of meeting the participation requirements described in Section III.).

Years of Participation. A year of participation is any "year of service" after participation in the plan begins.

Hours of Service. For purposes of this plan, an "hour of service" shall mean each hour for which an eligible employee is paid or entitled to payment by the Institution for the performance of his/her duties with the Institution, including hours for which back pay has been awarded or agreed to by the Institution.

For the purpose of determining whether a break in service has occurred, an hour of service shall also include each hour for which an eligible employee is paid or entitled to payment for reasons (such as vacation, sickness or disability) other than for the performance of duties during the applicable period. Hours of service other than those credited for performance of duties, shall be determined by dividing payments received or due by the lesser of (a) the employee's most recent hourly rate of compensation for the performance of duties or (b) the employee's average hourly rate of compensation for the performance of duties for the most recent period in which the employee performed his or her duties for more than 500 hours.

PLAN 002

- I. This Funded Annuity Plan Resolution sets forth the provisions of the TIAA-CREF Funded Annuity Plan established by the Board of Regents of the University of Oklahoma Health Sciences Center (OUHSC), herein referred to

as the Institution, as of July 1, 1976. Contributions under this defined contribution plan are applied to individual annuities issued to each participant by Teachers Insurance and Annuity Association (TIAA) and/or College Retirement Equities Fund (CREF).

- II. Eligibility. Subject to the conditions stated in Section III, the following categories of employees are eligible to participate in the Retirement Plan: All faculty and staff members whose salaries, respectively, are \$9,000 or more per year from the Health Sciences Center, provided that they have achieved 30 years of age or have three years of service with the University, and provided further, that all participants in this funded annuity program who are otherwise eligible to be members of the Teachers' Retirement System of Oklahoma (ORS) must be members of the ORS; provided, however, that employees whose employment is incidental to their educational programs at the institution are not eligible. A faculty or staff appointee who is otherwise eligible to participate in Plan 002 but whose age at time of appointment makes him/her ineligible to participate in the Oklahoma Teachers' Retirement System, may be allowed to participate in Plan 002 if authorized by the Provost, Health Sciences, and the President.

Eligible personnel identified above must have been appointed to their respective positions (with remuneration from the OUHSC) with effective date on or after July 1, 1976, provided, however, that otherwise eligible faculty and staff appointed prior to July 1, 1976 may participate in this plan if they do not meet the eligibility requirements of Plan 001. (Plan 001 is the plan which was authorized by the Board of Regents in 1968 and provides a funded retirement annuity for designated faculty and administrative officials appointed to their positions (with remuneration from the Health Sciences Center) and with appointment dates effective prior to July 1, 1976). However, faculty and administrative officials who were appointed to positions of eligibility under Plan 001 prior to July 1, 1976 may choose to participate in either Plan 001 or Plan 002, provided that such choice is made in writing not later than November 30, 1976. In the absence of such a decision the employee would participate in Plan 001. Additionally, when in the future, it becomes advantageous for a Plan 001 participant to change to Plan 002, such change is authorized. This summary describes the plan for eligible employees as defined in this section. A separate summary plan description has been prepared for designated faculty and administrative officials who were appointed to their positions with remuneration prior to July 1, 1976, (Plan 001).

- III. Participation. All eligible faculty and staff members will begin participation in this retirement plan in accordance with the following: Upon the first day of the month following the third anniversary date of their appointment to a qualifying position (without a "break in service"), or upon the first day of the month following their 30th birthday anniversary, whichever date comes sooner; provided, however, that employees in eligible categories of employment who own fully-vested, fully-funded, non-cashable individual

retirement annuity contracts issued under the terms of an institutional retirement plan of a previous employer may begin participation in this retirement plan, through the regular TIAA and/or CREF annuities used under this plan effective on date of appointment at the Institution.

(A "year of service" and a "break in service" are defined in Appendix "A", this resolution).

- IV. Normal Retirement Age. All faculty and staff participants in this annuity plan shall retire no later than the last day of the fiscal year (July 1 - June 30) in which they attain age 70, herein called normal retirement age for faculty unless earlier retirement is voluntarily chosen in accordance with authorizations in the Retirement Plan of the University of Oklahoma Health Sciences Center. Administrative Officers participating in this Annuity Plan shall be placed on retirement status from their administrative positions at the age of 68, herein called normal retirement age for Administrative Officers, with the understanding that they may be employed either full-time or part-time in other work until reaching the age of 70.
  
- V. Plan Contributions. Contributions under this retirement plan, referred to hereafter as "Plan Contributions" will be made on a monthly basis during years of participation, ("A year of participation" is defined in Appendix "A" of this resolution), except for months in which no salary is paid, in accordance with the following schedule: Effective July 1, 1976 the contribution will be 4½% of the base annual salary paid by the OUHSC between \$9,000 and \$30,000; the rate of contribution will be increased each July 1st thereafter, respectively, to 7½, 10½, 13½ until 15% is reached in the fiscal year 1980-81.

Salary for the purpose of this plan shall consist only of those stipends paid from funds allocated to or collected by the University of Oklahoma Health Sciences Center, and expended through regular payroll procedures established by the Office of Financial Services of the University of Oklahoma Health Sciences Center and/or funds received directly by the individual, such as a career development award or fellowship; provided, however, that the inclusion of such award or fellowship must be specifically requested in advance in writing by the appropriate Dean and approved by the Provost, Health Sciences.

Plan contributions shall be forwarded to TIAA-CREF to be applied as premiums on regular retirement annuity contracts owned by the participant and may be allocated between TIAA and CREF in any one of the following portions, as elected by the participant.

<u>TO TIAA</u>	<u>TO CREF</u>
100%	0%
75%	25%
50%	50%
25%	75%



- VI. Annuity Contracts. The participant shall complete a TIAA-CREF application form in order for the annuity contract(s) to be issued. Each TIAA and/or CREF annuity contract issued under this plan is for sole purpose of providing a retirement or death benefit and is solely the property of the individual participant. Provisions of regular TIAA and CREF annuity contracts are described in the booklet, Your Retirement Annuity, which is distributed to each participant as part of description of this plan. All benefits under this plan are provided solely through individual owned fully-funded annuity contracts and therefore are not subject to, nor covered by, federal plan termination insurance.
- VII. Leave of Absence. During a leave of absence the institution will continue its Plan Contributions to a participant's annuities at the rate specified in Section V on the basis of salary then being paid by the institution. When the participant is in a leave-without-pay status, institutional contributions will not be made.
- VIII. Repurchase. In the event a participant in this plan terminates employment for reasons other than retirement or disability and requests that TIAA-CREF repurchase his/her annuity, the institution will approve such repurchase provided the participant is not employed by or moving to another institution having a TIAA-CREF Retirement Plan for which he/she will be eligible, and provided the repurchase meets the other conditions under which TIAA-CREF will repurchase annuities. These conditions and the formula for any repurchase charge are set forth in the booklet, Your Retirement Annuity. Upon repurchase the portion of the accumulation (less any repurchase charge) attributable to Plan Contributions made by the participant will be payable by TIAA-CREF to the participant. The portion of the accumulation attributable to Plan Contributions made by the Institution will remain in the annuity contract(s) to provide retirement and/or death benefits for the participant, except that if the Plan Contributions made by the Institution to the annuities totaled less than \$2,000, such portion (less any repurchase charge) will be paid to the participant. Amounts paid to the participant upon repurchase shall be in full satisfaction of the participant's rights to retirement and/or death benefits attributable to such amounts repurchased.
- IX. Retirement Benefits. Upon retirement at any age, the participant shall be entitled under the terms of his/her TIAA and CREF Annuity Contracts to receive a monthly or other periodic income under one of the options set forth in such contracts. All options provide a lifetime income for the participant and all except one also provide for income to a spouse or other beneficiary. Descriptions of the income options are contained in the booklet, Your Retirement Annuity. The Institution permits the use of the Retirement Transition Benefit described in Your Retirement Annuity.

A participant initiates procedures for receipt of retirement income benefits by writing directly to TIAA-CREF. Employment of individuals eligible to participate in this plan shall not continue beyond the date a participant receives his/her first annuity income payment from a TIAA or CREF annuity contract to which contributions have been made under this plan.

- X. Death Benefits. In the event a participant dies prior to commencement of retirement benefit payments described in Section IX, the full current value of the annuity accumulation, including the portion attributable to Plan Contributions made by the Institution is then payable to the beneficiary or beneficiaries named by the participant, in a single sum or under any one of the income options offered by TIAA-CREF. These income options are described in the booklet, Your Retirement Annuity.
- XI. Plan Year. The "plan year" is January 1 through December 31 of each year. Records for each participant for whom annuity contracts have been issued or maintained on the calendar year basis. TIAA-CREF sends each annuity owner a report of premiums and benefits summarizing the status of his/her annuity contracts as of December 31 of each year. Similar reports or benefits illustrations may be obtained by a TIAA-CREF annuity owner upon termination of employment or at any other time by writing directly to TIAA-CREF.
- XII. Administrator. The Director, Office of Personnel Services, University of Oklahoma Health Sciences Center, located at 1100 N. Lindsay, Oklahoma City, Oklahoma, 73190, is the Administrator of this plan and is responsible for enrolling participants, sending Plan Contributions for each participant as premiums to annuity contracts issued on the participant's life, and for performing other duties required for the operation of the plan. The Administrator may designate in writing other persons to carry out duties under the plan.
- XIII. Application for Benefits. Benefits provided by TIAA and CREF annuities to which Plan Contributions have been applied will be payable by TIAA-CREF upon receipt by TIAA-CREF of a satisfactorily completed application for benefits and supporting documents. The necessary forms will be provided to the participant or beneficiary by TIAA-CREF.
- XIV. Requests for Information and Other Claims Procedures. Requests for information and claims or service of legal process concerning eligibility, participation, contributions, or other aspects of the operation of the plan should be in writing and directed to the Administrator of this plan. If a written request or claim is denied, the Administrator shall within a reasonable time, provide in writing to the participant the basis for any such denial. A participant may request in writing a review of a denial of a claim and may review pertinent documents and submit issues and comments in writing to the Administrator. The Administrator shall provide in writing to the participant a decision upon such request for review of denial of a claim, within sixty (60) days of receipt of the request. Requests for information concerning the TIAA-CREF annuity contracts and their terms, conditions and interpretations thereof, claims thereunder, any requests for review of denial of such claims, and service of legal process shall be subject to similar procedures and may be directed in writing to TIAA-CREF, 730 Third Avenue, New York, New York, 10017.

- XV. Amendment. While it is expected that this plan will continue indefinitely, the Board of Regents of the University of Oklahoma reserves the right to modify or discontinue the plan at any time. The Board may also delegate any of its powers and duties with respect to the plan, or amendments, to one or more officers or other employees of the Institution. Any such delegation shall be set forth in writing. Any discontinuance or modification of the plan cannot adversely affect the benefits accrued by participants prior to the date of discontinuance or modification.

#### APPENDIX "A"

Year of Service. For purposes of participation requirements, the term "year of service" shall mean a twelve month period starting with the eligible employee's date of employment (or anniversary date of such employment) during which the eligible employee has completed 1000 or more hours of service. If any person in an eligible category of employment does not complete the required hours of service as set forth above by the first anniversary date of employment, the hours completed do not count toward establishing a year of service, and a new start must be made toward meeting the hours test during the second year of employment. Participation in the plan begins only when the service requirement set forth in Section III has been fulfilled.

(If an employee has completed one or more "years of service" but not the number of years of service required for plan participation, and then completes a twelve month period of service consisting of 500 or less hours of service such a twelve month period constitutes a one year "break in service." When such a break in service occurs, any year of service prior to the break in service will not be counted for purposes of meeting the participation requirements described in Section III.)

Years of Participation. A year of participation is any "year of service" after participation in the plan begins.

Hours of Service. For purposes of this plan, an "hour of service" shall mean each hour for which an eligible employee is paid or entitled to payment by the Institution for the performance of his/her duties with the Institution, including hours for which back pay has been awarded or agreed to by the Institution.

For the purpose of determining whether a break in service has occurred, an hour of service shall also include each hour for which an eligible employee is paid or entitled to payment for reasons (such as vacation, sickness or disability) other than for the performance of duties during the applicable period. Hours of service other than those credited for performance of duties, shall be determined by dividing payments received or due by the lesser of (a) the employee's most recent hourly rate of compensation for the performance of duties or (b) the employee's average hourly rate of compensation for the performance of duties for the most recent period in which the employee performed his or her duties for more than 500 hours.

Regent Engleman moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried unanimously.

c. College of Health Professional Practice Plan

President Sharp said a Professional Practice Plan has been proposed for the College of Health as follows:

The University of Oklahoma  
College of Health Faculty Professional Practice Plan

I. Preamble

The faculty of the College of Health is composed of professionals in a wide variety of specialties in the public health and health-related fields. Diverse in their nature and scope, these specialties form an integral part of the health care delivery system and are essential to quality patient care. Professional services provided by the faculty of the College include those relating to health care distribution and delivery, rehabilitation of the sick and the handicapped, maintenance of health and quality of life. Faculty participation in these efforts may be in the form of direct patient care, consultation, and/or education of patients and professionals. Provision of these services to the people of Oklahoma is consistent with the University's mission of public and professional service and is an essential part of the mission of the Health Sciences Center.

The professional practice plan is a formal grouping of full-time faculty (see Section 3.5, Faculty Handbook) to render services to patients and/or specialized consultative services for a fee under a private practice arrangement. Patient care services shall be provided only by those faculty who are appropriately credentialed (license, certificate, or registration, where such exist) by the State of Oklahoma and/or by the appropriate national agency.

The professional practice plan shall be governed by the following principles and policies:

It is the prerogative of the faculty member to determine whether he or she wishes to engage in such professional private practice activities. The decision to engage in professional private practice activities by the faculty member will be made with the knowledge and understanding that the fees received for these activities are included as generated income governed by this Policy and that he/she will be benefited thereby.

When members of the faculty deliver specialized personal consultative services or patient care, these faculty members by their personal efforts and presence enhance the stature and reputation of the College of Health and the Health Sciences Center.

A reasonable degree of active involvement by the faculty in health delivery practices is essential to the maintenance of their professional skills. This contributes to the educational mission of the College of Health, including the research component of education.

There must be upper limits to the time spent and income derived from personal services so that the primary goals of quality education, patient care, and research are achieved with a fair mixture of professional capabilities and financial awareness.

Active participation in health delivery systems requires of the participant a significant commitment in terms of energy, emotional dedication, time, and the assumption of personal liabilities in addition to those assumed in carrying out academic programs.

University fringe benefits shall be computed on the basis that the guaranteed base salary is the only compensation which is paid by the University to members of the full-time faculty as employees. Amounts paid toward the difference between the guaranteed base and the full-time equivalent salary compensate faculty members for their professional private practice activities. Such amounts are to be excluded in the calculation of University fringe benefits.

There are fundamental differences among health and health-related disciplines, departments, and specialties in matters relating to: (1) the unit of service for which a professional fee is rendered; (2) the amount of the customary fee per unit of service; (3) the status of the patient (ambulatory or hospitalized); (4) the goal of the services rendered; and (5) their individual and collective needs as they relate in turn to their primary functions of teaching, training, clinical care, and community service.

Adherence to this policy, as with all Regents' policies, is a condition of employment for full-time faculty of the College of Health of the University of Oklahoma Health Sciences Center. Under this policy, as in all University matters, the members of a department are responsible to their chairperson as the chairperson is responsible to his/her Dean and the Dean through the Provost to the President.

## II. Objectives

1. To improve the patient care and consultative resources of the Health Sciences Center for the benefit of all segments of the State.
2. To provide exemplary patient care and consultative models to meet the educational, research, and service goals of the College of Health.
3. To enhance recruitment and retention of highly qualified faculty by providing a source of funds with which to supplement income.

4. To provide incentives to the faculty to engage in the practice of their professions, to maintain and improve professional skills, to participate more actively in patient care and/or consultative services, and to enhance faculty scholarship.
5. To define rules governing the amount of time that shall be devoted to patient care and/or consultation for extra remuneration.
6. To provide a uniform procedure by which to account for the total income received by each member of the full-time faculty of the College of Health in remuneration for all academic and other professional services, irrespective of the source of money or nature of the professional service.
7. To provide a uniform procedure by which to account for all earnings generated by the faculty from professional service as defined in Section IV.
8. To provide reporting and auditing of all monies received and disbursed as a result of the contributions of the full-time faculty.
9. To provide basic financial data which can be made available and visible to all who have a legal right to examine such information.
10. To establish not only income potential but also income limits so that an individual's primary interests and objectives in teaching, training, administration and research (herein called "academic programs") will be balanced by a reasonable amount of time devoted to patient care and/or consultation.
11. To ensure effective control and administration by the University of Oklahoma, the College of Health, and its constituent departments of all monies received and disbursed.

### III. Definition of Terms

#### 1. Membership

A. Those members of the faculty of the University of Oklahoma College of Health who hold a full-time appointment in the College of Health will have the right to participate and vote in the Professional Practice Plan.

B. All members of the faculty of the University of Oklahoma must be appointed members of the faculty as individuals and they must exercise their professional capabilities under this policy. The University will not recognize individual or departmental corporations.

2. Guaranteed Base

This is the specific salary that is guaranteed annually by contract with the University of Oklahoma through appointment to the faculty of the College of Health by the Regents of the University of Oklahoma to compensate the individual faculty member for that portion of his or her time which will be devoted to academic programs and to ensure that the academic programs take precedence over other responsibilities.

3. Full-Time Equivalent Salary

This is the annual negotiated salary figure approved by the Board of Regents of the University of Oklahoma which represents the value of the individual faculty member's academic and professional services on a full-time basis and upon which an hourly or other charge for professional services may be based.

4. Maximum Professional Earnings Potential

This is the difference between the guaranteed base and full-time equivalent salary (the difference between III, 3. and III, 2. above).

That income that is generated by those activities of the individual which are not compensated by the guaranteed base.

IV. Operational Procedures

1. The full-time equivalent salary will be developed and reviewed annually for each faculty member by the appropriate departmental chairperson with the Dean of the College of Health and recommended for approval to the President and the Board of Regents of the University of Oklahoma. It will be achieved, if at all, by the addition of generated income to the guaranteed base.

2. To assure the successful performance of the College's assigned tasks, members of the plan shall not engage in consultation or other outside professional activity which will result in their being diverted from their normally assigned duties more than 20% of the time. Should a department feel that it is in the interest of the department that an exception be made and that the other members of the department can and will assume additional responsibilities, exceptions can be made. But in no event will an exception be made, nor any individual be absent from the campus more than a week at a time without the prior approval of the Dean. This approval will be given only in the most exceptional circumstances. Reports of time spent in the generation of income under this plan shall be submitted each semester to the Department Chairperson and to the Dean of the College.

3. The yearly income for each member from the plan shall not exceed his/her annual base salary.

4. Sources of Generated Income

All sources of generated income including, but not limited to, the following:

- a. Patient care fees wherever earned by the faculty member
- b. Professional consultation
- c. Honoraria

All to be treated herein as earned by those activities of the individual which are not compensated by the guaranteed base.

5. Income Exclusions

- a. Prizes and awards
- b. Faculty members interests in:
  - 1) Royalties
  - 2) Copyrights
  - 3) Patent Rights
- c. Non-professional income
- d. Compensation received as a result of military leave
- e. Income earned during leave without pay, vacation, and/or sabbatical.

6. Disposition of Gross Generated Income

Generated income described above will be deposited daily in the University of Oklahoma Health Sciences Center clearing account. It will be transferred monthly into the Special Agency Account of the University of Oklahoma Health Sciences Center and allocated to the departmental subaccounts of the generating department from which it will be disbursed by the department. The proportions and mechanisms of these distributions will be the responsibility of the department chairperson with the advice of the Departmental Practice Plan Advisory Committee, elected by and from among members of the Plan. The Chair shall serve as a member of this committee with vote. Distribution of these funds will be in the order listed below:

- a) Overhead and direct costs of each subaccount such as rents, supplies, housekeeping, personnel, equipment lease, equipment depreciation reserves, etc., attributable to the professional practice of the members of the full-time faculty, and thereafter
- b) The cost of billing and collections up to 10% of the net generated income\*, and thereafter

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\*unless demonstrable costs accrue to the Department, income derived from honoraria and/or professional consultation shall be exempt from the provisions of a) and b) above.



- c) To that individual faculty member or group within each department, to the extent that the individual faculty member or faculty members of the group have contributed to the generation of income, until any difference between guaranteed base and the full-time equivalent salary is equalled; and thereafter
- d) Expenditures for major items, and the maintenance of an equipment reserve for the department, may be paid from the department subaccount upon recommendation of the department with the concurrence of the Dean of the College; and thereafter
- e) Ten percent of the remaining balance after a), b), c), and d) above have been paid will be paid to the Dean's Fund, a major purpose of which is to relieve inequities in the financial support for various departments as directed and defined by the Dean of the College of Health.
- f) The balance will be retained in the Departmental subaccount to pay for the various expenditures related to departmental functions as outlined below.

Acceptable Categories of Expenditures by Departments include:

1. Visiting consultants and lecturers at the Health Sciences Center.
2. Expenses directly related to faculty and staff recruitment.
3. Students -- scholarships, stipends, and tuitions.
4. Personnel training courses and attendance at professional and educational meetings.
5. Maintenance of laboratories and equipment.
6. Office and administrative expenses.
7. Other expenses incurred in support of departmental teaching, research, and professional service, including salaries.
8. Professional dues.
9. Other departmental business expenses directly related to generation of professional fees. Since funds for which the University acts as custodian are comingled with public funds, all expenditures from such funds must be treated as public expenditures. Public policy requires that public monies be expended for public and not private

purposes. University administration, in consultation with the Advisory Council, will develop and publish guidelines consistent with public policy.

7. Billing, Collecting, Accounting, Disbursements, and Auditing

- a) The Special Agency Account of the University of Oklahoma Health Sciences Center is the only authorized depository. Billing procedures for patient care shall be carried out in the individual departments of the College of Health, but collections must be deposited in the Special agency account on a daily basis as noted above. The Dean may at any time consolidate the billing of any or all of the departments when in his judgement centralization would better serve the College or the purposes and goals of this policy. Fees relating to professional consultation, honoraria, and the like which are received directly by the individual faculty member shall be deposited by the Department to which the faculty member is primarily assigned at the earliest feasible time after receipt. Each faculty member holding an appointment in more than one department of the College shall have, for purposes of this plan, a primary department responsible for depositing and monitoring generated income. Faculty members holding joint appointments in the College of Health and in some other College shall participate in the plan of the College which has primary responsibility for their promotion and tenure as defined in Section 3.5.4. of the Faculty Handbook.
- b) All accounts will be handled in accordance with standard accounting principles, the statues of the State of Oklahoma, and the policies of the Regents of the University of Oklahoma, as they apply to Special Agency Accounts. All funds for educational and general purposes will be transferred to the Revolving Fund before being expended.
- c) Funds will not be used directly for the benefit of any department from funds credited to some other department unless the department whose funds are to be used shall approve and the chairperson or other requisitioning individual of such department shall approve the requisition in writing, except in emergencies and with the approval of the Dean of the College and the Health Sciences Center Provost.

8. Governance of the Professional Practice Plan

- a) The Advisory Council

1) Membership

The members of the Professional Practice Plan will be governed by this policy as amended from time to time by the Board of Regents. The Advisory Council shall represent the full membership of the Professional Practice Plan and shall be responsible for advising the Dean of the College on policy matters affecting the operations covered by this policy. The Advisory Council shall consist of:

- a. The Chairperson or Head of each of the Departments of the College of Health
- b. One additional member-at-large elected by and from the faculty members of each department of the College who hold unmodified faculty titles. Terms of members-at-large shall be for two (2) years, except for the first year when five (5) shall be elected for a term of one (1) year.

2) Meetings

The Advisory Council shall meet quarterly at a time designated by the Chairperson of the Advisory Council and upon call of the Chairperson or of six (6) members of the Advisory Council. Notice of the meeting and an agenda will be distributed to each member at least one week prior to the meeting.

3) Officers

The officers of the Advisory Council shall be a Chairperson, a Vice Chairperson, and a Secretary who shall be elected annually by and from the members of the Advisory Council. The Chairperson shall preside.

4) Quorum and Voting

A quorum shall consist of a simple majority of the voting members of the Advisory Council. Any official action of the Advisory Council requires a majority vote of its members present. Each member shall have one vote.

5) Rules of Order for Advisory Council and its Committees

a. Agenda

All items of business not requiring formal action by the Advisory Council, unless an objection is registered, are accepted "for information only." All items of business requiring formal action by the Advisory Council must be in the form of a resolution.

b. Procedural Motions

Roberts' Rules of Order Newly Revised will be accepted as final authority for parliamentary procedures.

b) The Executive Committee of the Advisory Council

1) Composition

The Executive Committee shall consist of:

- a. Three (3) officers, and
- b. Four (4) members.

2) Officers

The officers of the Executive Committee shall be the officers of the Advisory Council.

3) Members

The Advisory Council shall annually elect from its voting membership an Executive Committee, and no elected members shall serve more than two consecutive one-year terms.

4) Meetings and Quorum

The Executive Committee shall meet at least bi-monthly and upon call of the Chairperson or any four (4) members of the Advisory Council. A quorum shall consist of no less than four (4) members.

5) Duties

The Executive Committee shall exercise the full authority of the Advisory Council as established herein. The Executive Committee may obtain the advice of legal counsel, accountant, consultant, and others as required. It is expressly understood, however, that only the legal counsel for the Regents may prepare legal documents and represent the University and its constituent parts in its external affairs.

c) Ad Hoc Committee

Ad Hoc committees may be appointed as necessary by the Chairperson from the Advisory Council or the Executive Committee.

d) Annual Meeting of Members

Annually, at a time to be determined by the Executive Committee, there shall be a meeting of the full membership of the Professional Practice Plan at which time a report of the activities of the Council shall be given by the Officers. In addition, elections will be held for at-large members, officers, and members of the Executive Committee of the Advisory Council. Special meetings may be called upon request of the Executive Committee.

e) Departmental Governance and Restrictions

Nothing contained herein shall be construed to prevent the contributing members within any department from suggesting such additional department restrictions as they may wish, but such restrictions shall not conflict with the general plan.

9. Accountability

Gross and willful withholding or misrepresentation of reports of income generated and/or time spent under this plan shall constitute grounds for disciplinary action under provisions of Section 3.8 of the Faculty Handbook. Appeals procedures shall be the same as those outlined in Section 3.8 and/or 3.9 of that document.

10. Each faculty member who participates in the Plan shall be informed in writing at the beginning of each fiscal year of his guaranteed annual base and full-time equivalent salary.

11. Miscellaneous Provisions

1) Policy Amendments

The policy for operation and governance of the Professional Practice Plan may be amended from time to time in any particular by the Regents of the University of Oklahoma.

Proposed amendments will be submitted to the Advisory Council for advice or comment. In addition, amendments to the policy may be proposed or initiated for the consideration of the Regents by:

- a. Proposal to the Advisory Council by the Executive Committee, or by petition of twenty (20) percent of the members followed by
- b. Presentation by the Advisory Council with recommendation to the full membership, and requiring

- c. Ratification by 2/3 of the full membership forwarding the proposed amendment through the Dean of the College of Health, Provost-Health Sciences, to the President for approval for submission to the Board of Regents of the University of Oklahoma.

The plan has been approved by the College of Health faculty, the Dean, and the Provost, Health Sciences.

President Sharp recommended adoption of the College of Health Professional Practice Plan to be effective immediately.

Regent Brett moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried unanimously.

- d. College of Dentistry Professional Practice Plan

The present Practice Plan of the College of Dentistry permits full-time faculty to provide services for private patients up to eight hours a week and earn (net income) 50 percent of their guaranteed base salary. It is clear now that several of the specialists (Endodontists, Orthodontists, Oral Surgeons, Periodontists, Prosthodontists) are earning at a higher level although they retain only up to the 50 percent level.

Unlike Medicine, there are no valid national data which identify the earnings potential of faculty by specialty and rank. Hence, it is proposed that dental faculty be permitted to earn (net income from private practice) up to 100 percent of their guaranteed base salary through eight hours a week of practice. Earnings potential then would be related directly to base salary which in turn is based on credentials, years of experience, and quality of performance, and so forth.

This change in earnings potential would result in higher incentives to faculty, aid in recruitment, and increased dollars for divisional/departamental operating budgets. No other aspects of the Practice Plan would change. Distribution of funds would remain the same; the distribution is essentially the same as that for the College of Medicine Practice Plan. The Dean's fund receives five percent of the net earnings from the Practice Plan. Because of the short history of the College of Dentistry Plan, its balance has never reached \$10,000. This fund is being used for in-service training for faculty and staff, work-study programs for students, student awards, faculty recruitment, and so forth. As the fund enlarges it will be used to supplement the operating budgets of departments with low earning potentials.

In order to alter the earnings potential within the Practice Plan of the College of Dentistry, it is necessary to amend Section IV of the Plan, paragraph 3.c. to omit the word "half" in the fourth line so that the phrase will then read "until the guaranteed base is equaled".

It has also been proposed that the name of the Practice Plan be changed from Professional Service Auxiliary to Professional Practice Plan.

President Sharp recommended amending the Practice Plan of the College of Dentistry as explained above, effective immediately.

These amendments were reviewed by the Health Sciences Center Committee and approved.

Regent Bell moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried unanimously.

e. Laboratory Equipment

Two firms responded to our invitation to bid on laboratory equipment for endocrinology, metabolism and hypertension laboratory, as follows:

Beckman Instruments (All of None)

1. Scintillation Counter	\$18,900	
2. Coincidence Monitor	600	
3. Digital Ph Meter	1,040	
4. Spectrophotometer	5,550	
5. Red Sensitive Photomultiplier	5,865	
5A. Red Photomultiplier Tube	<u>365</u>	\$25,422

Packard Instrument  
Downers Grove, Illinois

1. Scintillation Counter	\$26,730	
2. Coincidence Monitor	No Bid	
3. Digital Ph Meter	No Bid	
4. Spectrophotometer	No Bid	
5. Red Sensitive Photomultiplier	<u>No Bid</u>	\$26,730

Alternate Bid:

1. Scintillation Counter	\$17,685	
2. Coincidence Monitor	No Bid	
3. Digital Ph Meter	No Bid	
4. Spectrophotometer	No Bid	
5. Red Sensitive Photomultiplier	No Bid	\$17,685

The low alternate bid of Packard Instrument does not meet specifications as it is not capable of coincidence monitor for chemiluminescence correction as listed in Item 2.

Funds are available in Budget Accounts C1165805, C6100902, and C1121101 Research Grants to make this purchase.





Ford Audio Acoustics  
Oklahoma City

Items 35, 36, and 44

3,520.00

\$162,065.76

Funds are available in Budget account 99400090 (College of Dentistry Equipment) to make these purchases.

President Sharp recommended awarding the bids to the several firms offering the lowest and best price for the various items as listed above.

Regent Brett moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

g. Proposal, Contract, and Grant Report

A summary of proposals for contracts and grants for the Health Sciences Center for July, 1976, as well as a list of all contracts executed during the same period of time on proposals previously reported, was included in the agenda for this meeting.

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

Regent Replogle moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion unanimously approved.

V. Operations and Physical Plant

a. Lease Agreement for Enid Family Medicine Clinic

A lease has been proposed between the Enid Clinic and the Board of Regents covering space to be leased in the Enid Clinic Building, 617 South Quincy Street, Enid, to be used as a model clinic for the Garfield County Family Practice Residency Program of the University of Oklahoma. The clinic will be known as the Enid Family Medicine Clinic of the University of Oklahoma. The agreement is effective September 1, 1976 at a rate of \$5 per occupied square foot per year. The Enid Family Medicine Clinic of the University of Oklahoma will occupy the leased premises on a phased basis beginning in September, 1976, with occupancy of 350 square feet of non-renovated space for storage of equipment and materials pending renovation of the leased facility. The amount of space occupied will increase gradually over a period of several months until approximately 5,800 square

feet of renovated space will be occupied beginning approximately August 1, 1977 at an annual rental cost of \$5 per square foot or \$2,416 per month.

President Sharp recommended approval of entering into an agreement with the Enid Clinic covering the space to be occupied by the University of Oklahoma Enid Family Medicine Clinic.

Regent Bell moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion unanimously approved.

b. Lease Agreement and Lease/Purchase Agreement - Tulsa

Two agreements are proposed between the University and Dr. Frank A. Clingan, recently appointed faculty member in the Department of Surgery, University of Oklahoma Tulsa Medical College, as follows:

1. A lease agreement covering a clinic located at 2219 East 21st Street in Tulsa, which will be used by the faculty and students of the Tulsa Medical College. The lease is for the period October 1, 1976 through June 30, 1977, at a rate of \$2,074 per month for 3,006 square feet of space. The lessor, Dr. Frank A. Clingan, will pay all utilities connected with the operation and maintenance of the leased premises, provide janitorial services and supplies, provide an adequate hard surface on the premises for parking, keep the leased premises in good repair, and pay for liability and property insurance.
2. A lease/purchase agreement covering the office and medical equipment in the clinic. The University will lease all of the office and medical equipment currently owned by Dr. Frank A. Clingan and located in the clinic building at 2219 East 21st Street, Tulsa, at a rate of \$584 per month for 35 months and one payment at \$614.63 for a total 36-month lease/purchase agreement at the end of which the parties agree the equipment will belong to the University. The equipment is currently insured against fire, storm, and theft, and Dr. Clingan has agreed to continue this coverage through the term of this lease. In the event Dr. Clingan terminates his employment with the University, either at his initiative or the University's or for whatever reason, he will have the option of buying out the University's interest under this agreement by paying to the University 73.9 percent of all monies paid to him under

this agreement by the University. If he should elect not to exercise this option, the University will pay him 73.9 percent of the balance due under this agreement, and upon making that payment the equipment will immediately become the property of the University. This agreement is effective October 1, 1976.

President Sharp recommended approval of entering into the lease agreement and the lease/purchase agreement as explained above.

Regent Mitchell said the Health Sciences Center Committee reviewed these agreements and concurs in the recommendation. He moved approval. The following voted aye on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Repogle, and Engleman. The Chair declared the motion carried.

c. Project J, Steam and Chilled Water Plant

Carnahan, Thompson, and Delano, Incorporated, the project engineers for the Phase III Addition and Phase IV Addition to the Steam and Chilled Water Plant, have completed final plans and specifications for Project "J", the distribution piping to the College of Nursing Building and the Library and Learning Resources Center. The plans have been reviewed and are ready for approval.

This project includes the installation of steam and chilled water piping in a system of tunnels starting at a point in the main tunnel located just east of the Biomedical Sciences Building and extending a distance of more than 1,000 feet to a point on the west side of the College of Nursing Building. The new piping will serve both the Library and Learning Resources Center and the College of Nursing Building. It also will provide two points, one located near the intersection of Stonewall Avenue and Northeast 11th Street and the other located near the southwest corner of the College of Nursing Building for future extensions of the system to serve other buildings located east of Stonewall Avenue.

The estimated cost of this work is \$175,000 plus the engineer's fee of six percent of the construction cost and a contingency allowance of \$17,500. Funds for this work are included in the budget for the Phase III and Phase IV Additions to the Central Steam and Chilled Water Plant Project.

Bids for construction of this project are to be received in late September.

President Sharp recommended that the final plans and specifications for Project "J", Phase III Addition and Phase IV Addition to the Central Steam and Chilled Water Plant be approved, and authorization to advertise for bids be granted.

Regent Brett reported these plans were reviewed by the Facilities Planning Committee and the Committee concurs in the recommendation. He moved approval. The following voted aye on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried unanimously.

d. Electric Power Easements

In order to secure electric power for the College of Nursing Building and the Library and Learning Resources Center structure now under construction, it is necessary to grant two easements for underground distribution lines to Oklahoma Gas and Electric Company.

The easement for the College of Nursing Building is 10 feet wide and runs from the east right of way line of Stonewall Avenue along the south side of the building to an underground transformer vault.

The easement for the Library/Learning Resources Center also is 10 feet wide. It extends from the west right of way line of Stonewall Avenue to a transformer vault constructed as a part of the building.

President Sharp recommended that the Regents grant the easement for electric service to the College of Nursing Building and the easement for electric service to the Library/Learning Resources Center structure to Oklahoma Gas and Electric Company.

Regent Brett said these easements were reviewed by the Facilities Planning Committee which concurs in the recommendation and he moved approval. The following voted aye on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried unanimously.

e. Purchase of Property

The City of Oklahoma City has offered to sell Lots 19 and 20, Block 18, Oak Park Addition to Oklahoma City, located on Stonewall between Northeast 8th Street and Northeast 10th Street, to the University for a total purchase price of \$5,670. This is the property on which the former fire station was located and is immediately adjacent to our College of Nursing Building. The University owns all of the property surrounding these two lots and it is appropriate that this become a part of the Health Sciences Center Campus.

President Sharp recommended approval of purchasing from the City of Oklahoma City Lots 19 and 20, Block 18, Oak Park Addition to the City of Oklahoma City for a total purchase price of \$5,670.

Regent Mitchell said the Health Sciences Center Committee reviewed this matter and concurs in the recommendation. He moved approval. The follow-

ing voted aye on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried unanimously.

f. Oklahoma Health Science Facility, Inc.

Mr. Raymond D. Crews has been a Director of the Oklahoma Health Science Facility, Inc. for several years. Mr. Crews is retiring this fall and it is desirable that his position on the Board of Directors be filled. The Provost has proposed the appointment of Mr. Bruce Love, Director of Operations at the Health Sciences Center, to replace Mr. Crews.

President Sharp recommended the appointment of Mr. Bruce Love to the Board of Directors of the Oklahoma Health Science Facility, Inc. effective September 1, 1976.

Regent Brett moved approval of the recommendation. The following voted aye on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

g. Report on Major Capital Improvements Projects

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

VII. University Relations

a. University Hospital Trustees

At the June 10, 1976, meeting (p. 13975) Dr. Christian Kaufman was one of three appointed to serve on the University Hospital and Clinics Board of Trustees for the current fiscal year. Dr. Kaufman declined to accept the appointment.

President Sharp said Dr. Jay Paul Cannon, Assistant Professor of Surgery, has been proposed to serve in this capacity by the Provost, Health Sciences. President Sharp recommended that Dr. Cannon be appointed to the University Hospital Board of Trustees for a term expiring on June 30, 1977.

Approved on motion by Regent Mitchell, with the following voting aye: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman.

Regent Mitchell left the meeting.

B. Administration

V. General Policies

a. Criteria for Transferring Equipment

It is desirable that a policy be established regarding the transfer of equipment and funds upon termination of a faculty member. The following policy is proposed:

The criteria for determination of transferability of equipment and/or funds to another institution at the request of faculty members terminating their faculty appointment here and transferring activities to another institution are as follows:

1. At no time will title to equipment vested in the University of Oklahoma be transferred directly to the terminating faculty member.
2. Transfer of equipment may be considered when:
  - a. It is or was the specific intent of the donor that the equipment is or was to support the work of the terminating faculty member rather than a program of the University and that the equipment ownership should be transferred to the institution to which the faculty is moving.
  - b. The equipment was purchased from funds supporting an on-going program which the donor or granting agency will continue at the new employing institution.
3. At no time will funds deposited with the University for the purpose of supporting the departing faculty member's research, patient care, or education program be transferred directly to the faculty member except under the provision of Regents' Practice Plan policies.
4. Funds may be considered for transfer to the departing faculty member's new institution only when:
  - a. It was the specific intent of the donor or granting agency that the funds were/are for the purpose of supporting the activity of the departing faculty member (rather than a program of the University) which specifically is being

ARCHITECTURAL AND ENGINEERING SERVICES  
THE UNIVERSITY OF OKLAHOMA

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROGRESS REPORT, SEPTEMBER, 1976

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
HEALTH SCIENCES CENTER								
College of Nursing Building	2	Murray, Jones, Murray	Harmon Construction Co.	10/16/75	07/04/77	3,635,000 <u>3,691,336</u>	45%	Bond Funds Grant, DHEW
Diagnostic Laboratory, School of Medicine Building	--	A&E Services	OUHSC Site Support	--	06/15/76	31,000	99%	Grant
Corridor/Bridge Biomedical Sciences Bldg.	7	Wright & Selby	The Constructors Co., Inc.	03/20/76	11/23/76	273,600 <u>279,020</u>	9%	Bond Funds Urban Renewal Funds
Library/Learning Resources Center	1A	Binnicker Associates	J.J. Cook & Associates	04/30/76	07/29/78	5,152,455	9%	Bond Funds, Grant, DHEW Gifts
Steam and Chilled Water Plant, Phase III & IV, Project "H"	--	Carnahan, Thompson & Delano	Harmon Construction Co.	06/10/76	10/05/76	98,888	3%	Revenue Bonds
College of Nursing Building Elevator #3 and #4	--	Murray, Jones, Murray	Montgomery Elevator Co.	--	--	\$119,823	0%	Bond Funds, Grant DHEW

PROJECTS IN VARIOUS STAGES OF PLANNING

Project	CMP Priority No.	Engineers & Architect	Contract or Letter	Estimated Cost	Status
HEALTH SCIENCES CENTER					
Library/Learning Resources Center	1B	A & E Services	--	411,381	Plans for the movable equipment are being prepared.
College of Pharmacy Building	4	A & E Services	--	3,915,000	Inactive. An application requesting a Federal construction grant will be resubmitted.
Multi-Purpose Building	--	A & E Services	--	--	A feasibility study has been completed and is undergoing review
Thrombosis-Coagulation Laboratory	--	A & E Services	--	55,000	Plans for this renovation project in the University Hospital are being prepared.

transferred by intent to the new institution employing the departing faculty member.

5. Funds specifically shall not be transferred to another institution at a faculty member's request when residual funds remain following completion of the program or project for which the funds were provided.

President Sharp recommended adoption of the above policy.

Regent Brett moved approval of the recommendation. The following voted aye on the motion: Regents Braly, Brett, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

b. Personnel Actions

In June, 1974, the University Regents approved a new Personnel Plan which added a new classification in the administrative category, Managerial Staff. The study of job classifications has been completed and the Personnel Plan has been placed into effect as of July 1, 1976.

The Regents have authorized the President of the University or his designees to approve the appointment of and fix the salary and terms of office of certain categories of personnel within funds available and the budgets approved by the Regents. With the change in the Personnel Plan, it is appropriate that the paragraph of this policy authorizing the President to approve personnel in the administrative staff and professional classifications whose annual salaries are \$10,000 or less be amended to include Managerial Staff.

President Sharp recommended that the Personnel Action Policy be amended to include Managerial Staff. The Personnel Action Policy of the Board will then read as follows:

The President of the University or his designees are authorized to approve the appointment of and fix the salary and terms of office of the following categories of personnel within funds available in the budgets approved by the Regents (including reserve for contingencies) or within grant funds received by the University:

1. For the Norman Campus: appointments, salaries, and other changes for members of the faculty who are not eligible for tenure, whether part-time or full-time, unless the salary for the academic year will exceed \$15,000.
2. Part-time graduate assistants, teaching assistants, research assistants, and consultants.



3. Appointments, salaries and changes for all members of the faculty and staff for terms of three months or less (primarily summer session).
4. Changes in title for tenured or tenure-eligible members of the faculty not involving a change in rank or salary.
5. Leaves of absence for all members of the faculty or staff for terms of three months or less.
6. Classified and supervisory.
7. Personnel in the administrative staff, managerial staff, and professional classifications whose annual salaries are \$10,000 or less. (Examples of the administrative staff, managerial staff, and professional classifications: program development specialists, accountants, general duty nurses on the Norman Campus, employment counselors, administrative assistants, etc.)
8. Appointments of part-time instructors for terms of less than one semester during the regular academic year.

Regent Engleman moved approval of the recommendation. The following voted aye on the motion: Regents Braly, Brett, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

#### C. Academic (Norman Campus)

##### I. Faculty Personnel Matters

Paul F. Sharp, President of the University, Professor of History and of Education, leave of absence with pay for professional development, January 17, 1977 through March 7, 1977. Contract negotiations for the University, especially Advanced Studies; to study the impact of American higher education administrative theory and practice upon Australian universities, 1946-76.

Rodney E. Evans, Associate Professor of Marketing, sabbatical leave of absence with full pay, January 16, 1977 through May 31, 1977. To develop new projects and study the Distribution Research Program, to update and reformulate research manual.

James R. Bohland, Associate Professor of Geography, sabbatical leave of absence with half pay for September 1, 1976 through May 31, 1977 changed to sabbatical leave of absence with full pay, January 16, 1977 to June 1, 1977. Also, given

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additional title of Research Associate, Parks and Recreation Grant, September 1, 1976 through January 15, 1977.

Dennis J. Shay, Associate Professor of Physics and Astronomy, sabbatical leave of absence with half pay, September 1, 1976 to June 1, 1977 changed to September 1, 1976 to January 16, 1977 with full pay.

Lenore S. Clark, Humanities Librarian and Assistant Professor of Bibliography, University Libraries, dates of sabbatical leave of absence with pay changed to January 1, 1977 through June 30, 1977.

Daniel G. Gibbens, Professor of Law, 2/3 time leave of absence without pay, September 1, 1976 through January 15, 1977. To facilitate efforts to plan with and prepare court personnel at both sites for the incorporation of the omnibus hearing.

Stefan Feyock, Assistant Professor of Information and Computing Sciences, leave of absence without pay, September 1, 1976 through May 31, 1977. To take advantage of teaching/research opportunities jointly with College of William and Mary and Institute for Computing, Applied Sciences and Engineering.

#### APPOINTMENTS:

Richard Miles Schori, Ph.D., Visiting Professor of Mathematics, \$22,000 for 9 months, September 1, 1976 through May 31, 1977. Budget page 60, position 940, and page 141, position 24.

Ronald Ernst Hess, Associate Professor of Architecture, \$17,200 for 9 months, September 1, 1976 through May 31, 1977. Budget \$2,700 page 56, position 13, \$14,500 page 143, position 82.

David Leslie Rinear, Ph.D., Associate Professor of Drama, \$18,000 for 9 months, September 1, 1976 through May 31, 1977. Budget \$4,000 page 83, position 1, \$12,000 page 143, position 51, \$2,000 page 143, position 55.

Calin Mircea Popescu, Ph.D., Associate Professor of Construction Science, College of Environmental Design, \$19,000 for 9 months, September 1, 1976 through May 31, 1977. Budget, page 98, position 2.

Burr Arthur Silver, Ph.D., Associate Professor of Geology and Geophysics, \$20,500 for 9 months, January 16, 1977 through May 31, 1977. Budget page 104, position 17.

Marilynn Helen Brown, Visiting Assistant Professor of Accounting, \$15,000 for 9 months, September 1, 1976 through May 31, 1977. Budget page 69, position 37.

John Douglas Stowe, Ph.D., Assistant Professor of Business Administration, \$18,000 for 9 months, September 1, 1976 through May 31, 1977. Budget page 141, position 10.

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Michael Roy Derr, Assistant Professor of Drama, \$12,500 for 9 months, September 1, 1976 through May 31, 1977. Budget page 84, position 14 and position 1.

Alan Langdon, Assistant Professor of Drama, \$16,500 for 9 months, September 1, 1976 through May 31, 1977. Budget page 83, position 6.

Achilles Aristotle Sarris, Assistant Professor of Electrical Engineering, \$15,000 for 9 months, September 1, 1976 through May 31, 1977. Budget page 142, position 43.

Robert John Hogan, Assistant Professor of Environmental Design, \$14,400 for 9 months, September 1, 1976 through May 31, 1977. Budget page 143, position 83.

Bobbie Jae Biggs, Assistant Professor of Home Economics, \$13,000 for 9 months, (If Ph.D. not complete prior to September 1, 1976, appointment will be Acting Assistant Professor at \$12,500) September 1, 1976 through May 31, 1977. Budget page 115, position 1.

Ananthanarayanan Sundararajan, Ph.D., Visiting Assistant Professor of Meteorology, \$15,500 for 9 months, September 1, 1976 through May 31, 1977. Budget page 131, positions 9 and 900.

John M. Reardon, Visiting Lecturer in Finance, \$2,500 for 4½ months, .25 time, September 1, 1976 through January 15, 1977. Budget page 71, position 900.

Silas S. Law, Research Associate, Civil Engineering Grants, rate of \$18,000 for 12 months, July 1, 1976 through December 31, 1976. Paid from 158-417 and 156-625.

#### CHANGES:

Marion C. Phillips, Professor of Business Administration, delete title of Division Director of Environmental Analysis and Policy, September 1, 1976.

Alfred J. Weinheimer, Professor of Chemistry, salary increased from \$22,600 to \$23,600 for 9 months, September 1, 1976.

John A. Norden, Professor of Geophysics, on sabbatical leave with half pay; given additional title of Geologist IV, Oklahoma Geological Survey, \$8,105 for 9 months, ½ time, September 1, 1976.

Edwin W. Mumma, Professor of Management, Advanced Programs, salary increased from \$25,450 to \$27,000 for 12 months, July 1, 1976.

James W. Mouser, Associate Professor of Business Law, given additional title of Division Director of Environmental Analysis and Policy, September 1, 1976.

Roland Lehr, Associate Professor of Chemistry, on sabbatical leave with half pay to January 16, 1977; paid \$4,044.44 for September 1, 1976 through December 31, 1976, from Institute of Health Grant.

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John S. Wickham, Associate Professor of Geology and Geophysics, salary increased from \$17,500 to \$19,000 for 9 months, September 1, 1976.

Vera Gatch, Associate Professor of Human Relations; given additional title of Acting Director of Human Relations, salary rate temporarily increased from \$18,400 to \$19,400 for 9 months while serving as Acting Director, September 1, 1976 through January 15, 1977.

Betty Lou Atkinson, Associate Professor of Physics and Astronomy, delete title of Assistant Provost, salary changed from \$27,000 for 12 months, to \$22,000 for 9 months, September 1, 1976.

William E. Harrison, Geologist II, Oklahoma Geological Survey; given additional title of Visiting Assistant Professor of Geology and Geophysics, September 1, 1976 through January 15, 1977.

Karen L. Irey, title changed from Clinical Assistant Professor to Assistant Professor of Social Work, salary increased from \$16,440 to \$16,500 for 9 months, September 1, 1976 through May 31, 1977. Paid from DISRS, Social Work Training, and Budget page 160, position 11.

Mildred Dwiggin Swift, Clinical Assistant Professor of Social Work, salary increased from \$15,000 to \$16,000 for 12 months, July 1, 1976; increased to \$16,000 for 9 months, September 1, 1976 through May 31, 1977. Paid from DISRS, Social Work Training.

Virginia Esther Olds, Clinical Instructor in Social Work, salary changed from full time to .40 time (586.08 per month) from September 1, 1976 to June 1, 1977.

#### RESIGNATIONS:

James H. Sims, Professor of English, September 1, 1976. To accept position as Dean, College of Arts and Sciences, University of Southern Mississippi.

John C. McCullers, Professor of Psychology, September 1, 1976. To accept position in Department of Family Relations and Child Development at OSU.

Michael G. Samuchin, Associate Professor of Architecture, August 1, 1976. To accept position at Arizona State University.

Leon Reiter, Assistant Professor of Geology and Geophysics, September 1, 1976. To accept another position.

Elizabeth Ann Ellington, Assistant Professor of Home Economics, June 1, 1976.

Mads Ledet, Assistant Professor of Information and Computing Sciences, Director, Research and Education, University Computing Services, September 1, 1976.

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Frank V. Manning, Assistant Professor of Human Relations, Advanced Programs, September 28, 1976. Moving to South Bend, Indiana.

Kathleen Harris, Assistant Professor of Music, January 16, 1977. Feels need for a new and different kind of challenge.

President Sharp recommended approval of the personnel actions listed above.

Regent Bailey moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Bailey, Bell, and Engleman. Regent Replogle said this recommendation contains an appointment to a program that he does not feel is within the educational mission of the University and he would like to be shown as abstaining. The Chair declared the motion carried.

#### IV. Changes in Academic Departments

##### a. Electrical Engineering and Information and Computing Sciences

It has been proposed that the School of Electrical Engineering and the Department of Information and Computing Sciences be combined. The new unit will be designated as the School of Electrical Engineering and Computing Sciences. Professor C. Roland Haden will be Director of this combined unit. Separate coordinated budgets will be maintained for these two units during 1976-77.

This was reported for information. No action was required.

#### D. Finance and Management

##### I. Non-Academic Personnel

##### a. Educational and General, Special Agency, and Service Units

#### LEAVE OF ABSENCE:

Kermit O. Rayburn, Program Manager, Law Enforcement Program, leave of absence without pay, July 1, 1976 through June 30, 1977. Temporary transfer to another State agency.

#### APPOINTMENTS:

David Gordon Biglands, Programmer/Analyst, University Computing Services, rate of \$13,200 for 12 months, August 9, 1976. Professional Staff. Budget page 245, position 4.

Thomas Sheridan Burger, Supervisor, Microbiology Laboratories, Botany/Microbiology, \$11,700 for 12 months, July 1, 1976. Professional Staff. Budget, \$11,294 from position 201, \$406 from page 60, position 997.

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James C. Davis, Programmer/Analyst, University Computing Services, \$12,800 for 12 months, August 1, 1976. Professional Staff. Budget page 245, position 28.

Janie Rogers Ellis, Placement Counselor and Job Development Coordinator, Placement Services, \$12,000 for 12 months, August 16, 1976. Professional Staff. Paid from account 127-273, Special Academic Support.

Jack Calvin Herron, Administrative Assistant, College of Education, \$5.77 per hour (\$6,000 for 12 months),  $\frac{1}{2}$  time, July 1, 1976 through June 30, 1977. Managerial Staff. Budget page 91, position 216.

Don H. O'Donoghue, Orthopedic Team Physician, Athletic Department, without remuneration, September 1, 1976.

Rebecca Bradshaw Woodward, Physical Therapist, Goddard Health Center, \$11,000 for 12 months, August 23, 1976. Professional Staff. Goddard Health Center funds available to fund this position.

CHANGES:

Kathleen E. Anderson, title changed from Assistant to the Vice President to Assistant to the Vice President and Project Manager, Office of the Vice President for Administration and Finance, salary increased from \$13,000 to \$14,500 for 12 months, September 10, 1976. Managerial Staff. Additional funds from Budget page 14, position 5.

Gloria Jean Boyd, title changed from Secretary I to Assistant to the Director, Grants and Contracts Administration, \$10,296 for 12 months, August 1, 1976. Managerial Staff. Budget page 187, position 201.

Doris Ann Donwerth, title changed from Accountant I to Accountant II - Trainee, Accounting Services, salary increased from \$7,820.80 to \$10,800 for 12 months, July 1, 1976. Professional Staff. Budget page 11, position 5.

Barbara Farris Graves, Instructional Materials Coordinator, College of Liberal Studies, salary increased from \$5.00 per hour to \$10,400 for 12 months, full-time, July 1, 1976. Professional Staff. Budget page 125, position 7.

Ann Seors Osburn, resigned as Accountant II, Accounting Services, July 8, 1976. Appointed as Accountant II, Center for Economic and Management Research, \$12,500 for 12 months, July 19, 1976 through June 30, 1977. Professional Staff. Budget page 181, position 5; .33 from Business Grant Clearing.

Sandra Lynn Pels, title changed from Accountant I, Grants and Contracts to Auditor II, Internal Auditing, salary increased from \$6,968 to \$11,300 for 12 months, July 8, 1976. Professional Staff. Budget page 9, position 8.

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Port G. Robertson, Assistant Athletic Director and Assistant Professor of Health, Physical Education and Recreation; delete titles of Associate Wrestling Coach and Freshman Football Coach, July 1, 1976.

Lucious Selmon, Assistant Football Coach and Academic Counselor, \$2,400 for 12 months, .14 time, from Athletic Department; given additional title of Academic Counselor, University College, \$14,600 for 12 months, .86 time, from University College, July 1, 1976.

T. E. Taber, Chief Operations Engineer, Physical Plant, salary increased from \$14,498 to \$15,200 for 12 months, July 1, 1976. Budget page 276, new position.

RESIGNATIONS:

Stephen Jerome Barrett, Assistant Football Coach, August 11, 1976.

Sylvia Jean Easterday, Assistant Director, Swearingen Research Park, August 19, 1976.

James Carlton Helms, Assistant Football Coach, August 4, 1976.

Darrell Lee Hogue, Project Manager, Office of the Vice President for Administration and Finance, September 28, 1976.

Hubert Donald Mitchell, Programmer/Analyst, University Computing Services, September 6, 1976.

Mary Jane Ring, Law Student Services Assistant and Acting Director of Admissions, College of Law, September 2, 1976.

Gary Bruce Tabor, Assistant Supervisor, Landscape and Grounds, July 15, 1976.

Jessie Thompson, General Duty Nurse, Goddard Health Center, July 30, 1976.

President Sharp recommended approval of the personnel actions listed above.

Regent Brett moved approval of the recommendation. The following voted aye on the motion: Regents Braly, Brett, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

President Sharp reported the death of Robert F. Maxwell, Program Manager, Special Programs in Career Development, on August 14, 1976.

b. Grants and Contracts

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

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APPOINTMENTS:

Charles W. Harris, Project Director, Professional Development, rate of \$21,000 for 12 months, August 1, 1976 through September 30, 1976. Administrative Staff. Paid from 152-589, Survey of Educational Resources and Oklahoma Government Manpower Training Needs.

Cliff Conley Tunnell, Program Specialist, Comprehensive Juvenile Institutional Staff Training, Urban and Community Development, rate of \$12,000 for 12 months, August 1, 1976 through June 30, 1977. Professional Staff. Paid from 152-563, Comprehensive Juvenile Institutional Staff Training.

CHANGES:

Mary Kay Atkins, title changed from Administrative Assistant to Project Coordinator, ORA Information Systems Programs, salary increased from \$10,120 to \$12,300 for 12 months, July 1, 1976 through June 30, 1977. Managerial Staff. Paid from ISP Clearing Account, 156-004.

Marlene L. Chapman, Manager, Report Production and Administrative Services, Center for Economic and Management Research, salary increased from \$12,300 to \$12,430 for 12 months, July 1, 1976. Budget correction.

Anita Sue Chisholm, Program Specialist, American Indian Heritage Studies and Community Involvement through Native American Culture Units, salary increased from \$13,500 to \$14,000 for 12 months, July 19, 1976 through June 30, 1977. .86 paid from American Indian Heritage Studies, 153-533, .14 paid from Community Involvement through Native American Culture Units, 157-350.

Neil J. Dikeman, Assistant Director, Center for Economic and Management Research, salary increased from \$22,790 to \$23,050 for 12 months, July 1, 1976. Budget Correction.

Kwok-Kwong Hsieh, title changed from Consultant to Program Specialist, Law-Focused Curriculum Project, salary changed from Special Payment to \$14,500 for 12 months, July 1, 1976 through September 30, 1976. Professional Staff. Paid from Law for Public School Use, 152-544.

Roberta B. Kauskay, Director, Library Center, Office of Research Administration, salary increased from \$19,168 to \$21,000 for 12 months, April 1, 1976; salary increased to \$22,000 for 12 months, July 1, 1976 through September 30, 1976. .50 paid from Administrative Title II, 156-412; .50 paid from Part B, Title IV, Elementary and Secondary Education, 156-414.



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Phil Terry Newkumet, Associate Director, Center for Student Development, and Coordinator of Veterans' Affairs, salary increased from \$15,700 to \$16,000 for 12 months, July 1, 1976 through June 30, 1977. Administrative Staff. .49 paid from Budget, page 366, position 6; .51 paid from Veterans Cost of Instruction, 153-205.

Thomas J. Nolan, title changed from Program Manager of Minority Business Management Programs to Program Manager, CETA Training Program, salary increased from \$18,020 to \$19,500 for 12 months, July 1, 1976 through September 30, 1976. Paid from Minority Business Program - CETA, 152-588.

RESIGNATIONS:

Richard Smith Brooks, Course Moderator, FAA Management Training School, August 10, 1976.

G. Otis Danielson, Program Manager, Blowout Preventions Systems School, July 1, 1976.

Madeline Voda, Administrative Assistant, FAA Management Training School, September 7, 1976.

President Sharp recommended approval of the personnel actions listed above.

Regent Bell moved approval of the recommendation. The following voted aye on the motion: Regents Braly, Brett, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

VI. Purchases

a. Lease/Purchase of Additional Memory for 370/158J

Bids were recirculated to the listed vendors to secure an additional one million bytes of memory for the 370 Computer at the Merrick Computer Center. The details of the original bid circulation were included in the July Regents' agenda at which time the Regents authorized President Sharp to approve the award of a purchase order when the new bids were received.

Payment will be made from Computer Center account 147-110.

Bids were returned by seven bidders on July 28 and the breakdown of the bids is as follows:

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<u>Vendor</u>	<u>5-Year Mon. Lease Rate</u>	<u>Monthly Maint. Rate</u>	<u>Total Monthly Rate</u>	<u>Total 5 year Cost</u>
Cambridge Memories, Inc. Dallas, Texas	\$1,715	\$395	\$2,120	\$127,200
STC Houston, Texas	\$1,811	\$350	\$2,161	\$129,660
Intel Corporation Houston, Texas	\$1,742	\$475	\$2,217	\$133,020
CIG Computer Products, Inc. Dallas, Texas	\$1,735	\$880	\$2,615	\$156,900
EMM Dallas, Texas	\$2,305	\$485	\$2,790	\$167,400
Memorex Corporation Dallas, Texas	\$2,362	\$450	\$2,812	\$168,720
IBM Corporation Oklahoma City, Oklahoma	Not responsive to bid specifications.			

In the evaluation of the above bids, considerable attention was directed to the ability of the firms to perform over the life of the contract.

In evaluating the bids of STC and Intel Corporation, it was determined that further information was required with respect to maintenance costs over the five-year period, and the purchase price in the event of a decision to accelerate purchase payments. The information received from STC and Intel resulted in the following summary:

<u>STC</u>		<u>Intel</u>	
Five-year lease rate	\$108,660	Five-year lease rate	\$104,520
Five-year maintenance	<u>21,000*</u>	Five-year maintenance	<u>23,475**</u>
	\$129,660		\$127,995

\*This is the expected minimum total maintenance costs to be incurred with STC during the five-year period. The \$350 per month bid figure is fixed only for one year. The maintenance figure may increase after the first year in accordance with any percentage increases in the Bureau of Labor statistics index for the electronics industry, with the base period for the calculation being the date of acceptance of the memory. Thus, the true five-year costs for an STC lease may be some figure in excess of \$129,660.

\*\*This maintenance figure is a total fixed price for the five-year period and no escalation will result. Therefore, the \$127,995 total is a firm fixed price figure.

In addition to the above, in the event the University of Oklahoma may decide to pay the lease/purchase in four annual payments then the following will be the differences between the two bids with respect to the balance remaining after purchase:

<u>Date</u>	<u>STC Balance to Purchase</u>	<u>Intel Balance to Purchase</u>
7/31/77	\$78,928	\$70,000
7/31/78	61,194	54,600
7/31/79	42,142	38,000
7/31/80	21,730	20,550

Therefore, in the event the University decides to pay off the purchase price in advance, the payment plan for Intel is more advantageous than the plan with STC. When considering that even on a monthly lease/purchase basis the Intel total cost is \$1,665 less, at a minimum, it is the most economical of the two purchase plans.

Intel is a recognized manufacturer and distributor of memory equipment and no problems during the period of this contract would be anticipated.

The Director of the Computing Services was in full agreement that the Intel Corporation bid represented that bid which was the lowest acceptable bid.

In view of the above, it was recommended and President Sharp approved awarding a purchase order to Intel Corporation for the lease/purchase of one million bytes of additional memory for the 370/158J Computer.

This was reported for information. No action was required.

## VII. Project Financing

### a. Proposal, Contract, and Grant Report

A summary of proposals for contracts and grants for the Norman Campus for July, 1976, as well as a list of all contracts executed during the same period of time on proposals previously reported, was included in the agenda for this meeting.

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

Regent Bell moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

## IX. Fringe Benefits

## a. Group Health Insurance

The University's group health insurance contract with the American National Life Insurance Company requires that the monthly premium be paid within a 31 day grace period following the beginning of each monthly period of coverage. Premiums for the month of July, 1976 were mailed to the Company on Monday, August 2, 1976 for the Norman Campus and Tuesday, August 3, 1976 for the Health Sciences Center Campus. The preparation of the warrants for paying the premiums through the State system was delayed for a complex set of reasons related to the financial system under which we operate. American National promptly notified the University that it had cancelled the contract effective July 31, 1976. The University maintains on legal grounds that the premium was paid within the time required for continuation of the contract. In the case of the Norman Campus, Monday, August 2, 1976 was the first business day following the end of the grace period which fell on Saturday, July 31, 1976. In the case of the Health Sciences Center Campus, the fact that their premiums had been previously transmitted to and accepted by the Company following the end of the grace periods without precipitating contract cancellation indicates such transmittal to have been customary and acceptable.

The cancellation action on the part of the Company left the faculty and staff of both campuses without insurance coverage. The University administration acted immediately to secure coverage. President Sharp approved a temporary agreement with Atlas Life Insurance Company for that Company to assume and pay claim liabilities under the terminated policy so there would be no interruption in coverage for persons involved. The agreement calls for: (1) an advance premium deposit of \$50,000; (2) an effective date of August 1, 1976; (3) premiums equalling claims paid each month, up to a maximum of \$205,000 plus 6% of such amount; and (4) a stop-loss feature limiting the University's monthly claims liability to \$205,000 per month for a monthly premium of \$1,000. It is intended for this temporary agreement to remain in effect until the group health insurance program is rebid and a new contract is awarded by the Regents.

The invitations to bid have been sent out and a schedule of analysis and recommendation established for a November 1, 1976 effective date for the new contract.

President Sharp recommended approval of the agreement entered into with Atlas Life Insurance Company described above and in the rebidding of the University's group health insurance program.

Regent Replogle moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

F. The University Community

X. a. Physical Examinations for Athletes

In 1944 (p. 1560) and 1955 (p. 5193) the Regents adopted a policy pertaining to physical examinations for athletes as follows:

Physical examinations shall be required for all men participating in competitive sports. A copy of the physical examination report shall be on file in the Office of the Director of the Student Health Service and clearance shall be granted by the Director of the Student Health Service prior to the student being permitted by the Director of Athletics to participate.

It is appropriate at this time to clarify the 1944 and 1955 actions of the Board and to bring them into conformity with current federal regulations.

President Sharp recommended that the policy of the Board pertaining to physical examinations for athletes be modified to read as follows, the modification to be effective immediately:

Physical examinations shall be required for all students participating in intercollegiate athletics. A copy of the physical examination report shall be on file in the Office of the Director of the Charles B. Goddard Health Center and clearance shall be granted by the Director of the Health Center prior to a student being permitted by the Director of Athletics to participate.

The athletic team physician shall have the full responsibility for the medical care, evaluation, consultation, and referral for all students participating in intercollegiate athletics.

Regent Replogle moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

G. Operations and Physical Plant

I. New Construction

a. Athletic Dormitory

The project architects and engineers, Coleman, Ervin and Associates, have completed design development plans for the proposed athletic dormitory structure.

The proposed building contains approximately 20,500 square feet of area. The total budget for the facility is \$1,000,000. The estimated construction cost is approximately \$775,000.

President Sharp recommended approval of the design development phase plans for the proposed Athletic Dormitory structure, and that the project budget be increased from \$900,000 to \$1,000,000.

Regent Brett said the Facilities Planning Committee reviewed these plans at the meeting yesterday and concurs in the recommendation. Regent Engleman moved approval. The following voted yes on the motion: Regents Braly, Brett, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

b. Addition to the Weight Room

An addition to the weight room has been constructed on the south side of the original building. The new structure is approximately 34 feet wide and 56 feet long. It contains 1,900 square feet of floor area allocated to weights and physical conditioning.

Representatives of Russell, Gravlin, Douglas and Cornell, Incorporated, the project architects; The University of Oklahoma; the Touchdown Club and the contractors conducted a final inspection.

The final cost of the project was \$34,189.47. This project was provided as a gift of the Touchdown Club,

President Sharp recommended that the building be accepted as complete and that the Board of Regents express their appreciation to the Touchdown Club for the gift.

Regent Brett moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

c. Building for American Red Cross

The Norman Chapter of the American Red Cross has submitted final plans and specifications of their proposed new building for review by the University in accord with the terms of their lease agreement.

The building is located on the North Campus near the intersection of Halley Drive and Robinson Street. It is approximately 94 feet long and 54 feet wide. The main face of the building is set back 75 feet from the property line. The one-story high building is constructed of concrete block with a slightly textured cement coating. It has redwood trim elements.

The building contains a series of offices, a blood storage and distribution unit, a conference room, storage space, and a multi-purpose meeting room. The final plans for the project include a scheme for landscaping the building. Also included is a parking area for 20 cars.

The staff of the Department of Architectural and Engineering Services recommends approval of the plans subject to a group of review comments.

President Sharp recommended approval of the final plans and specifications for the Red Cross Building subject to the review comments.

Regent Brett said the Facilities Planning Committee reviewed these plans and concurs in the recommendation. Regent Replogle moved approval. The following voted yes on the motion: Regents Braly, Brett, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

d. The Lloyd Noble Center Seating

Under a separate contract Dowlings, Inc. installed 10,853 seats in The Lloyd Noble Center. The contract amount, including one change order, is \$293,057.78.

A final inspection of the installation was completed on July 22, 1976. The seats and the installation were judged to be complete and acceptable.

President Sharp recommended that the seating for The Lloyd Noble Center be accepted and that final payments be made to Dowlings, Inc.

Regent Brett moved approval of the recommendation. The following voted aye on the motion: Regents Braly, Brett, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

e. Report on Major Capital Improvements Projects

As shown on the attached pages, 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, Renovation

a. Washington House Renovation

Work has been completed on the interior renovation of Washington House. This project with a cost of \$215,870 was provided as a gift of the Touchdown Club. A final inspection of the new work was held by representatives of the University, the contractors, and the Touchdown Club.

ARCHITECTURAL AND ENGINEERING SERVICES  
THE UNIVERSITY OF OKLAHOMA

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROGRESS REPORT, SEPTEMBER, 1976

PROJECTS UNDER CONSTRUCTION

Project	Engineers and Architect	Contractor	Contract Award Date	Original Adjusted Completion Date	Original Current Contract Amount	Status (% complete)	Sources of Funds
NORMAN CAMPUS							
Lloyd Noble Center	Binnicker Assoc.	Rayco Construction Company	01/11/73	01/10/75 05/15/75	4,929,000 5,093,961	96%	Student Facilities System Bond of 1971, Private Funds and Student Facilities Fee Reserve
Law Center Phase 1 Bid Package #1	Stone & Associates Whiteside, Schultz, Hammett & Assoc.	H.A. Lott, Inc. Construction Manager	07/26/74	11/06/74	72,331 74,007	100%	State Bond Fund, Private Funds, Private Services
Law Center Phase 1 Bid Package #2	" "	" "	10/26/74	12/26/75 06/01/76	3,474,467 3,514,447	99%	State Bond Fund, Private Funds, Private Services
Evans Hall, 1st, 2nd, & 3rd Floor Remodel	A&E Services	Physical Plant	01/22/75	10/10/75	101,000 163,500	99%	Section 13 Funds
University Tennis Courts (Rebuild)	A&E Services	McCracken Construction Company	10/26/74 11/13/74	05/26/75 04/01/76	77,850 75,800	100%	Revenue Bond Fund



ARCHITECTURAL AND ENGINEERING SERVICES  
THE UNIVERSITY OF OKLAHOMA

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROGRESS REPORT, SEPTEMBER, 1976

PROJECTS IN VARIOUS STAGES OF PLANNING

Project	CMP Priority No.	Architect	Contract or Letter	Estimated Cost	Status
<b>NORMAN CAMPUS</b>					
Richards Hall Renovation	1	McCune & McCune	C06/10/76	\$1,137,000	Schematic plans are being prepared
Richards Hall Fixed Equipment	2	McCune & McCune	"	185,120	Will be installed with project funds
Old Science Hall Renovation	4	Shaw Associates, Inc.	C01/22/76	278,000	Schematic plans have been approved
Old Science Hall Fixed Equipment	5	Bass & Associates "	"	68,202	" "
Felgar Hall Renovation	12	Turnbull & Mills	C01/22/76	805,000	Working drawings and specifications have been prepared
Felgar Hall Fixed Equipment (Includes TBT Equipment)	13	"	"	18,152	Will be installed with project funds
College of Environmental Design	15	Howard-Samis- Porch, Inc.	C01/22/76	544,500	Working drawings and specifications have been prepared
College of Environmental Design Fixed Equipment	16	"	"	55,011	" "
Nielson Hall Renovation	18	Howard-Samis- Porch, Inc.	C01/22/76	496,000	Working drawings and specifications have been prepared
Nielson Hall Fixed Equipment	19	"	"	7,157	" "
DeBarr Hall Renovation	21	Turnbull & Mills	C01/22/76	465,295	Working drawings and specifications have been prepared
DeBarr Hall Fixed Equipment	22	"	"	10,885	" "
Monnet Hall Conversion	50	--	--	101,500	A reuse study is in process
Law Center - Phase II	52	Stone & Associates	C01/20/72	1,812,000	Design program and contract negotiations for this phase of the work are included with the Law Center, Phase I Project
University Physical Fitness Center	23-A	Reid and Heap	L 10/16/66	5,100,000	A feasibility study is in process. Implementation of this project is contingent on development of sources of funding
Westheimer Field	--	Carnahan, Thompson Delano	C06/10/76	127,850	Awaiting federal grant application results prior to proceeding with project development phase
South Stadium Expansion	--	A&E Services	--	625,000	A&E Services is preparing a feasibility study and cost analysis
Varsity & Visiting Team Facility	--	"	--	825,000	" "
Dormitory, Lounge, Social & Recreation Building	--	Coleman-Ervin & Associates	--	900,000	Design development plans have been prepared

The total cost of \$215,870 includes professional fees and all change order items.

The following items of work were included in the project:

1. Improvements to all toilet areas by means of new fixtures, floor treatment, wall surfaces, toilet partitions and ceilings.
2. Change the appearance of all corridors to a pleasant space for the visitor as well as the student/athlete. Lighting level increased in these areas.
3. Improve the individual student rooms by using new carpeting, new lighting, new closet doors, and new painted walls.

President Sharp recommended that the interior renovation of Washington House be accepted as complete and that the Board of Regents express their thanks to the Touchdown Club for the gift.

Regent Brett moved approval of the recommendation. The following voted yes on the motion: Regents Braly, Brett, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion carried.

Regent Mitchell returned to the meeting.

b. Utility Metering System

Bids were circulated to six vendors to secure a contract to furnish labor and material to install a Utility Metering System with HVAC Fan Control for ten main campus buildings.

The accomplishment of this work will result in an improved energy control system for the buildings concerned.

Payment will be made from Physical Plant Service Unit Account 147 201.

The bid was set up with a base bid for all the specific requirements that must be accomplished. In addition to this, bids were also accepted on 12 alternates, all of which would be additive to the base bid. The alternates concerned various packages of work that could be accomplished should the funds be available.

Bids were received from 4 bidders. A bid breakdown was included in the agenda for this meeting.

An analysis of the bid prices indicates that Johnson Controls, Inc., is the low bidder for the base bid and all alternates. The Johnson Controls, Inc., bid has been evaluated by Physical Plant, and they have indicated that the Johnson Controls, Inc., bid is responsive to all parts of the specifications and would be acceptable to them. They recommend acceptance of the base bid plus alternates #3, #5, #6, #7, #8, #9, #10, #11, and #12.

President Sharp recommended the award of a purchase order to Johnson Controls, Inc., for the installation of the base bid Metering System plus alternates #3, #5, #6, #7, #8, #9, #10, #11, and #12 for a total estimated cost of \$63,653.

Regent Brett said this was reviewed by the Facilities Planning Committee and the Committee concurs in the recommendation. He moved approval. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion unanimously approved.

c. DeBarr Hall Renovation

Final plans for the partial renovation of DeBarr Hall have been completed by Turnbull and Mills, Incorporated, the project architects.

The project includes the following major items of work:

1. Renovation of the utility systems to permit the building to be used for chemistry laboratory activities.
2. Installation of a new air-conditioning system.
3. Extensive repairs to the roof.
4. Reconstruction of portions of the building to convert some additional space to chemistry laboratories.
5. Modifications to the building and installation of new equipment to improve fire safety facilities.

The total budget for this project is \$476,180. A total of \$403,000 is allocated for construction. In order to install new chemistry laboratories and to complete the utility systems and the other items of work now included in the revised project it will be necessary to allocate additional funds. However, the plans are being completed with a base project which can be accomplished with the available funds and a series of alternates that will require additional funds.

The final plans have been undergoing review by University staff. The project architects will make minor corrections and revisions before the project is advertised for bids.

President Sharp recommended approval of the final plans and specifications for the renovation of DeBarr Hall.

Regent Brett said the Facilities Planning Committee concurs in the recommendation and he moved approval. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion unanimously approved.

d. Felger Hall Renovation

Final plans and specifications for the renovation of Felgar Hall have been completed by Turnbull and Mills, the project architects and engineers.

The following major items of work are included in the project plans:

1. A new air-conditioning system and major improvements to the heating, plumbing, electrical and lighting systems.
2. New ceilings, minor partition changes, and repainting in major portions of the building.
3. Reconstruction of the old first floor laboratory bay area to provide three new laboratories.
4. Construction of a new student computer laboratory area.
5. A new roof and repairs to the flashings, gutters, and exterior cast stone and brick work.
6. Preparation of the building systems for future extension of the engineering library and reconstruction of the large lecture hall.
7. Two new fire stairs on the south side of the building and interior renovations to achieve greater fire safety.

The total budget for this project is \$823,152. The sum of \$694,000 is allocated to construction cost. The plans have been prepared with a number of alternates to permit award of a construction contract with the available funds.

The final plans have been reviewed by University staff. The project architects will make minor corrections prior to bidding.

President Sharp recommended approval of the final plans for the renovation of Felgar Hall.

Regent Brett said the Facilities Planning Committee concurs in this recommendation and he moved approval. The following voted aye on the

motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion unanimously approved.

e. Environmental Design/Nielsen Hall Renovation

Final plans for the renovation of the College of Environmental Design and Nielsen Hall have been completed by Howard-Samis-Porch, Incorporated, architects and engineers, and are ready for approval. The elements of the work included in each project are identified below:

College of Environmental Design

1. Renovate the third floor area and portions of the second floor to subdivide large, partially finished bay areas into teaching laboratories, faculty offices, seminar rooms and other educational spaces and to enlarge a major high-use classroom.
2. Install a new air conditioning system for the third floor areas.
3. Provide new lighting system on the third floor.
4. Enclose all the open stairwells to provide additional fire safety and to reduce the transfer of noise from one area to another.
5. Construct additional student laboratory, locker, mechanical equipment and storage space on the second and third floors by enclosing space under the seating decks.
6. Install new student lockers and fire safety equipment.

The budget for this work is \$599,511. The final plans have been prepared with a series of alternates.

Nielsen Hall

1. Install a new air conditioning system for the first, second, and third floors in the building.
2. Install new ceilings and new lighting fixtures in all major spaces.
3. Repair the roofing and flashing.

4. Renovate small areas in the building to provide additional office, mechanical equipment and laboratory space.

The budget for this work is \$503,157. A number of alternates have been included in the final plans.

For economy and administrative simplicity, the renovation of space in Nielsen Hall and for the College of Environmental Design in the Oklahoma Memorial Stadium have been combined to form a single project. The budget for the combined project is \$1,102,668.

President Sharp recommended approval of the final plans for the joint College of Environmental Design and Nielsen Hall Renovation project.

Regent Brett said the Facilities Planning Committee concurs in this recommendation and he moved approval. The following voted yes on the motion: Regents Braly, Brett, Mitchell, Bailey, Bell, Replogle, and Engleman. The Chair declared the motion unanimously approved.

#### H. University Development

##### IV. University Foundation and Trusts

###### a. NATTC Development Authority

The NATTC Development Authority is operated by a Board of Trustees appointed by the Regents of the University of Oklahoma. There are seven Trustees serving seven-year terms with one term expiring each year. The term of Leonard H. Savage expires on October 1, 1976.

President Sharp recommended the appointment of Charles E. Engleman as Trustee for a term expiring October 1, 1983.

The recommendation was approved on the following affirmative vote: Regents Braly, Brett, Mitchell, Bailey, Bell, and Replogle. Regent Engleman abstained.

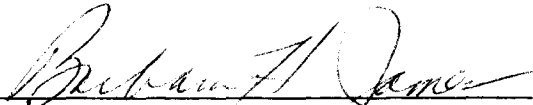
President Sharp expressed appreciation to the Regents for the action taken routinely earlier in the meeting to approve his leave of absence. Regent Braly said the Regents feel this leave will be beneficial to the University.

Regent Braly then introduced Dr. Barbara Uehling, Norman Campus Provost, who was attending her first Regents' meeting. Mr. Braly said she had been meeting with the Board in committee meetings and so on since yesterday and the Board is very pleased and highly impressed with her performance.

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There being no further business the meeting adjourned at 11:40 a.m.

  
Barbara H. James  
Executive Secretary of the Board of Regents

The following attended all or part of the meeting:

Mr. David Dollarhide, Director of Development  
Mr. Kenneth Schuerman, Assistant Director of Development  
Dr. Don Robinson, Director of Charles B. Goddard Health Center  
Dr. Harold Ray, Assistant to the Vice President for University Community  
Dr. Beverly Ledbetter, Legal Counsel  
Mr. Don Christian, Buyer, Purchasing Office  
Dr. Rolande Andrade, Project Specialist, Office of the President  
Dr. Bennie Reeves, Administrative Intern  
Dr. A. J. Kondonassis, Chair, Norman Campus Faculty Senate  
Mr. Walter Mason, Affirmative Action Officer  
Professor Junetta Davis  
Mr. Arthur Tuttle, University Architect  
Dr. Steve Van Hauen, Budget Director  
Mr. John Bode, Student President  
Ms. Donna Murphy, Senior Writer, Media Information  
Mr. Dave Smeal, Assistant Director of Broadcast Services, Media Information  
Mr. Mike Sulzycki, Radio Writer-Producer, Media Information  
Mr. Mike Treps, Director of Media Information  
Mr. Larry Lium, Director of Information Services  
Mr. Gil Jain, Photographer, Media Information  
Mr. Mark Green, Oklahoma Daily  
Mr. Jim Bross, The Norman Transcript  
Mr. Jim Killacky, The Oklahoma Journal  
Ms. Teresa Arean, KOCO-TV  
Mr. Tom Daniels, KWTW