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BOARD OF REGENTS OF THE UNIVERSITY OF OKLAHOMA
SEPTEMBER 17, 1981

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MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
SEPTEMBER 17, 1981

A regular meeting of the Board of Regents of The University of Oklahoma was held in Dining Room 5 of the Oklahoma Memorial Union on the Norman Campus of The University of Oklahoma on Thursday, September 17, 1981 beginning at 9:30 a.m.

Notice of the time, date, and place of this meeting was submitted to the Secretary of State as required by Enrolled House Bill 1416 (1977 Oklahoma Legislature).

The following were present: Regent Dee A. Replogle, Jr., President of the Board, presiding; Regents Charles E. Engleman, Dan Little, Julian J. Rothbaum, Tom McCurdy, and John M. Imel.

Absent: Regent Ronald H. White.

The following also were present: Dr. William S. Banowsky, President of the University, Provosts John R. Morris and Clayton Rich, Vice Presidents David Burr, Arthur J. Elbert, Jack Stout, and R. Gerald Turner, David L. Walters, Gary L. Smith, and Barbara H. James, Executive Secretary of the Board of Regents.

The minutes of the meeting held on July 22, 1981 were approved as printed and distributed prior to the meeting on motion by Regent Imel and with the following affirmative vote: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

I. The University

INVESTMENTS

Shares of the Philadelphia Suburban Corporation are included in the portfolio of the Board of Regents. In July, there was a corporate reorganization of Philadelphia Suburban Corporation which led to the spin off of the energy and non-utility operations of that company to form Enterra Corporation. We received stock in each new company - 1,000 shares of Enterra Corporation and 500 shares of the new Philadelphia Suburban.

J. & W. Seligman & Co., investment advisors, have recommended that we dispose of our entire holding of Philadelphia Suburban and retain the Enterra stock. Enterra maintains the portion of the business in which we are interested dealing with energy. Philadelphia Suburban is now basically in the water service business.

This recommendation has been approved by the University Trust Officer and the President of the University.

President Banowsky recommended that the Regents confirm the sale of 500 shares of the new Philadelphia Suburban Corporation.

Regent McCurdy moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

HEALTH MAINTENANCE ORGANIZATION

Federal law requires that every employer with an average of 25 employees or more shall include in any health benefits plan offered to its employees the option of membership in qualified health maintenance organizations (HMO) in whose service areas at least 25 of such employees reside.

On April 1, 1981, Pru-Care, a federally qualified HMO of the Prudential Life Insurance Company began operation in northwest Oklahoma City. Representatives of Pru-Care have met with the Personnel Directors from the Norman and Oklahoma City campuses and with University Legal Counsel to make arrangements for having the Pru-Care HMO made available to those eligible faculty and staff members who desire to use the HMO for their health benefits. Persons making the choice to use the HMO would no longer be insured under the group health insurance policy that the University has with Atlas Life Insurance Company. These meetings have been productive, and University participants in the meetings believe that a suitable agreement is now available which will permit the University to meet its obligation (to make the HMO available to employees) and which also protects the interests of the University and its faculty and staff.

There are no additional costs to the University which will result from the participation of faculty and staff members who elect the HMO option. For such members the University will remit to Pru-Care the established Pru-Care premium, so long as that premium is less than or does not exceed the amount of the health insurance premium which would otherwise be remitted to the Atlas Life Insurance Company for these members.

Planning to date envisions making this HMO option available in time for those employees choosing to participate to have HMO coverage become effective November 1, 1981. Because of the HMO's location, participation would likely be predominantly from faculty and staff at the Oklahoma City campus. Only minimal participation from the Norman campus is expected until a second Pru-Care facility becomes operational in 1982. This second facility, located near I-240 and Western Avenue in Oklahoma City, is presently under construction and targeted for completion by the end of this year.

President Banowsky recommended that the Regents approve in principle participation of University employees in the Pru-Care HMO in accordance with the terms of the standard agreement, as clarified and expanded upon by the letter of agreement, and that the President of the University be authorized to sign the formal agreement for the University.

Regent Rothbaum moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

TELEVISION CONTRACT

The University of Oklahoma is one of 61 members of the College Football Association (CFA). This organization was created in 1976 by universities with ambitious football programs to address problems that were not being resolved through the legislative process and organization of the National Collegiate Athletic Association (NCAA). On behalf of its members, the CFA began negotiating a possible TV contract several months ago. After deliberating with all three major networks, a proposed contract was developed with the National Broadcasting Company for the years 1982 to 1985. This contract was presented to CFA members for their ratification on August 21, 1981.

President Banowsky recommended that the Board of Regents approve the action of the administration taken on August 21, 1981 in Atlanta, Georgia to ratify the contract between the CFA and NBC.

The Regents deferred action on this item.

LITIGATION - NCAA/CFA

Because of recent statements by the National Collegiate Athletic Association (NCAA) regarding CFA/NBC broadcasting rights, it became clear that immediate and extraordinary legal remedies were required to determine the legal rights of involved parties and to restrain the NCAA from further activity which would jeopardize the rights of the University of Oklahoma pending such determination. Time being of the essence, an action against the NCAA was filed by the University Legal Counsel.

President Banowsky recommended that the University Legal Counsel be authorized to proceed with appropriate legal action involving the NCAA/CFA dispute.

Regent Imel moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

II. Oklahoma City Campus

FACULTY PERSONNEL ACTIONS

LEAVES OF ABSENCE:

Sidney P. Traub, Professor and Head of Radiological Sciences, sabbatical leave of absence with full pay, September 1, 1982 through February 28, 1983. To

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research the world literature and research and organize the clinical material at Health Sciences Center on computerized tomography and, thirdly, to develop and publish A Textbook of Computerized Tomography for the Practicing Radiologist.

O. Ray Kling, Associate Professor of Gynecology and Obstetrics, Adjunct Associate Professor of Physiology and Biophysics, and Adjunct Assistant Professor of Psychiatry and Behavioral Sciences, sabbatical leave of absence with full pay, January 1, 1982 to July 1, 1982. To continue research with Dr. Gere di Zerega at the Livingston Reproductive Biology Laboratory, Los Angeles County, University of Southern California, on the characterization of human ovarian protein which inhibit follicular response to gonadotropins.

Pushkar N. Kaul, Professor of Pharmacy, leave of absence without pay, September 1, 1981 through June 30, 1982.

Mary Claire Mortenson, Assistant Professor of Nursing, leave of absence without pay, August 1, 1981 through June 30, 1982.

APPOINTMENTS:

Robert Milton Gwin, D.V.M., Adjunct Associate Professor of Ophthalmology, without remuneration, July 14, 1981.

Carol A. Banister, Adjunct Assistant Professor of Clinical Dietetics, \$1,000 per month, 1/3 time, September 1, 1981 through April 30, 1982.

Glenyce Gail Feeney, Adjunct Assistant Professor of Clinical Dietetics, \$1,600 per month, 2/3 time, September 1, 1981 to July 1, 1982.

Steven Allen Burner, Clinical Assistant Professor of Family Practice, without remuneration, September 1, 1981.

Stanley Dean Corley, Clinical Assistant Professor of Family Practice, without remuneration, July 1, 1981.

Maureen G. Byrnes, Clinical Assistant Professor of Nursing, without remuneration, August 26, 1981.

Laura Y. Cross, Clinical Assistant Professor of Nursing, without remuneration, August 26, 1981.

G. Claudine Dickey, Clinical Assistant Professor of Nursing, without remuneration, August 26, 1981.

Deborah Anne Ehlers, Clinical Assistant Professor of Nursing, \$200 per month, .10 time, August 1, 1981 through June 30, 1982.

Christina Algiere Kasprisin, Clinical Assistant Professor of Nursing, \$200 per month, .10 time, August 17, 1981 through June 30, 1982.

Constance McBee Thompson, Clinical Assistant Professor of Nursing, \$200 per month, .10 time, August 17, 1981 through June 30, 1982.

William Joseph Hardin, D.D.S., Clinical Assistant Professor of Orthodontics, \$175 per month, .10 time, August 24, 1981 through December 31, 1981.

Ricky Jerel Simpson, M.D., Clinical Instructor in Anesthesiology, without remuneration, July 1, 1981

Charles Calvin Weddle, Jr., M.D., Clinical Instructor in Anesthesiology, without remuneration, July 1, 1981.

Steven Edward Wegner, M.D., J.D., Adjunct Instructor in Community Medicine, without remuneration, July 29, 1981.

Jana K. Attaway, Clinical Instructor in Continuing Education, College of Dentistry, \$715 per month, .60 time, July 1, 1981 through June 30, 1982.

Virginia A. (Jenny) Adams, Clinical Instructor in Dental Hygiene, \$875 per month, .60 time, August 1, 1981 through April 30, 1982.

Pamela Kay Chase, Clinical Instructor in Dental Hygiene, \$1,390 per month, August 1, 1981 through December 31, 1981.

Gwen Alexander Gindorff, Clinical Instructor in Dental Hygiene, \$700 per month, $\frac{1}{2}$ time, August 1, 1981 through April 30, 1982.

Loretta Primosch, Clinical Instructor in Dental Hygiene, \$1,120 per month, .80 time, August 1, 1981 through December 31, 1981.

Jeffrey Mark Felton, D.D.S., Clinical Instructor in Endodontics, \$350 per month, .20 time, August 24, 1981 through June 30, 1982.

Leslie Boone Hardy, Jr., D.D.S., Clinical Instructor in Endodontics, \$175 per month, .10 time, August 24, 1981 through June 30, 1982.

Stephen Neil Adler, M.D., Clinical Instructor in Medicine, without remuneration, August 1, 1981.

Gretchen Ann McCoy, M.D., Clinical Instructor in Medicine, without remuneration, July 1, 1981.

Stanley Glenn Rockson, M.D., Clinical Instructor in Medicine, without remuneration, July 1, 1981.

Lynne A. Dunham, D.D.S., Clinical Instructor in Occlusion, \$175 per month, .10 time, September 1, 1981 through May 31, 1982.

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Pamela Elaine Pierson, D.D.S., Clinical Instructor in Operative Dentistry, \$700 per month, .40 time, August 24, 1981 through June 30, 1982.

Terry Eugene Burris, M.D., Clinical Instructor in Ophthalmology, without remuneration, July 23, 1981.

R. Randall Robinson, M.D., Clinical Instructor in Ophthalmology, without remuneration, August 26, 1981.

Robert E. Kennedy, D.D.S., Clinical Instructor in Orthodontics, \$175 per month, .10 time, August 24, 1981 through December 31, 1981.

James Peter Kierl, D.D.S., Clinical Instructor in Orthodontics, \$175 per month, .10 time, August 24, 1981 through June 30, 1982.

Julia Mary Norris, D.D.S., Clinical Instructor in Orthodontics, \$525 per month, .30 time, August 24, 1981 through April 30, 1982.

Lynda Lynn Dickerson, M.D., Clinical Instructor in Pediatrics, without remuneration, July 1, 1981.

Shee-Hay Gladys Wu, Instructor in Radiologic Technology, rate of \$19,500 for 12 months plus \$341.67 per month to cover benefit expenses, August 21, 1981 to July 1, 1982.

Cliff Alan Acuff, D.D.S., Clinical Instructor in Removable Prosthodontics, \$450 per month, .20 time, September 1, 1981 through June 30, 1982.

W. Bradley Johnston, D.P.M., Clinical Assistant in Surgery, without remuneration, July 21, 1981.

Ronald Glen Massad, D.P.M., Clinical Assistant in Surgery, without remuneration, July 17, 1981.

Terry Michael Nayfa, D.P.M., Clinical Assistant in Surgery, without remuneration, July 17, 1981.

Robert Douglas Sowell, D.P.M., Clinical Assistant in Surgery, without remuneration, July 24, 1981.

William Lynn Canada, D.D.S., Preceptor in Dental Services Administration, without remuneration, July 31, 1981.

Robert Louis Talley, D.D.S., Preceptor in Dental Services Administration, without remuneration, July 31, 1981.

Jeffrey Jay Thompson, D.D.S., Preceptor in Dental Services Administration, without remuneration, July 31, 1981.

Charles Everett Wilkins, M.D., Visiting Lecturer in Community Medicine, without remuneration, July 14, 1981.

NAME and TITLES	ANNUAL INCOME CEILING	ANNUAL FTE SALARY	ANNUAL		ANNUAL PPP EARNINGS POTENTIAL	EFFECTIVE DATE	REMARKS
			GUARANTEED TENURED	BASE SALARY NON-TENURED			
APPOINTMENTS:							
Frank Leo Adelman, M.D., Clinical Associate Professor of Family Practice	\$ 5,200	\$ 5,200		\$ 2,600	\$ 2,600	7-1-81 thru 6-30-82	.05 time
Mary Elaine Allen, Ph.D., Associate Professor of Nursing		33,968		28,305	5,662	1-1-82 thru 6-30-82	
James Vernon Dindot, M.D., Assistant Professor of Anesthesiology	130,000	76,000		35,839	94,161	6-1-81 thru 6-30-82	
Chan Woo Huh, M.D., Assistant Professor of Anesthesiology	130,000	76,000		37,951	92,049	7-1-81 thru 6-30-82	
Janet Elizabeth Young, Clinical Assistant Professor of Community Medicine, Physician's Associate Program	54,000	54,000		24,000	30,000	7-1-81 thru 6-30-82	
John Wayne Gastorf, Ph.D., Assistant Professor of Family Practice, Tulsa	40,000	40,000		35,000	5,000	8-15-81 thru 6-30-82	
Paul Elliott Tietze, M.D., Assistant Professor of Family Practice	66,000	66,000		50,000	16,000	8-1-81 thru 6-30-82	
Jay Wolfson, Dr.P.H., Assistant Professor of Health Administration		45,000		30,000	15,000	8-1-81 thru 6-30-82	
Phyllis Joyce Lansing, Assistant Professor of Medical Library Science, and Reference Librarian, Health Sciences Center Library		17,000		16,000	1,000	8-1-81 thru 6-30-82	
Lee Pauline Pedersen, Assistant Professor of Medical Library Science and Head of Reference, Health Sciences Center Library		19,000		18,000	1,000	9-1-81 thru 6-30-82	
Jack Leonard Wagner, Assistant Professor of Medical Library Science and Cataloger, Health Sciences Center Library		16,000		15,000	1,000	9-1-81 thru 6-30-82	
Ralph C. Beckett, M.D., Assistant Professor of Medicine	54,000	54,000		40,000	14,000	7-1-81 thru 6-30-82	
Fannie May Jackson, Assistant Professor of Nursing		27,940		23,283	4,657	8-1-81 thru 6-30-82	
Norma June Leslie, Clinical Assistant Professor of Nursing and Instructor in Gynecology and Obstetrics	40,000	40,000		28,000	12,000	8-1-81 thru 6-30-82	
Francene Weatherby, Assistant Professor of Nursing		22,421		18,684	3,737	8-17-81 thru 5-31-82	

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<u>NAME and TITLES</u>	<u>ANNUAL INCOME CEILING</u>	<u>ANNUAL FTE SALARY</u>	<u>ANNUAL GUARANTEED BASE SALARY</u>		<u>ANNUAL PPP EARNINGS POTENTIAL</u>	<u>EFFECTIVE DATE</u>	<u>REMARKS</u>
			<u>TENURED</u>	<u>NON-TENURED</u>			
Stephen Keith McCullough, D.D.S., Assistant Professor of Orthodontics		64,000		32,000	32,000	7-1-81 thru 6-30-82	
Efstratios Demetriou, M.D., Assis- tant Professor of Pediatrics	68,000	68,000		35,500	32,500	7-1-81 thru 6-30-82	
Allan David Olson, M.D., Assistant Professor of Pediatrics	68,000	68,000		38,000	30,000	7-1-81 thru 6-30-82	
Dorothy F. Elking, Pharm.D., Assis- tant Professor of Pharmacy		31,000		25,000	6,000	8-15-81 thru 6-30-82	
Stephen Francis Hamilton, Pharm.D., Assistant Professor of Pharmacy		31,000		25,000	6,000	9-1-81 thru 6-30-82	
Robert Harlin Deasley, Jr., M.D., Assistant Professor of Psychiatry and Behavioral Sciences	76,000	76,000		45,000	31,000	8-15-81 thru 6-30-82	
James Albert Carson, M.D., Clinical Assistant Professor of Surgery	100,000	70,000		30,000	70,000	7-1-81 thru 6-30-82	
James Eugene Cheatham, Jr., M.D., Clin- ical Assistant Professor of Surgery	90,000	65,000		24,960	65,040	7-1-81 thru 6-30-82	
David Alan Kallenberger, M.D., Clinical Instructor in Gynecology and Obstetrics	13,200	13,200		6,600	6,600	8-1-81 thru 6-30-82	.20 time
Betty S. Bailey, Instructor in Nursing		26,161		21,801	4,360	8-1-81 thru 6-30-82	
Julia A. Nunemaker Eggert, Clinical Instructor in Nursing		19,950		16,625	3,325	8-17-81 thru 5-31-82	
Angela Renee Leasure, Instructor in Nursing		19,945		16,621	3,324	8-10-81 thru 6-30-82	
Karen Mae Powell Mumina, Instructor in Nursing		21,289		17,741	3,548	8-17-81 thru 6-30-82	
Julie Moran Shipley, Instructor in Nursing		19,945		16,621	3,324	8-10-81 thru 6-30-82	
Dutta S. Seshachalam, M.D., Clinical Instructor in Radiological Sciences	130,000	50,000		30,000	100,000	7-1-81 thru 6-30-82	
Yu-Yun Xu, Visiting Associate Pro- fessor of Pediatrics	7,500	7,500		7,500	-0-	7-1-81 thru 1-30-82	

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NAME and TITLES	ANNUAL INCOME CEILING	ANNUAL FTE SALARY	ANNUAL GUARANTEED BASE SALARY		ANNUAL PPP EARNINGS POTENTIAL	EFFECTIVE DATE	REMARKS
			TENURED	NON-TENURED			
CHANGES:							
Georgia K. Adams, Clinical Associate Professor of Nursing			FROM: 37,566 TO: \$1,304.38 per month	FROM: 31,305	FROM: 6,261	8-10-81 thru 12-31-81	.50 time
Kathie L. Adams, Instructor in Nursing			FROM: \$969 per month TO: 19,380	TO: 16,150	TO: 3,230	8-1-81 thru 5-31-82	.60 time
S. L. Alfonso, Associate Professor of Family Practice, Tulsa; given additional title of Interim Chair, Department of Family Practice, Tulsa	90,000	84,000		FROM: 52,400 TO: 58,400	FROM: 37,600 TO: 31,600	7-1-81 thru 6-30-82	
William F. Barnes, promoted from Clinical Associate to Clinical Assistant Professor of Urology. Retains title of Clinical Associate in Pediatrics			FROM: WITHOUT REMUNERATION TO: 54,600	TO: 30,000	TO: 24,600	7-1-81 thru 6-30-82	.50 time
William F. Blank, Assistant Professor of Surgery	100,000	65,000		FROM: 30,000 TO: 42,000	FROM: 70,000 TO: 58,000	9-1-81 thru 6-30-82	
Roger C. Carroll, Adjunct Assistant Professor of Biochemistry and Molecular Biology			FROM: 23,540 TO: 28,000	FROM: 23,540 TO: 28,000	FROM: 17,731 TO: 19,504	FROM: 5,809 TO: 8,496	7-1-81 thru 6-30-82
R. E. Coalson, Professor of Anatomical Sciences and Adjunct Professor of Pathology and of Dentistry	120,000	90,000		FROM: 36,321 TO: 36,830	FROM: 83,679 TO: 83,170	7-1-81	
Thomas Coniglione, Associate Professor of Medicine and Clinical Associate Professor of Family Practice and of Orthopedic Surgery and Rehabilitation, Adjunct Associate Professor of Ophthalmology, Medical Director of Family Medicine Clinic-North; given additional title of Interim Head of Family Practice	86,500	82,000		FROM: 57,128 TO: 62,378	FROM: 29,372 TO: 24,122	7-1-81	
Nancy R. Craig, Assistant Professor of Surgery	120,000	65,000		FROM: 30,000 TO: 42,000	FROM: 90,000 TO: 78,000	9-1-81 thru 6-30-82	
Thomas A. Dixon, Assistant Professor of Family Practice	65,000	65,000		FROM: 44,050 55,000	FROM: 20,950 TO: 10,000	7-1-81 thru 6-30-82	
David Donaldson, promoted from Special Instructor to Assistant Professor of Pediatrics			FROM: 45,000 TO: 68,000	FROM: 45,000 TO: 68,000	42,000	FROM: 3,000 TO: 26,000	7-1-81 thru 6-30-82

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NAME and TITLES	ANNUAL INCOME CEILING	ANNUAL FTE SALARY	ANNUAL GUARANTEED BASE SALARY		ANNUAL PPP EARNINGS POTENTIAL	EFFECTIVE DATE	REMARKS
			TENURED	NON-TENURED			
Kimiko H. Dugan, Associate Professor of Anatomical Sciences	110,000	70,000	FROM: 27,690 TO: 28,210		FROM: 82,310 TO: 81,790	7-1-81	
Leah Carolyn Vogel Eckenwiler, Principal Nurse Manager and Assistant Professor of Internal Medicine, Tulsa		FROM: 30,600 TO: 33,480		FROM: 25,500 TO: 27,900	FROM: 5,100 TO: 5,580	9-1-81 thru 6-30-82	
Kenneth K. Faulkner, title changed from Professor to Professor and Interim Head of Anatomical Sciences	120,000	90,000	FROM: 36,791 TO: 42,000		FROM: 83,809 TO: 78,000	7-1-81	
William J. L. Felts, Professor of Anatomical Sciences	120,000	90,000	FROM: 34,623 TO: 35,607		FROM: 85,377 TO: 84,393	7-1-81	
Glynnis Gangwer, Instructor in Dental Hygiene		FROM: \$900 per month TO: 36,000		18,000	18,000	8-1-81 thru 6-30-82	.60 time
Ronald L. Gillum, Associate Professor of Pathology and Adjunct Associate Professor of Clinical Laboratory Sciences	FROM: 90,800 TO: 100,000	90,800	50,000		50,000	7-1-81 thru 6-30-82	
Randall B. Grubb, Assistant Professor of Anatomical Sciences	100,000	65,000	FROM: 26,947 TO: 27,583		FROM: 73,053 TO: 72,417	7-1-81	
Karen G. Holman, Assistant Professor of Family Practice	75,000	75,000		FROM: 43,050 TO: 56,000	FROM: 31,950 TO: 19,000	7-1-81 thru 6-30-82	
Robert I. Howes, Jr., Associate Professor of Anatomical Sciences	110,000	70,000	FROM: 30,182 TO: 30,749		FROM: 79,818 TO: 79,251	7-1-81	
Rodney D. Ice, Dean, College of Pharmacy, and Professor of Pharmacy		FROM: 63,250 TO: 85,250	57,250		FROM: 6,000 TO: 28,000	7-1-81	
Paula Kowalski-Montgomery, promoted from Special Instructor to Assistant Professor of Family Practice	FROM: 30,000 TO: 60,000	FROM: 30,000 TO: 60,000		22,000	FROM: 8,000 TO: 38,000	7-1-81 thru 6-30-82	
Isabella Y. S. Liang, title changed from Research Associate in Physiology and Biophysics to Post-doctoral Trainee and Research Associate in Physiology and Biophysics	FROM: 11,000 TO: 14,040	FROM: 11,000 TO: 14,040		FROM: 11,000 TO: 14,040	-0-	9-1-81 thru 6-30-82	
John A. Mohr, Professor of Medicine and Adjunct Associate Professor of Pathology and Immunology	80,000	80,000	FROM: 65,000 TO: 69,682		FROM: 15,000 TO: 10,318	8-9-81	

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NAME and TITLES	ANNUAL INCOME CEILING	ANNUAL FTE SALARY	ANNUAL GUARANTEED BASE SALARY		ANNUAL PPP EARNINGS POTENTIAL	EFFECTIVE DATE	REMARKS	
			TENURED	NON-TENURED				
Faysal Loutfallah Nasr, Assistant Professor of Family Practice	60,000	60,000		FROM: 36,500 TO: 50,000	FROM: 23,500 TO: 10,000	7-1-81 thru 6-30-82		
Stephen Rosenman Newmark, Associate Professor of Internal Medicine, Tulsa	FROM: 107,000 TO: 100,000	90,800		FROM: 43,000 TO: 60,000	FROM: 64,000 TO: 40,000	7-1-81 thru 6-30-82		
Cheryl Anne Outland, Assistant Professor of Pediatrics	65,000	54,000		FROM: 18,750 TO: 37,500	FROM: 46,250 TO: 27,500	7-1-81 thru 12-31-81	.60 time	
Mitchell V. Owens, Professor and Chairperson of Social Sciences and Health Behavior			FROM: \$42,500 TO: 52,500	for 12 months TO: 42,500		TO: 10,000	7-1-81 thru 6-30-82	
K-Lynn Paul, Assistant Professor of Psychiatry and Behavioral Sciences and Adjunct Assistant Professor of Family Practice	FROM: 70,000 TO: 76,000	70,000		FROM: 47,000 TO: 50,500	FROM: 23,000 TO: 25,500	7-1-81	\$12,527-VAH	
Miriam M. Richardson, Assistant Professor of Pediatrics, Tulsa	FROM: 130,000 TO: 66,000	66,000		FROM: 40,500 TO: 20,250	FROM: 89,500 TO: 45,750	7-1-81 thru 12-31-81	.50 time	
Howard Roemer, Assistant Professor of Family Practice, Tulsa	FROM: 27,600 TO: \$29,900	FROM: 27,600 for 12 months		FROM: 27,600	-0-	7-1-81 thru 6-30-82	.35 time .40 time	
Houshang Seradge, title changed from Assistant Professor to Clinical Assistant Professor of Orthopaedic Surgery and Rehabilitation	FROM: 130,000 TO: WITHOUT REMUNERATION	FROM: 76,000		FROM: 34,261	FROM: 41,739	7-1-81		
Edward J. Tomsovic, Dean, Tulsa Medical College and Professor of Pediatrics, Tulsa	130,000	130,000		FROM: 54,000 TO: 59,400	FROM: 76,000 TO: 70,600	7-1-81		
Frank Wiebelt, title changed from Assistant Professor of Continuing Education and Removable Prosthodontics to Assistant Professor of Removable Prosthodontics			FROM: 58,545.12 TO: 70,545.12		FROM: 29,272.56 TO: 35,272.56	FROM: 29,272.56 TO: 35,272.56	10-1-81 thru 6-30-82	
Robert J. Wilder, Professor of Surgery	130,000	82,000		FROM: 36,000 TO: 46,800	FROM: 94,000 TO: 83,200	9-1-81 thru 6-30-82		

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CHANGES:

Joanne C. Callard, Assistant Professor of Medical Library Science; given additional title of Adjunct Assistant Professor of Library Science, Norman Campus, without additional remuneration, July 1, 1981.

Frank A. Clingan, Professor and Vice Chair of Surgery, Tulsa; given additional title of Interim Chair of Surgery, Tulsa, salary increased from \$12,500 for 12 months, $\frac{1}{2}$ time, to \$36,000 for 12 months, .50 time, August 17, 1981 to July 1, 1982.

James G. Coldwell, promoted from Clinical Associate Professor to Clinical Professor of Pediatrics, Tulsa, July 1, 1981. Retains titles of Visiting Lecturer in Pediatrics and Adjunct Assistant Professor of Human Ecology and Environmental Health.

Catherine Coleman, Special Instructor in Occupational Therapy, salary increased from \$1,139.33 per month to \$1,266.08 per month, September 1, 1981 through December 31, 1981.

Jere D. Cravens, promoted from Clinical Assistant Professor to Clinical Associate Professor of Pediatrics, Tulsa, July 1, 1981.

Roy B. Deal, Jr., Professor of Biostatistics and Epidemiology; title of Acting Vice Chairperson of Biostatistics and Epidemiology deleted, July 1, 1981.

Michael D. Dubriwny, titles changed from Associate Professor of Psychiatry and Behavioral Sciences and of Family Practice, Tulsa, to Clinical Associate Professor of Psychiatry and Behavioral Sciences, Tulsa, June 30, 1981.

Jean C. Elbert, Assistant Professor of Pediatrics and Clinical Assistant Professor of Psychiatry and Behavioral Sciences; given additional title of Visiting Assistant Professor of Education, Norman Campus, \$1,700 for $4\frac{1}{2}$ months, September 1, 1981 through January 15, 1982.

Robert K. Endres, promoted from Clinical Associate Professor to Clinical Professor of Pediatrics, Tulsa, July 1, 1981.

Dayl Jean Flournoy, promoted from Adjunct Assistant Professor to Adjunct Associate Professor of Microbiology and Immunology, July 1, 1981 through June 30, 1982. Retains title of Associate Professor of Pathology.

Greg Hardman, Clinical Instructor in Operative Dentistry, salary changed from \$350 per month, .20 time, to \$175 per month, .10 time, August 24, 1981 through June 30, 1982.

James Warren Hendricks, promoted from Clinical Instructor to Clinical Assistant Professor of Pediatrics, Tulsa, August 1, 1981.

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Caryn S. Hess, Assistant Professor of Nursing, salary changed from \$11,665 for 12 months, $\frac{1}{2}$ time, to \$972.10 per month, $\frac{1}{2}$ time, September 1, 1981 to June 1, 1982.

Jay Lea, Clinical Instructor in Operative Dentistry, salary changed from \$175 per month, .10 time, to \$350 per month, .20 time, August 24, 1981 through June 30, 1982.

Euan M. McMillan, promoted from Adjunct Instructor to Adjunct Assistant Professor of Pathology, July 1, 1981. Retains title of Assistant Professor of Dermatology.

Charles M. O'Leary, title changed from Clinical Professor to Clinical Professor Emeritus of Surgery, July 14, 1981.

Samuel R. Oleinick, promoted from Adjunct Associate Professor to Adjunct Professor of Microbiology and Immunology, July 1, 1981. Retains title of Professor of Medicine.

Harry Perlstadt, Associate Professor of Health Administration; given additional title of Adjunct Associate Professor of Sociology, Norman Campus, without additional remuneration, September 1, 1981.

Gerald T. Reinersman, promoted from Clinical Instructor to Clinical Assistant Professor of Pediatrics, Tulsa, August 1, 1981.

Olivia Rodrigues, title changed from Clinical Instructor in Dental Materials and in Occlusion to Clinical Instructor in Dental Materials, salary changed from \$525 per month, .30 time, to \$350 per month, .20 time, September 1, 1981 through June 30, 1982.

Burhan M. Say, promoted from Clinical Associate Professor to Clinical Professor of Pediatrics, Tulsa, July 1, 1981.

Stanley L. Silberg, title changed from Acting Chairperson to Vice-Chairperson of Biostatistics and Epidemiology, July 1, 1981 to June 30, 1982. Retains title of Professor of Biostatistics and Epidemiology.

Ruth W. Wender, Professor of Medical Library Science; given additional title of Adjunct Professor of Library Science, Norman Campus, without additional remuneration, July 1, 1981.

Jack L. Wherry, Coordinator, Oklahoma Rural Infant Care Project, Department of Gynecology and Obstetrics, and Adjunct Associate Professor of Public Health, salary increased from \$26,705 to \$28,745 for 12 months, August 1, 1981 through June 30, 1982.

C. P. Wilkinson, promoted from Clinical Associate Professor to Clinical Professor of Ophthalmology, August 1, 1981.

Yonanan Shumel Zomer, promoted from Clinical Instructor to Clinical Assistant Professor of Pediatrics, Tulsa, August 1, 1981.

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TERMINATIONS:

William L. Allan, Clinical Associate Professor of Psychiatry and Behavioral Sciences, September 2, 1981.

H. Constance Andruss, Instructor in Communication Disorders, October 3, 1981.

Diana Gay Brown, Assistant Professor of Pediatrics, September 16, 1981.

Patricia K. Brannin, Clinical Assistant Professor of Nursing, September 1, 1981.

Elise Dimon, Special Instructor in Otorhinolaryngology, July 13, 1981.

Thomas A. Dixon, Assistant Professor of Family Practice, October 2, 1981. To go into private practice in a rural setting.

Royce B. Everett, Clinical Assistant Professor of Gynecology and Obstetrics, August 2, 1981.

Otakar F. Filip, Associate in Pathology, August 1, 1981.

Barry Greyson, Clinical Instructor in Occlusion, July 1, 1981.

James M. Guernsey, Professor and Head of Surgery, Tulsa, September 22, 1981.

M. Raj Karim, Visiting Lecturer in Pathology, July 1, 1981.

Howard R. Lee, Assistant Professor of Surgery and Adjunct Assistant Professor of Medicine, August 29, 1981. Taking steps to further his academic career, particularly in research.

James Patrick Lynch, Special Instructor in Clinical Laboratory Sciences, June 23, 1981.

Carl V. Manion, Assistant Professor of Medicine and Adjunct Assistant Professor of Pharmacology, October 23, 1981. To work for Miles Laboratories, Inc. in New Haven, Connecticut.

James O. Moore, Assistant Professor of Pediatrics, Tulsa, October 1, 1981. Taking a position as director of a mental health and alcohol-drug center in Oklahoma City.

James R. Mowry, Assistant Professor of Pharmacy, August 1, 1981.

Nick V. Musso, Clinical Instructor in Operative Dentistry, July 1, 1981.

Sue Ann Raney, Instructor in Nursing, June 1, 1981.

J. Robert Reneau, Clinical Instructor in Fixed Prosthodontics, July 1, 1981.

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Richard D. Schuermann, Clinical Instructor in Operative Dentistry, July 1, 1981.

William J. Skaggs, Clinical Instructor in Operative Dentistry, July 1, 1981.

Donald Smith, Clinical Instructor in Operative Dentistry, July 1, 1981.

Tom Todd, Clinical Instructor in Fixed Prosthodontics, July 1, 1981.

Otto Van Duyn, Assistant Professor of Pharmacy, September 3, 1981.

Richard L. Wawro, Assistant Professor of Nursing, August 19, 1981.

Charles Hugh Wilson, Clinical Associate Professor of Surgery, August 22, 1981.

President Banowsky recommended approval of the personnel actions listed above.

Regent McCurdy moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

President Banowsky reported the death of the following faculty members:

Mark R. Everett, Regents Professor Emeritus of Medical Sciences, Dean Emeritus, School of Medicine, and Consulting Professor Emeritus of Biochemistry and Molecular Biology, on August 17, 1981.

Ralph W. Clark, Professor Emeritus and Dean Emeritus, College of Pharmacy, on August 15, 1981.

Joseph Willard Kelso, Clinical Professor Emeritus of Gynecology and Obstetrics, on June 17, 1981.

NURSING MAJOR

The faculty of the College of Nursing has proposed that the length of time a student is permitted to pursue a baccalaureate degree in nursing, that is, the junior and senior years at the Health Sciences Center, be controlled. In order to provide this control, the faculty recommends that a student who completes only a part of the nursing major courses and withdraws may be readmitted as long as he/she meets the admission requirements and can complete the nursing major courses within a six-year time limit.

This proposal has been reviewed and approved by the Health Sciences Provost, the President of the University, and the Health Sciences Center Committee of the Board of Regents.

President Banowsky recommended approval of the policy statement regarding the length of time a student is permitted to pursue a baccalaureate degree in nursing as stated above, to be effective January 1, 1982.

Regent McCurdy moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

FACULTY PERSONNEL POLICY - HEALTH SCIENCES CENTER

In March of this year, Provost Clayton Rich constituted a joint Faculty Senate--Administration Ad Hoc Committee to review the Faculty Handbook, which includes the Faculty Personnel Policy. Senate recommendations on changes in the personnel policy were considered. The Senate authorized the ad hoc committee's faculty members to make changes on behalf of the Senate and has reviewed and approved their report.

The process is now complete. Many of the Faculty Senate recommendations of 1979, including tenure criteria changes and recognizing the three University functions of teaching, research, and service, are included in the proposed changes. A number of other changes have been made and are shown by underlining new wording and dashing out wording to be deleted. In some sections, two columns are presented; one is the current wording and one the recommended wording. Paragraphs of the Faculty Personnel Policy which do not have any proposed changes have not been included in the pages which follow.

The changes proposed are for the Health Sciences Center Campus only. The deletion of sections pertaining only to the Norman Campus does not mean these sections are to be rescinded; only that these sections will be eliminated from the policy as it relates to the Health Sciences Center. Certain sections which require more extensive consideration were identified by the ad hoc committee and will be reviewed during this academic year.

The proposed changes were reviewed at the Committee meeting on Wednesday and the changes agreed to at that time are included below.

President Banowsky recommended approval of the proposed changes in the Faculty Personnel Policy as shown below with the understanding the revised personnel policy will take effect on the Health Sciences Center Campus only as soon as approved by the Regents and that currently untenured faculty who hold appointments in the tenure line shall have the option of indicating in writing by December 31, 1981 to their academic unit, with a copy to the dean and Provost, their preference for compliance with the 1976 tenure policy or this 1981 policy.

It is the policy of the University to recognize and implement the functions assigned to it by the State Regents for Higher Education. These functions are teaching, including continuing education, research, ~~continuing~~

education and public service. The responsibility for carrying out this policy is shared by the University Regents, administrative officers, and the general faculty. The University recognizes the specific involvement of the faculty in the performance of these functions and to this end is committed to fostering a superior faculty.

3.1 The General Faculty. ~~The General Faculty of the Norman campus of the University is composed of all faculty members with regular appointments. The Norman Campus General Faculty does not include faculty members with temporary appointments. (See Section 3.5.3)~~

Paragraph 2 - same

Paragraph 3 - same

Additional policies related to the General Faculty and the Faculty Senates are contained in the Charters of the General Faculty and Faculty Senates of the University of Oklahoma ~~on the Health Sciences Center and the Norman campuses.~~

3.2 Academic Freedom And Responsibility - same

3.3 Faculty Accountability. A faculty member is held accountable for his or her performance in fulfilling faculty duties (Sections 3.6 and 3.8) and in meeting the requirements of academic responsibility (Section 3.2). The most immediate agents of faculty accountability are is the faculty member's chair, or director and Committee A, who should maintain close and regular communication with the faculty member. Among the various mechanisms for ensuring faculty accountability, the most important include annual evaluations for possible salary increases, and such periodic evaluations as those for advancement in rank. These processes have the primary function of identifying meritorious performance to be rewarded, but they also provide a means by which the University may strengthen itself, by identifying needs for improved performance.

Paragraph 2 - same

The allegation of failure of a faculty member to achieve at least adequate performance may originate from the student body, from faculty colleagues, or from administrative personnel. Whenever such an accusation is the basis for further procedure against a faculty member, including insertion of the allegation in the personnel record of the faculty member, the faculty member should be notified at the earliest possible time. The faculty member will be involved in any formal hearing (as defined in the appeals process) of such allegation and will receive a copy of a statement of findings. Such statement will be forwarded through appropriate administrative channels to the President.

Current paragraph 3 now paragraph 4, unchanged.

Current paragraph 4 now paragraph 5, unchanged.

For those cases where they are needed, the University has at its disposal the more drastic measures of severe sanctions, dismissal, and abrogation of tenure (Section 3-8 3.11)

3.4 Fiscal Responsibility - same

3.5 Appointments. ~~Any regular appointment to an academic position must be either a term appointment (beginning and terminating at a specified date or a continuous appointment (beginning with and following the granting of tenure). Temporary appointments with remuneration are also for specified periods.~~

~~For the faculty on the Health Sciences Center campus, the following three paragraphs shall also apply.~~

(a) Full-time faculty appointments with unqualified academic title (instructor, assistant professor, associate professor, and professor) shall be limited to those faculty who devote their full-time professional effort to direct University activities (Section 3.6) and who are compensated by the University or University-approved sources.*

(b) When service to the University (defined in Section 3.6.3) ~~3-6-4, and 3-6-5~~ is used as a basis for full-time academic appointment, teaching, research, and/or administration of academic units must constitute a major part of the faculty member's assigned duties. Exemption from this provision may be made with consent of the academic unit, the Dean of the College and the Provost.

(c) Faculty who devote less than their full-time professional effort to direct University activities as defined above shall be eligible for faculty appointment with a modified academic title (visiting, adjunct, clinical, etc.).

~~*Institutions with which the University has an affiliation agreement.~~

3.5.1 Appointment of New Faculty. In the appointment of new faculty, action is initiated by the academic unit through the respective dean to the Provost, and President, and in accord with the prevailing policies of the Board of Regents. The University follows the law of the land regarding affirmative action.

(a) Official Offer - The formal offer of appointment must come from the Provost or the President. The letter of offer will include the statement that the appointment is contingent upon the approval of the University Regents. The letter of offer will specify rank, salary including earnings potential, the length of probationary period and any special conditions pertaining to the appointment. Enclosed with the formal offer ~~of rank and salary~~ will be a copy of the Faculty Handbook, together with supplementary information on such matters as retirement and group insurance. ~~and patents.~~

(b) Contract - If the appointment is approved by the Regents, a Contract of Employment will be furnished to the applicant for signature. ~~if the appointment is accepted.~~ Included in this contract will be the approved rank and salary. and The Contract will contain a statement indicating that the applicant has read the Faculty Handbook along with the necessary additions to reflect policies current at the time of appointment and accepts appointment in accord with the policies specified, with the understanding that policies of the University are subject to change by the Board of Regents. ~~(See also para-~~ ~~(a); Section 3.7.3)~~ Any exceptions, existing at the date of the contract, to these policies must be described in the Contract.

(c) Compensation - The University recognizes the fundamental nature of total income of the faculty member and that the professional effort of the faculty member may result in the generation of funds additional to those otherwise available to the University (See Section 3.27). Accordingly, each academic unit, with the concurrence of the appropriate Dean, the Provost, the President, and the University Regents, may develop a schedule of income potential for faculty members in that unit. This income potential should be a reflection of the earning capacity for the specific competence of the individual faculty member.

3.5.2 Appointment Period. Faculty appointments for the academic year are made generally for the period September July 1 through May-31 June 30 though the instructional period may not correspond precisely to these dates. It is the responsibility of the appropriate chair or dean to notify each faculty member of the date ~~the faculty member is expected~~ to start work. The appointment period for the ~~first~~ second semester ~~ends~~ begins January 15 1, even though the semester may end begin at a different time.

Some faculty members ~~on the Norman campus and most faculty on the Health Sciences Center campus~~ are appointed on a ~~12~~ 9-month basis, for the period July September 1 through June-30 May 31.

Paragraph 3 - same

3.5.3 Temporary, Term, Continuous, and Temporary Consecutive Term Appointments. Faculty appointments may be temporary, term, continuous, or temporary consecutive term. ~~Prior to the awarding of tenure all full-time faculty appointments with the title of assistant professor, associate professor, and professor are term appointments; following the award of tenure, such appointments are continuous.~~

~~For simplicity, the term "regular appointment" is employed to those appointments which are either full-time term appointments or continuous appointments at the above specified academic ranks.~~

~~For the Health Sciences Center campus the following shall apply:~~

(a) All other academic appointments are temporary, and Temporary appointments begin and end at specified times. Temporary appointments are indicated by

other titles, such as instructor, lecturer, preceptor, or by the use of such adjectives as visiting, adjunct, clinical, or acting. ~~Persons holding Faculty on temporary appointments are not eligible for tenure and their contracts shall so specify. (b)--Those appointed full-time to a temporary rank may serve a maximum of seven years in this rank, after which any additional appointment must be regular.~~ Full-time faculty may serve a maximum of seven years in a temporary rank. Additional appointments must be regular. (See 3.5.3 (b)). The seven-year limitation on temporary appointments may be waived by the Provost, upon the application of the Dean, and with the approval of the academic unit involved and the concurrence of the individual faculty member affected.

(b) Full-time term or continuous appointments at the unmodified rank of assistant professor and above are regular appointments. Term appointments are regular appointments prior to the awarding of tenure. They have a specified beginning and ending date. Continuous appointments are regular appointments beginning with and following the award of tenure.

(c) Consecutive term appointments are regular appointments. Full-time faculty holding regular appointments at the rank of assistant professor or above whose assignment makes them ineligible for tenure shall be eligible for renewable consecutive term appointments with no restriction placed on the number of terms that may be served. Eligibility for consecutive term appointments shall be determined by the academic unit with the approval of the faculty member, the Dean, the Provost, and the University administration. This understanding shall be specified in the contract. The length of the consecutive term appointment shall be one year.

Paragraphs 2 and 3 of (c) - same

(d) Any faculty appointment made at the rank of assistant professor or above before affirmative action requirements have been completed must have a modified title, such as adjunct, clinical, etc.

The last two paragraphs of this section pertain only to the Norman Campus and will be eliminated for the Health Sciences Center policy.

3.5.4. Joint Appointments. Appointments between two or more academic units or colleges are ~~not only possible but~~ and are encouraged when they benefit the University. A joint appointment cannot provided they (a) do not total more than 1.0 Full-Time Equivalent (FTE) and (b) are must be approved by all the academic units and colleges involved, the Provost, the President, and, if appropriate, the Board of Regents. Such appointments must have the approval of the appropriate administrative officials of all units involved.

Before a faculty member first receives a joint appointment Prior to the appointment the appropriate academic units must mutually determine and record in writing and secure administrative approval for ~~all conditions of the appointment pertaining to such matters as~~ probationary period, criteria for

tenure and promotion, and procedures for recommending salary increases and reappointment or non-reappointment. ~~In-the-case-of-faculty-members-holding-a joint-appointment~~ One academic unit and college shall have primary responsibility for promotion and tenure. The appointee shall receive a copy of this agreement.

3.5.5. Part-Time Appointments. A part-time appointment is one at less than 1.0 Full Time Equivalent (FTE). ~~At-the-time-of-any-part-time appointment~~ The appointee and the University must reach a clear understanding of the terms of the part-time appointment.

This understanding shall be in writing, and the appointee shall have a copy.

3.5.6. Reappointment and Non-Reappointment - same

3.5.7. Notifications of Expiration of Term or Consecutive Term Contract.

(a) A faculty member with a regular term or consecutive term appointment who is not to be reappointed for a second year of service must be ~~so~~ notified ~~no~~ by ~~later-than~~ March 1. ~~or~~ If the first year of appointment terminates at a time other than the end of the academic year, not-less-than-three notice must be given at least three months before the end of the appointment period.

(b) A faculty member with a regular term or consecutive term appointment who is not to be reappointed to a third year of service must be ~~so~~ notified ~~no-later~~ than by December 15 of the second year of appointment. ~~or~~ If the second year of appointment terminates at a time other than the end of the academic year, not-less-than notice must be given at least six months before the end of the appointment period.

(c) A faculty member with a regular term or consecutive term appointment who is not to be reappointed to a fourth or subsequent year of service must be ~~so~~ notified ~~no-later-than~~ by May 31 of the year preceding the final year of appointment. ~~or~~ If the ~~case-of-an~~ appointment ~~ending~~ ends at a time other than the end of the academic year, not-less-than notice must be given at least twelve months before the end of the appointment period.

(d) All notifications of non-reappointment shall be given in writing by the President of the University.

(e) If ~~the~~ these notification practices ~~prescribed-in-the-foregoing-paragraph of-the-section~~ are not followed, the faculty member may appeal to the Faculty Appeals Board.

3.5.8. Resignation. A faculty member who elects to resign ~~his-or-her~~ appointment at the end of an academic year is obligated to give notice in writing at-the-earliest-possible-opportunity-but-no-later by than May 15 or thirty days after receiving notification of the terms of his or her appointment for the coming year, whichever date is the later. A faculty member may request a waiver of this requirement.

3.6. Professional Activities of the Faculty. Above all else, the University exists for learning and scholarship of a breadth and depth that result in excellence in all of the University's major functions: teaching including continuing education, research, ~~continuing-education~~, and service. Each academic unit has an obligation to contribute to each of the ~~four~~ three functions of the University. Faculty members play a central role in the realization of these functions and fulfill the obligations of the academic unit by contributing their unique expertise and competence. Decisions regarding tenure, promotions, and salary increases are based upon an assessment of the faculty member's performance and contributions to the total mission of the University (Sections 3.7.4, ~~3-10~~ 3.8 , and ~~3-11~~ 3.10)

3.6.1. Teaching - same

3.6.2. - Research or Creative Achievement - same

3.6.3. ~~Professional~~ Service.

(1) Professional Service, which is the application of knowledge gained through research or creative achievement, focuses upon resolving contemporary problems, identifying new areas for inquiry and development, and sharing knowledge with the larger community. The term professional service always refers to activities directly related to the faculty member's discipline or profession. Included in professional services are such activities as artistic or humanistic presentations; official service in relevant professional societies; service on local, state, national, or international commissions, advisory boards, or agencies (public or private), related to the faculty member's discipline or profession; service to professional communities outside the University; health care delivery; consultation, participation in a specialized professional capacity in programs sponsored by student, faculty, or community groups; editing professional journals or other publications; the development and preparation of proposals for research, training or other purposes; book reviews in professional journals; refereeing of research papers submitted for publication; and service within the University that reflects an application of specialized knowledge or skill to the institution's affairs.

~~3-6-4---Participation-in-University-Governance-~~

(2) The nature of the academic enterprise is such that the faculty properly shares in responsibilities involving formulation of the University's policies by participation in university governance. The faculty has a major responsibility in making and carrying out decisions affecting the educational and scholarly life of the University. Faculty members have a responsibility to contribute to the government of the University through timely participation on committees, councils, or other advisory groups at the department, college, or University level.

~~3-6-5---Other-Faculty-Activities-~~

(3) Other areas of activity in which faculty members may have assignments include:

(a) Administration. Many faculty members are called upon to perform administrative tasks. These include service in such positions as department chair, associate or assistant dean, or director of a program or special center.

(b) Public Relations. On occasion, the University's interests are served by faculty members requested to perform public relations tasks that might not necessarily involve the faculty member's discipline. These may include participation in a professional capacity in programs sponsored by student, faculty, or community groups or appearances as a University representative before government bodies or citizen groups.

3.7. Faculty Tenure. Tenure implies a mutual responsibility on the part of the University and the tenured faculty member. In granting tenure to a faculty member, the University makes a commitment to his or her continued employment subject to certain qualifications (Section 3-8 3.11). The University expects that tenured faculty members will maintain the level of performance by which they initially earned tenure. ~~In those exceptional cases, when it is recommended that a faculty member be permitted to reduce his or her employment to less than full-time and maintain a tenured status, specific regential approval must be granted (Section 3.7.2-(e)).~~
(TRANSFERRED TO 3.7.2 (e))

3.7.1. Definitions.

(a) The term "tenure" means continuous reappointment to an achieved academic rank in accordance with the 1947 action of the Regents of the University of Oklahoma. ~~It is hereinafter understood that~~ Tenure must be granted or denied by specific action of the University Regents.

The balance of 3.7.1 is the same.

3.7.2. Eligibility for Tenure.

(a) ~~For the faculty on the Health Sciences Center campus, the following shall apply:~~ All faculty of the University who hold a regular rank of assistant professor or above who devote full-time effort to direct University activities (Section 3.6) are eligible for tenure provided they are assigned to both teaching and research, and devote at least 50 percent of their time to teaching and/or research for the University of Oklahoma and maintain this requirement during the entire probationary period.

Research conducted under the auspices of another institution is specifically excluded. Excluded also is participation in educational programs with which the University is affiliated but for which it is not primarily responsible.

~~(b) For the faculty on the Norman campus, the following shall apply: All employees of the University who hold a regular full-time academic rank of assistant professor or above are eligible for tenure.~~

~~(c) It is understood that (b) A faculty member who has been granted tenure by the University of Oklahoma and thereafter who accepts an administrative post within the University, retains status as a member of the faculty.~~

~~(d) (c) When an initial appointment is made to a position which is primarily administrative but carries with it academic rank of assistant professor or above, specific understanding should be reached at the time of offer with the individual concerned and agreed to in writing by the Provost, the dean, and the academic unit as to whether the individual will be reviewed for tenure at the proper time and what conditions must be met before there is tenure eligibility.~~

~~(d) Before Whenever a regular faculty member assumes primarily administrative duties during the probationary period, a written agreement should must be reached in the same manner between the individual concerned, the academic unit, the dean and Provost, as to whether the individual will be reviewed for tenure, at what time, and under what conditions. Likewise, whenever an administrator is given academic rank at any time following the initial appointment, the same would apply.~~

~~(e) It is understood that a faculty member who has been granted tenure by the University and thereafter changes from a full-time appointment to a volunteer or part-time faculty appointment on other than a temporary basis forfeits tenured status.~~

~~(e) With the approval of the chair and dean, the Provost may approve a faculty member's request for temporary reduction in employment from full-time to part-time for a tenured faculty member, if the reduction is for less than six months. In those rare cases when it is recommended that a faculty member be permitted to reduce his or her employment for a period of six months or more, to less than full-time and maintain a tenured status, specific regential approval is necessary. must be granted.~~

~~(f) A faculty member who has been granted tenure and changes from a full-time or part-time appointment to a volunteer appointment automatically forfeits tenured status.~~

~~(g) When a faculty member who has served in the non-tenure line transfers to the tenure line, the number of years of service in the non-tenure line that shall be counted towards the probationary period shall be established by the academic unit, with the consent of the faculty member concerned, and the approval of the dean, and Provost.~~

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3.7.3. Probationary Periods

3.7.3 Probationary Periods

CURRENT

(a) The "Contract of Employment" furnished to a candidate for appointment to the faculty shall specify, in addition to the rank and salary, the length of the probationary period entailed in the appointment and any special conditions pertaining to the appointment. All such conditions must be set forth in writing by the Provost whenever any faculty appointment is offered.

(b) The probationary period for a faculty member whose effective date of appointment is later than the start of the academic year but not later than the first day of the second semester will be considered as dating from the beginning of the first semester, provided that the department or division in question records in writing its prior agreement to such an arrangement. If the effective date of appointment is later than the first day of the second semester, the probationary period shall begin with the first semester of the next academic year.

(c) For a faculty member who is eligible for tenure and whose initial appointment is at the rank of assistant professor or associate professor, the probationary period shall be six academic years or twelve regular semesters, except in cases noted below in paragraph (d).

(d) Included in the probationary period is prior full-time service (up to a maximum of three years) in professorial ranks at other institutions of higher education unless the faculty member requests in writing at the time of the first regular appointment that such service should not be included and the academic unit, the dean and the Provost approve. Included also is prior regular, full-time service (up to a maximum of three years which the appointee may have performed in the past at the University of Oklahoma in the

RECOMMENDED

Omitted - provisions included in 3.5.1.

(a) The beginning of the probationary period for a faculty member whose date of appointment is prior to the start of the second semester will be the first of that academic year. If the date of appointment is in the second semester, the probationary period will begin with the next academic year.

(b) Faculty at the rank of assistant professor, associate professor and professor have a probationary period of six years. Included in the probationary period is up to three years in prior professorial service at another institution for assistant professors, and up to four years for associate professors and professors, unless the faculty member requests in writing at the time of the first regular appointment that such service should not be included and the academic unit, the dean and the Provost approve.

(c) A new faculty member appointed at the rank of professor or associate professor may be given tenure from the date of appointment. If a majority of the unit's tenured faculty members favor tenure upon appointment, the determination of tenure shall be made in the regular

CURRENT

rank of instructor or above unless the faculty member requests in writing at the time the faculty member is most recently appointed to a tenure-track position that such service should not be included and the academic unit, the dean, and the Provost approve. Prior full-time service as instructor or in a comparable non-professorial rank at other institutions of higher education and prior full-time service on temporary appointments at the University of Oklahoma will be counted as part of the probationary period if this arrangement is agreed upon in writing at the time of the first regular appointment. The parties to such an agreement are the appointee, the academic unit, the dean, and the Provost.

(d) In certain unusual cases tenure may be awarded to faculty members of extra-ordinarily high merit prior to the end of the sixth probationary year. Any academic unit's recommendation to award tenure before the end of the usual probationary period should be accompanied by an accounting of compelling reasons for this action. If the University's decision at that time is not to confer tenure, however, the faculty member in question may, subject to continuation or renewal of the contract, continue to serve in the probationary period, and be considered for tenure again without prejudice.

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fashion, as specified in Section 3.7.5 (b) through (n).

(d) Prior full-time service as instructor or in a comparable non-professorial rank at other institutions of higher education can be counted as part of the probationary period if requested by the applicant and approved in writing by the academic unit, dean, and Provost at the time of the first regular appointment.

(e) Ordinarily, prior full-time service on temporary appointments at the University of Oklahoma is not counted in the probationary period but can be if requested by the applicant and approved in writing by the academic unit, dean and Provost.

(f) A faculty member who has resigned during the probationary period may be considered for reappointment. Up to three years from a previous professorial appointment in the regular faculty at the University of Oklahoma will be counted in the probationary period unless the faculty member requests an exception in writing and the academic unit, dean and Provost approve.

(g) In certain unusual cases tenure may be awarded to faculty members of high merit prior to the end of the last probationary year. An academic unit's recommendation to award tenure should be based on extraordinary performance for at least two years at the University of Oklahoma. If tenure is not awarded, the faculty member may, subject to contract continuation or renewal, continue to serve in the probationary period and be considered for tenure again without prejudice.

CURRENT

(e) A new faculty member appointed at the rank of professor or associate professor may be given tenure from the date of appointment or the probationary period may be set at two, three, or four years, when prior service in a professorial rank at another institution is less than three years. Persons with three or more years of such prior service may have a probationary period of no more than three years. The probationary period's length shall be set by the tenured members of the appointee's academic unit, subject to the agreement by the dean and Provost, at the time of offer. If a majority of the unit's tenured faculty members favor tenure upon appointment, the determination of tenure shall be made in the regular fashion, as specified in Section 3.7.5.

(f) Whenever an untenured part-time faculty member converts from part-time to full-time, with the rank of assistant professor or above, specific written understanding must be approved by the Provost as to how the period of part-time service will be counted toward satisfying the probationary period for tenure.

~~(g)~~ (i) A maximum of one year of leave of absence without pay may be counted as part of the probationary period, provided the department or division in question records in writing its prior agreement and secures administrative approval by the dean and Provost. Leaves of absence without pay counted as part of the probationary period must entail appropriate evaluation of professional activities carried out during the leave.

~~(h) -- During the probationary period, a faculty member will be provided by the chair of the academic unit with an annual, written evaluation of performance. -- Such annual evaluation shall be provided prior to the applicable notification deadline for reappointment, with a copy sent to the dean. (Note: this section from the current policy omitted because it repeats Section 3.8.)~~

~~(i)~~ (j) A faculty member at any rank who is denied tenure shall be retained on the faculty until the end of the academic year following that in which there was

RECOMMENDED

Omitted - provisions included in new Section 3.7.3 (b) and (c)

(h) Whenever an untenured part-time faculty member converts from part-time to full-time, with the rank of assistant professor or above, specific written understanding must be approved by the Provost as to how the period of part-time service will be counted toward satisfying the probationary period for tenure.

notification of the denial, unless there are reasons (Section 3-8 3.11) to the contrary.

~~(j)~~ (k) Faculty members accorded tenure will normally commence their continuous appointments in the academic year immediately following the Regents' action.

3.7.4. Criteria for the Tenure Decision. The choices that the University makes in granting tenure are crucial to its endeavors toward academic excellence. A decision to grant tenure must reflect an assessment of high professional competence and academic performance measured against national standards. Tenure should never be regarded as a routine award.

The tenure decision shall be based on a thorough evaluation of the candidate's total contribution to the mission of the University. While specific responsibilities of faculty members may vary because of special assignments or because of the particular mission of the academic unit, all evaluations for tenure shall address the manner in which each candidate has performed in:

- (1) Teaching (Section 3.6.1)
- (2) Research or Creative Achievement (Section 3.6.2)
- (3) ~~Professional~~ Service (See Section 3.6.3)
- (4) ~~University-Service-(See-Sections-3.6.4-and-3.6.5)~~

There must be evidence of substantial contributions in each of the three areas (teaching, research or creative achievement, and service) and evidence of excellence in two. Above all else, it is essential to any recommendation that tenure be granted that the faculty member has clearly demonstrated scholarly attainment. ~~primarily-but-not-exclusively-through-teaching-and-research-or-creative-achievement.~~

Each academic unit, with the participation and approval of the dean and Provost, shall establish and publish specific criteria for evaluating faculty performance in that unit. ~~so-long-as-these~~ These criteria must be ~~are~~ in accord with and do not supercede this policy. The criteria for tenure will be in full force unless an exception is specified in the contract.

In those cases in which specific assignments might limit the faculty member's involvement in any area of faculty responsibility, a written understanding to this effect ~~should-be-filed-in-the-Provost's-office,~~ must be approved by the Provost, dean and ~~the-chair-of-the~~ academic unit at the time the assignment is made. The faculty member shall have a copy of this.

Faculty may elect to be evaluated under the criteria approved by the Regents in effect at the start of their probationary period.

The award of tenure carries with it the expectation that the University shall continue to need the services the faculty member is capable of performing and that the financial resources are expected to be available for continuous employment. It also carries the expectation that the faculty member will maintain or improve upon the level of attainment which characterized the qualifications for tenure.

3.7.5. Procedures for Tenure Decision.

(a) A faculty member who is eligible for tenure consideration should be notified by the chair of the academic unit at least five weeks before the initial vote by the faculty member's colleagues (See (e) ~~(f)~~ below).

(b) At the time of notification, the candidate for tenure shall be requested to submit material which will be helpful to an adequate consideration of the faculty member's performance or professional activities in relationship to the tenure criteria. The candidate should be advised to consult with the chair or any other senior colleagues concerning the materials to include.

~~(h)~~ (c) While ~~primary~~ responsibility for gathering complete information on professional activity rests with the individual faculty member, the chair is also responsible and should assume a share of this responsibility to be certain that all tenure recommendations are initiated on the basis of full documentation, which must be considered by any person or group making a recommendation.

~~(e)~~ (d) The chair should be responsible for providing copies of the candidate's material complete tenure file to each of the voting members of the academic unit ~~and one for the Provost. Copies of the candidate's material should be distributed to the faculty of the academic unit~~ at least two weeks prior to the vote. ~~The Provost's copy should be forwarded through the deans with the academic unit's recommendation forms.~~

(e) ~~(d) Preceding the vote;~~ All voting tenured faculty who are available shall meet for a discussion of the candidate's qualifications for tenure. ~~It is assumed that the eligible voters will have studied the candidate's materials prior to the meeting.~~ ~~(e)~~ The candidate shall not be present during the discussion of his or her qualifications. ~~The candidate should be available; however;~~ but shall be available to enter the meeting on invitation to answer questions or clarify circumstances relevant to the qualifications.

(f) Formal consideration for tenure shall originate with the polling by secret ballot of all tenured members of the candidate's academic unit, including when practical those who are on leave of absence. The chair of the academic unit or other administrative personnel required to submit a separate tenure recommendation shall not participate in this vote.

When a tenure proceeding is initiated prior to the last probationary year and the result of the faculty vote is negative, that information shall not be forwarded, and the tenure consideration will be deferred. The result of the faculty vote taken during the last probationary year will be forwarded to the dean, and a tenure consideration will proceed.

If it is proposed to consider a tenure recommendation prior to the candidate's sixth probationary year, the tenured members of the unit shall hold a preliminary vote on whether or not to do so, and consideration of early

~~tenure will proceed only if a majority of tenured faculty members favor such consideration. Subsequently, in any formal poll of tenured faculty taken prior to the candidate's sixth probationary year, no tenure recommendation will be forwarded unless a majority of those polled favor granting tenure. Whatever the result of the faculty poll taken during the sixth probationary year, it will be forwarded. In all cases, the result of the vote must accompany the recommendations.~~

(g) The chair shall submit a separate recommendation with supporting reasons.

~~(i)~~ (h) All recommendations shall be in writing and, with the exception of the faculty recommendation resulting from the secret poll, reasons for the recommendation must be stated at the time recommendations are made. Each recommendation at any stage of the review process ~~notification of such recommendations~~ must be provided promptly to the chair and the individual candidate. It shall be the responsibility of the chair to inform the faculty ~~of the unit~~ member concerned about recommendations made at the various stages of the review process.

~~(j)~~ (i) One copy of the academic unit's recommendation will be forwarded separately to the appropriate dean. Each dean may have an advisory council for tenure review. The complete tenure file including the recommendation of the dean and advisory council, if appointed, will be forwarded to the Provost who shall submit a separate recommendation with supporting reasons.

~~(k)~~ (j) One copy of the academic unit's recommendation will be forwarded to the Campus Tenure Committee. The main purpose of the Campus Tenure Committee is to provide faculty advice on whether or not the academic unit's recommendation with regard to both substance and process is sustained by the accompanying documentation and is consistent with the approved tenure criteria (Section 3.7.4).

The recommendation of the Campus Tenure Committee will be forwarded to the Provost.

~~(l) The Norman Campus Tenure Committee will be composed of nine tenured faculty members on staggered three-year terms selected by the President from nominations from the Faculty Senate.~~

(k) The ~~Health Sciences Center~~ Campus Tenure Committee will be composed of ten tenured faculty members on staggered three-year terms selected by the President from nominations from the Faculty Senate.

~~(m)~~ (l) In determining its recommendation, the Campus Tenure Committee may request information or advice from any person. Committee Members from the originating academic unit of a case under consideration will absent themselves from discussions regarding that case, shall not participate in discussions regarding a candidate from their own academic unit. The tenure file will be returned to the academic unit for remedy or correction if defects are found in the academic unit's recommendation.

~~(n) -- The existence of the Campus Tenure Committee in no way limits the right of administrative officers to solicit advice from faculty members in determining their recommendations.~~

(m) In determining their recommendation the Provost and University administration may request information and advice.

~~(o) -- In any tenure case where the President plans to submit to the Regents a recommendation contrary to that of the Campus Tenure Committee, the President shall so notify the Tenure Committee allowing sufficient time and opportunity for the President and the Committee mutually to conduct a thorough discussion of the case before the President presents a final recommendation to the Regents.~~

(n) If the President plans to submit a recommendation contrary to that of the Campus Tenure Committee, the President shall notify the committee in time to allow a thorough discussion before this recommendation is made.

~~(p) -- At any stage of the tenure review process, the concerned~~ (o) The faculty member under review may appeal to the Faculty Appeals Board at any time if it is he or she believes that procedural violations have occurred in the case or that violations of or have occurred academic freedom was violated. If it is believed that there has been Discrimination on the basis of race, sex, age, creed, or ethnic or national origin the faculty member may appeal may be appealed to the Committee on Discrimination. Such Appeals must be made within 30 calendar days after discovery of the alleged violation. The review process will be suspended until a resolution is effected. Such an appeal shall not have the effect of extending the faculty member's terminal year, should tenure be denied.

~~(q)~~ (p) The President will notify the faculty member, chair, dean and Provost by May 31 of the tenure decision, except when appeals make this impossible.

~~3-10 3.8. Faculty Evaluation, Advancement in Salary, and Promotion in Rank.~~ Faculty evaluation is a continuous process, both prior to and following the granting of tenure. An annual review of each faculty member's performance is the responsibility of the academic deans and the specific academic units. A systematic procedure for accomplishing such evaluations shall be developed in each academic unit with the participation and approval of the dean and Provost. The criteria for evaluation shall be carefully and clearly stated. Although the criteria stated in Section 3.7.4 are basic to an on-going faculty evaluation system, specific faculty assignments and the specific mission of the unit may modify the relative weight given to any one area of professional activity, but only as approved in writing by the dean and Provost.

Tenure decisions. All salary adjustments and promotions in rank shall be based on systematic evaluations of faculty performance.

~~3-10-1~~ 3.9. Salary Adjustments

Paragraph (a) - same

~~(b) -- Each academic unit, with the participation and approval of the dean and the Provost, shall establish and publish specific criteria for evaluating faculty performance in that unit, consistent with overall University evaluation procedures so that any ensuing disagreements on salary recommendations will arise only through differences of opinion concerning evaluation and application of the criteria rather than over the criteria themselves. (Note: Repeats 3.8)~~

(b) ~~(e)~~ Under no circumstances will merit increases in salary be based on race, sex, color, age, creed, or religion.

~~(d) -- At times when a faculty member is recognized with a special award designating a specific merit increase in salary to accompany the award (such as a Regents' Award for Superior Teaching), such special monetary award will be treated as additional to any increase recommended through normal procedures.~~

(c) ~~(e)~~ In certain circumstances, merit salary increases may cause the salary of a faculty member to equal or exceed the salary of faculty in higher ranks. Such a situation is perfectly acceptable provided the salary levels are fair reflections of the respective merits in effort and achievement of the faculty.

~~3-10-2~~ 3.9.1. Procedures for Recommendations on Salary Adjustments. Procedural guidelines for salary recommendations are as follows:

Paragraph (a) - same

(b) For each faculty member, the chair ~~(along with Committee A, where appropriate)~~ will prepare a recommendation based upon a comparison of faculty performance with University and departmental criteria (Section 3.8 ~~3-10~~), and forward a documented recommendation to the dean.

Paragraphs (c), (d), (e) - same

~~3-10-3~~ 3.9.2. Adjustments of Salary Inequities.

(a) Upon occasion, adjustments in salary may be needed to correct inequities caused by annual variations in available funds, changing conditions in the academic profession or in the economy, or other elements beyond the University's control. The responsibility for making adjustments, where needed, lies primarily with the dean. ~~who~~ After consultation with the appropriate academic unit, the dean recommends to the Provost specific salary adjustments to correct evident inequities. Such adjustments should be made as funds are available, without causing disruption to the merit reward system.

Paragraph (b) - same

~~3-11~~ 3.10. Advancement in Rank - same

~~3-11-1~~ 3.10.1. Criteria for Promotion. Decisions to promote a faculty member must be made in light of a thorough evaluation of his or her performance in all the areas of faculty activity (Sections 3.6.1, 3.6.2, and 3.6.3 ~~3-6-4-and 3-6-5~~).

The candidate's performance is judged by all recommending parties against the academic unit's written statement of criteria for promotion to the rank in question, the approved written assignment for the candidate, and any special conditions pertaining to the candidate's appointment (Section ~~3-7-3,--(a)~~ 3.5.1 (a)).

Each academic unit, in concert with the dean and the Provost, shall establish and publish specific criteria for promotion in that unit. These statements of criteria determine the emphasis placed on the various areas of faculty activity, subject to the following conditions:

- (a) Qualifications for promotion in all units should include attainment of high standards in teaching, research or creative achievement, and professional service, ~~and University service and~~ The evaluation should be substantially the same process as followed in tenure considerations (Section 3.7.4).
- (b) Service in a given rank for any number of years is not in itself a sufficient reason for promotion.
- (c) Promotion should indicate that the faculty member is of comparable stature with others in ~~his or her field at~~ the same rank and field outside the University.

~~3-11-2~~ 3.10.2. Procedures for Promotion Decisions

Paragraph (a) - same

(b) The college dean or the Provost may ~~at his or her discretion~~ require an academic unit to initiate consideration of promotion for an individual faculty member. In such a case, the academic unit must forward a recommendation, whether or not it is favorable.

Paragraph (c) - same

(d) All recommendations must be in writing. ~~and, with the~~ Reasons must be given for all recommendations ~~exception for~~ of a recommendation based on any polling of the unit's faculty members. ~~all must include a statement of reasons for the recommendation made. -- Notification of all such recommendations made above the level of the academic unit, up to and including the~~ Recommendation of the dean and Provost must be provided to the unit's chair.

(e) In all recommendations that are to be forwarded, the chair ~~and Committee-A members~~ shall provide a separate their recommendation with supporting reasons. ~~Each member shall record an independent opinion, by name, without obligation to represent majority departmental opinion.~~

Paragraph (f) - same

~~3-8~~ 3.11. Abrogation of Tenure, Dismissal Before Expiration of Term Appointment, and Severe Sanctions.

Same

~~3-8-1~~ 3.11.1. Termination of Continuous Appointment on Grounds of Financial Exigency. The policy and procedures for coping with financial emergency are contained in the Financial Emergency Policy approved for the Norman era by the University Regents November 10, 1977 and available in the Provost's office. Copies of the Health Sciences Center policy, approved by the University Regents September 6, 1978, are available in the Health Sciences Center Provost's Office.

~~3-8-2~~ 3.11.2. Grounds for Abrogation of Tenure, Dismissal, and Severe Sanctions.

Same

~~3-8-3~~ 3.11.3. Grounds for Summary Suspension.

Same

~~3-8-4~~ 3.11.4. Initial Procedures.

(a) When reason arises to ~~question the fitness of~~ dismiss a faculty member who has tenure or whose term appointment has not expired or ~~whose conduct may warrant the imposition of a~~ to impose a severe sanction, the appropriate administrative officer(s) shall ~~ordinarily~~ discuss the matter with the faculty member in personal conference, at which time the matter may be ~~terminated~~ disposed of by mutual consent. This might occur because no severe sanction, abrogation of tenure or dismissal was imposed or because the faculty member may accept the recommended action. If a mutually acceptable result is not forthcoming, and if the President decides that there still is reason to question the faculty member's fitness or professional behavior, the President shall so inform the Chair of the Faculty Appeals Board (See Section ~~3-8-5~~ 3.13.1).

Balance of this section - same

~~3-9~~ 3.12. Appeals and Grievances.

First paragraph - same

There are three appeal processes. The appropriate grievance process for faculty of alleged unjust discrimination is the Committee on Discrimination (Section 3.15). The appropriate faculty appeal process for alleged violations of due process, academic freedom or other grievances which have not been resolved administratively is the Faculty Appeals Board (Section 3.13.1). Appeals of a decision about the administrative position held by the faculty member are made to the Provost and, if unresolved, to the President (Section 3.12.1).

3.12.1. Appeal Process for Administrators. Whenever a faculty member serving as chair, director, dean or in other administrative positions is relieved of administrative responsibilities, before his or her term expires, or is not reappointed for another term, the administrator and/or affected faculty member(s) can appeal the decision to the Provost. If a satisfactory resolution of the appeal is not obtained, the affected individual(s) may appeal to the President.

3.13. 3-9-2 Alleged Violation of Academic Freedom or Academic Due Process or Other Grievances. All faculty, whether tenured or not, are entitled to academic freedom as set forth in Section 3.2.1 and academic due process.

Any faculty member, academic unit, administrative unit, or other duly constituted body within the University community who believes that either academic freedom or academic due process has been violated or alleges other grievances should first seek prompt redress through regular administrative channels. If this fails to produce a satisfactory result, the faculty member, unit, or body may submit a written complaint to the Chair of the Faculty Appeals Board no later than 30 calendar days after becoming aware of the alleged violation. The Chair of the Faculty Appeals Board shall supervise the drawing of seven names from the Board to form an ad hoc Hearing Committee to hear the case in the manner prescribed in Sections ~~3-8-6, 3-8-7, 3-8-8 and 3-8-9~~ 3.13.2, 3.13.3, 3.13.4, and 3.13.5, but with suitable adjustments to the circumstance that individuals, rather than the institution, bring grievances of this kind. The complainant is responsible for stating the grounds upon which the allegations are based and the complainant shall bear the burden of proof.

Second paragraph - same

3.13.1. 3-8-5 The Faculty Appeals Board

Paragraph (a) - same

(b) The Faculty Appeals Board of the Health Sciences Center shall consist of forty (40) members representing fairly the existing colleges on the Health Sciences Center campus. The members shall be elected from among all full-time faculty whose duties are primarily non-administrative. ~~For the first Board, six (6) members shall be selected for a two-year term; six (6) members for a three-year term; and eight (8) members for a four-year term. Thereafter, All terms shall be for four years.~~

~~(c) The Faculty Appeals Board on the Norman campus shall consist of forty (40) members, ten of whom shall be elected each year for four-year terms by the Faculty Senate from among all full-time tenured faculty whose duties are primarily non-administrative.~~

(c) ~~(d)~~ Each The Faculty Appeals Board shall annually elect its own chair from among those whose terms are nearest expiration. Membership on the Board is not a disqualification for service on University Councils.

All members of the Board are eligible for re-election. Terms of service shall begin ~~September~~ July 1 and end ~~August 31~~ June 30 except that, if a

hearing is in progress at this time, any retiring member of the Board who is on the Hearing Committee shall be continued on the committee until the case in process is closed.

Last paragraph - same

~~3-8-6~~ 3.13.2. Formal Procedure

Paragraphs (a) through (f) - same

(g) The Hearing Committee shall elect its own chair and set the date of its initial hearing, which shall be not less than twenty nor more than thirty days after the delivery to the respondent of the materials discussed in Section ~~3-8-7~~ 3.13.3, Handling of Charges.

~~3-8-7~~ 3.13.3. Handling of Charges - same

~~3-8-8~~ 3.13.4. Hearing Regulations - same

~~3-8-9~~ 3.13.5. Disposition of Charges - same

~~3-9-1~~ 3.14. Alleged Discrimination

First three paragraphs - same

(a) The Committee on Discrimination ~~on each campus~~ shall consist of nine members, three of whom shall be elected each year for three-year terms by the Faculty Senate. The Senate in selecting members should be sensitive to the purpose of the Committee and to the need for representation on the Committee of both sexes, of ethnic minority groups, and various academic ranks. The Committee shall elect its own Chair annually from among those members whose terms are nearest expiration. ~~The initial committee shall be elected to consist of nine members to staggered terms:--three members for three-year terms;--three members for two-year terms;--and three members for one-year terms.~~

(b) Within three weeks of receiving notification, the Committee on Discrimination shall conduct the above-mentioned informal discussion of the grievance. At all meetings, each party may be accompanied and/or represented by an adviser. ~~However;~~

Participation of legal counsel shall be considered inadvisable ~~for so~~ as long as the case is ~~remains~~ a matter of internal University adjudication.

Paragraph (c).and paragraph (d), (1) through (5) - same

(e) Within thirty days of receipt of the Committee's recommendation, the President shall communicate his or her own written decision to the parties involved, the Chair of the Committee, and the Affirmative Action Officer. If the President decides not to accept the recommendations of the Committee, he or she shall include a statement of reasons for the action. If the President finds that an

act of discrimination has in fact occurred, any professional academic or personnel decision affected by the act must be initiated anew, and appropriate steps must be taken to remedy the situation.

Paragraph (f) - same

Regent Imel moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

POLICY REGARDING DISHONEST WORK BY STUDENTS

A policy regarding student cheating and plagiarism has been in effect for many years. The most recent change in the policy was approved by the Regents in June, 1974.

In order to bring the policy up to date and relate it to the Health Sciences Center Campus only, a change has been proposed in the policy as it relates to the Health Sciences Center.

President Banowsky recommended that the policy concerning student cheating and plagiarism for the Health Sciences Center Campus be amended as shown below, with the phrases or sentences to be omitted lined through and the additions underlined:

~~The instructor is free to handle cases of cheating, but within the following limits and in accordance with codes of honor which may have been adopted by individual colleges:~~

(1) When an instructor determines there has been cheating or plagiarism, he or she must fail the student on the examination or paper. The instructor must report the action taken to the student's dean ~~and The dean will report the instructor's action~~ to the Office of Student Services.

(2) ~~The student must be failed on the examination or paper on which there has been cheating, and the student may be punished by~~ The instructor may set additional penalties to the extent of being denying credit in the course.

~~The instructor must report the action taken to the student's dean. The dean will report the instructor's action to the Office of Student Services.~~

(3) ~~In addition~~ The dean may recommend further disciplinary action. ~~The dean shall not lessen the penalty fixed by the instructor, but may recommend~~ to the President additional punishment within the following limits:

(a) ~~(1)~~ Suspension: Exclusion from classes and other privileges or activities ~~as set forth in the notice for a definite period of time~~ not to exceed two years, or until the conditions in order of suspension which may be set forth are met.

(b) ~~(2)~~ Expulsion: Termination of student status for an indefinite period. The conditions of readmission, if any, shall be stated in the order of expulsion. ~~When an offense is so severe that the University will not allow the student to re-enroll, the student will be expelled.~~ Expulsion is not a permanent separation, but neither is a definite time set when return is expected. If a student is reinstated after an expulsion, it is only after a complete consideration of the case by the dean.

For any charge of dishonest work including the penalty recommended by the instructor or dean, the student has a right to an appeal.

(1) If unable to resolve the matter in conference with the instructor, Prior to recommending further disciplinary action to the President, the dean shall notify the student of the charges and of the right to have a hearing and, if the student may choose to have a hearing before shall provide an opportunity to be heard either by an ad hoc committee appointed by the dean or by the dean privately. A If the matter is resolved in this way, copy of this notice the action should ~~in accordance with the Student Code~~ be forwarded to the Director of Student Development Services.

(2) If not resolved, the A student appeal of a recommendation to the President by a dean for censure, disciplinary probation, suspension, or expulsion as the result of cheating or plagiarism shall may be heard by the an HSC ad hoc Judicial Tribunal whose members are appointed by the President. This provision shall not apply to the College of Law.

Regent Little moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

LEAVE OF ABSENCE:

James E. Swain, Director of Public Information, leave of absence without pay, August 28, 1981 to August 31, 1982.

APPOINTMENT:

Ray G. Ellis, Director, Professional Practice Plan, \$32,400 for 12 months, July 20, 1981. Administrative Staff.

September 17, 1981

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CHANGES:

Ralph R. Holmes, Assistant Director, Operations, Tulsa, salary increased from \$27,818.76 to \$30,000 for 12 months, July 1, 1981.

Brenda N. Jaye, Nurse Coordinator, Department of Medicine, salary increased from \$23,100 to \$25,000 for 12 months, July 1, 1981.

Gary L. Smith, Vice Provost for Administration and Finance, salary increased from \$54,000 to \$57,000 for 12 months, September 17, 1981. Changed from Administrative Officer to Executive Officer.

David L. Walters, Associate Provost, Health Sciences Center, salary increased from \$50,000 to \$55,000 for 12 months, September 17, 1981. Changed from Administrative Officer to Executive Officer.

TERMINATIONS:

H. Dorsey Douglas III, Senior Systems Analyst, Computing Services, September 1, 1981.

Alice E. Mohr, Senior Administrative Manager, Department of Dermatology, August 18, 1981.

Jim W. Owens, Assistant Director of Systems and Programming, Computing Services, September 5, 1981.

Anna Wells, Senior Dental Laboratory Technician (Cerapist), College of Dentistry, May 27, 1981.

President Banowsky recommended approval of the personnel actions listed above.

Regent Rothbaum moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

OKLAHOMA HEALTH SCIENCES FACILITY, INC.

It has been determined by the University administration that a reorganization of Oklahoma Health Sciences Facility, Inc. (HSF) is appropriate at this time and can better serve the University's needs by broadening the scope of the mission of HSF to reflect the role not only of the Health Sciences Center but also of the Oklahoma Health Center. In order to accomplish this reorganization, the Board of Directors of HSF met on August 27 and adopted a number of resolutions which also will require action of the Board of Regents.

September 17, 1981

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Resolution No. 1 provides for amending the Articles of Incorporation of Oklahoma Health Sciences Facility, Inc. to reflect its current role and a newly-defined purpose, as follows:

To enhance and promote the educational mission and delivery of health care of the University of Oklahoma Health Sciences Center and the Oklahoma Health Center through the acquisition, improvement and development of various and sundry facilities, the performance of any and all things necessary to enhance and promote the educational mission and delivery of health care of the University of Oklahoma Health Sciences Center and the Oklahoma Health Center, and all other lawful purposes.

Resolution No. 2 provides that the Constitution of HSF will be rescinded in its entirety.

Resolution No. 3 provides that the Bylaws of HSF will be amended. The new Bylaws are as follows:

ARTICLE I

Name

The name of this organization shall be THE OKLAHOMA HEALTH SCIENCES FACILITY, INC.

ARTICLE II

Principal Place of Business

The principal place of business of the corporation shall be 1100 N. Lindsay, Oklahoma City, Oklahoma 73190.

ARTICLE III

Purpose

The purpose of this organization shall be:

To enhance and promote the educational mission and delivery of health care of the University of Oklahoma Health Sciences Center and the Oklahoma Health Center through the acquisition, improvement and development of various and sundry facilities, the performance of any and all things necessary to enhance and promote the educational mission and delivery of health care of the University of Oklahoma Health Sciences Center and the Oklahoma Health Center, and all other lawful purposes.

ARTICLE IV

Amendments to By-laws

The By-laws may be amended by a majority vote of the members of the Board of Directors at any regularly called or special meeting, provided the proposed change is included with the notice sent out at least twenty-five (25) days in advance of the meeting.

ARTICLE V

Board of Directors

Section 1:

The Board of Directors shall be the governing body of the corporation. The Board of Directors shall specifically determine the policies, authorize the programs, approve other activities, authorize investment, provide for disbursement of funds of the Corporation, determine the eligibility of its own membership and fill vacancies in the Board of Directors.

Section 2:

The Board of Directors of the Corporation shall consist of seven members, three of whom are members of the Board of Regents of the University of Oklahoma, one of whom is the Provost of the University of Oklahoma Health Sciences Center, one of whom is the Vice-Provost for Administration and Finance at the University of Oklahoma Health Sciences Center, and two of whom are civic-minded persons interested in the development of the University of Oklahoma Health Sciences Center and the Oklahoma Health Center chosen from the community at large.

ARTICLE VI

Officers

Section 1:

The officers of the Corporation shall be a president, vice-president, and secretary-treasurer, and other officers as the Board of Director may from time to time deem necessary to appoint.

Section 2:

The officers shall be elected annually by the Board of Directors from its membership at the time of the first regularly scheduled meeting of each fiscal year or at a meeting specially called for the purpose of electing officers.

Section 3:

The officers of the Corporation shall perform the usual duties of their offices. The President shall be an ex-officio member of all committees.

ARTICLE VII

Employment - General Authority

The Board of Directors may employ a Chief Executive for the Corporation whose title shall be Executive Director. An Executive Director shall be under the direction of the Board of Directors and the Executive Committee.

ARTICLE VIII

Committees

Section 1. Nominating Committee:

(a) The president shall appoint a Nominating Committee.

(b) The committee shall present at the first regularly scheduled meeting of each fiscal year of the Board of Directors the names of the nominees for election to the Board of Directors to fill existing vacancies on the Board.

(c) The Nominating Committee shall submit a list of nominees for officers of the Corporation at the time of the meeting of the Board of Directors.

Section 2. Other Committees:

The president may be authorized by the Board of Directors to appoint other committees to expedite the work of the association.

ARTICLE IX

Meetings

Section 1:

The Board of Directors shall meet within the first fifteen (15) days of each quarter of the fiscal year, and the President of the Board of Directors shall have the power to call such special meetings as he may deem necessary.

One-half of the Board membership present in person shall constitute a quorum. Due notice as required by Oklahoma statute of each meeting shall be given of the meeting as determined by the President.

ARTICLE X

Monies

Section 1. Deposit and Disbursement of Funds:

All funds received by the Corporation shall be deposited to the credit of the Corporation in depositories approved by the Board of Directors. All checks drawn by the Corporation shall be signed in the name of the Corporation by two authorized officers of the Corporation or by one officer and the Executive Director.

Section 2. Annual Audit and Preparation of Financial Statement:

The fiscal year of the Corporation shall be July 1 through June 30. The Treasurer shall be responsible for preparing quarterly financial statements and a year end financial statement and annual report. The books and records of the Corporation shall be audited by a Certified Public Accountant on a periodic basis as determined by the Board of Directors.

Section 3. Dissolution and Assets:

Upon dissolution or liquidation of the Corporation, no member shall share in or receive any funds or other assets then remaining in the possession of the Corporation, and any such funds or other assets will be contributed to a similar non-profit tax exempt organization having the same or similar purposes and carrying on the same or similar activities, as provided in the applicable Oklahoma state law regarding the dissolution of non-profit organizations.

ARTICLE XI

Parliamentary Authority

All meetings of the Board of Directors or Executive Committee shall be conducted in accordance with the latest edition of Robert's Rules of Order.

Resolution No. 4 provides that the Declaration of Trust dated November 10, 1972 between the Oklahoma Health Sciences Facility, Inc. and the Board of Regents of the University of Oklahoma be terminated in accordance with the following Termination of Declaration of Trust:

Whereas, by means of an instrument entitled Declaration of Trust, dated November 10, 1972, duly filed in Book 4071, page 485 with the Oklahoma County Clerk on November 15, 1972, Wilson D. Steen, R. LeRoy Carpenter, W. W. Schottstaedt, and William E. Brown, as directors of The Oklahoma Health Sciences Facility, Inc., an Oklahoma corporation, declared that certain described real property and all after-acquired real property obtained by The Oklahoma Health Sciences Facility, Inc. be held in trust for the Board of Regents of the University of Oklahoma; and,

Whereas, as the beneficiary of said trust, the Board of Regents of the University of Oklahoma is desirous of terminating said Declaration of Trust; and,

Whereas, The Oklahoma Health Sciences Facility, Inc. is desirous of terminating said Declaration of Trust;

Therefore, in consideration of these covenants and other good and valuable consideration, the receipt of which is hereby acknowledged, the Board of Regents of the University of Oklahoma does hereby relinquish, release, convey, and quitclaim to The Oklahoma Health Sciences Facility, Inc. all right, title, and interest of any kind which it may have acquired as a result of said November 15, 1972, Declaration of Trust, and

The Oklahoma Health Sciences Facility, Inc. does hereby revoke and terminate said Declaration of Trust.

It is appropriate for the Board of Regents to approve the membership of the new Board of Directors in accordance with the revised Bylaws.

President Banowsky recommended that the Board of Regents approve the Termination of Declaration of Trust between HSF and the Regents and the other resolutions as approved recently by the current HSF Board of Directors and appoint the new Board of Directors.

President Banowsky recommended also that the following be appointed to the Board of Directors of HSF for the term indicated:

	<u>Term</u>
Dee A. Replogle, Jr.	ending 4-1-82
Tom McCurdy	ending 4-1-82
Ronald H. White, M.D.	ending 4-1-82
Clayton Rich, M.D.	ex officio
Gary L. Smith	ex officio
Wilfred A. Clark	ending 10-1-82
Edward H. Cook	ending 10-1-82

Regent Imel moved approval of the recommendations. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

SEXUAL HARASSMENT POLICY

The following Sexual Harassment Policy has been proposed for the Health Sciences Center:

Sexual harassment is prohibited by University policy and federal law. Copies of the existing regulations are available in the Affirmative Action and Personnel Offices. The policies apply to all faculty, staff, and students.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Faculty, staff or students who believe they have been subjected to sexual harassment may report such to their dean or supervisor, or the Affirmative Action Officer. All complaints will be thoroughly reviewed and, if a conclusion is reached that sexual harassment has occurred, appropriate disciplinary action will be taken.

President Banowsky recommended adoption of the Sexual Harassment Policy as stated above for the Health Sciences Center Campus effective immediately.

Regent McCurdy moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

PROPOSAL, CONTRACT, AND GRANT REPORT

A summary of proposals for contracts and grants for the Oklahoma City Campus, including the Tulsa Medical College branch, for July and August, 1981 was included in the agenda for this meeting. A list of all contracts executed during the same period of time on proposals previously reported was also included.

President Banowsky recommended that the President of the University or the President's designees be authorized to execute contracts on the pending proposals as negotiations are completed. It is understood that contract budgets may differ from the proposed amounts depending on these negotiations.

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Regent Engleman moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

ROGER C. GOOD AMBULATORY CARE CENTER

It has been proposed that the new clinics building under construction on the University of Oklahoma Tulsa Medical College campus be named after the late Roger C. Good, M.D. Dr. Good died suddenly on June 16, 1981. He had been Chair of the Department of Family Practice at the Tulsa Medical College for four years. During this time he built a strong clinical department and an excellent residency training program. The Family Practice Residency is now the largest in the State and is considered one of the best in the nation. In addition, Dr. Good was a leader in medical education in his field and was active in professional organizations at local, state, and national levels. He was personally enthusiastic, ebullient, and had many friends.

Since the clinic will be a center for education in ambulatory primary medical care, it would be very fitting to name the building in his honor. A scholarship fund has been established in Dr. Good's memory to support education and research in the area of Family Practice at the Tulsa Medical College.

This proposal is supported wholeheartedly by the Tulsa Medical College faculty, students, residents, and staff. The proposal also has been approved by the Health Sciences Provost, the President, and the Health Sciences Center Committee of the Board of Regents.

President Banowsky recommended that the new clinics building at the University of Oklahoma Tulsa Medical College be designated the Roger C. Good Ambulatory Care Center.

Regent Imel moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

COLLEGE OF PHARMACY BUILDING

At the last meeting the Regents approved a schematic design for the College of Pharmacy Building as substantially completed. The preliminary design development drawings were presented at the Committee meeting yesterday. President Banowsky recommended the Regents approve the preliminary design development drawings, authorize the President of the University to approve the final design development plans, and authorize the architects to proceed with the construction documents phase of the project.

Regent Imel moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

COLLEGE OF HEALTH BUILDING RENOVATION, PHASE II - ARCHITECTURAL SELECTION

Interviews were conducted on September 9 and 11 to consider the qualifications of five architectural and engineering consultants that had indicated an interest in providing the professional architectural and engineering services required for the College of Health Building Renovation, Phase II. These interviews and the preliminary review process were conducted in accord with the provisions of the State law and policies of the Board of Regents. The following qualifications of each firm were considered:

1. Professional reputation
2. Experience with this type of project
3. Available professional staff
4. Scope of services offered
5. Amount of work in progress
6. Other University projects completed
7. Financial standing and stability
8. Size of firm
9. Amount of State work completed
10. Location of firm

Following is a summary of basic information on the architectural firms that indicated an interest in this project:

<u>FIRM</u>	Amount of State Work in Past Five Years	Percent of State Work in Past Five Years	Total Employees	Registered Architects	Registered Engineers	Previous Similar Projects
Lawrence, Lawrence and Flesher	\$839,816	0.184	10	3	0	A
The Benham Group	762,649	0.167	200	16	52	A
Quinn & Associates	511,708	0.112	12	5	1	A
Murray Jones Murray	379,800	0.083	77	16	11	A
McCune McCune & Associates	372,977	0.081	651	38	40	A
Lewis & Spitz, Inc.	335,000	0.073	6	1	1	I
Locke, Wright, Foster	214,937	0.047	17	5	0	N

A = Adequate
 I = Inadequate
 N = Not Indicated

<u>FIRM</u>	Amount of State Work in Past Five Years	Percent of State Work in Past Five Years	Total Employees	Registered Architects	Registered Engineers	Previous Similar Projects
Ammerman/Thomas & Associates, Inc.	178,948	0.039	5	2	0	N
Turnbull & Mills	168,506	0.037	22	3	0	A
Sparks Martin Easterling	133,000	0.029	6	3	0	A
Nicek, Childers, Sherman Associates Architectural Associates of Meyer/ Brown, Inc.	116,218	0.025	10	4	0	A
Blain Deem & Associates	\$101,771	0.022	9	4	0	A
Everett, Piland Davis Architects, Inc.	97,213	0.022	4	2	0	A
Graves, Williams & Associates	95,652	0.021	7	4	0	N
Cobb-Gulley & Affiliates	54,935	0.012	8	4	1	A
Gralla Associates	47,012	0.010	13	2	4	N
Fritzler and Associates, Inc.	44,800	0.010	6	2	0	A
Michael Mahaffey & Associates	36,860	0.008	2	1	0	N
Olivo Associates	26,713	0.006	5	3	0	A
Design Professional Associates	18,720	0.004	4	1	0	A
KSP JV	18,393	0.004	3	1	0	I
MNT/Walk Jones and Francis Mah, JV	17,255	0.004	19	2	2	N
Booker Associates	0	0	49	15	1	A
Glover, Smith, Nixon, Bode, Inc.	0	0	250	5	31	A
Reid-Cunningham-Duncan-Moore Associated Engineers, Inc.	0	0	14	5	1	A
Ball-Soter-Blair & Associates, Inc.	0	0	8	3	0	N
Planners Architects Collaborative	0	0	292	6	25	*
Harold Hite Architect	0	0	78	13	22	A
URS Company	0	0	6	1	0	I
Ebert Cramer	0	0	3	1	0	I
	0	0	246	14	76	A
	0	0	6	2	0	I

A = Adequate

I = Inadequate

N = Not Indicated

* = Civil engineer oriented

Based on information from the consultants, the files of the State Board of Public Affairs, and other sources, a summary of their qualifications resulted in rejection of the following firms for reasons indicated:

<u>FIRM</u>	Low Priority for Type of Work	Out-of-State Location	Small Professional Staff	Current or Recent OU Work
Quinn & Associates	X			
McCune McCune & Associates				X
Lewis & Spitz, Inc.			X	
Locke, Wright, Foster	X			
Ammerman/Thomas & Associates, Inc.	X			
Turnbull & Mills				X
Sparks Martin Easterling			X	
Nicek, Childers, Sherman Associates	X			
Blain, Deem & Associates			X	
Everett, Piland Davis Architects, Inc.	X			
Cobb-Gulley & Affiliates	X			
Gralla Associates			X	
Fritzler and Associates, Inc.			X	
Michael Mahaffey & Associates			X	
Olivo Associates			X	
Design Professional Associates			X	
KSP JV	X			
MNT/Walk Jones and Francis Mah, JF		Joint Venture		
Booker Associates		X		
Glover, Smith, Nixon, Bode, Inc.	X			
Reid-Cunningham-Duncan-Moore	X			
Associates Engineers, Inc.	X			
Planners Architects Collaborative	X			
Harold Hite Architect	X			
URS Company		X		
Ebert-Cramer			X	
The Benham Group			X	

Those firms selected for detailed evaluation and consideration were:

Lawrence, Lawrence and Flesher, Oklahoma City
 Architectural Associates of Meyer/Brown, Oklahoma City
 Graves, Williams, Oklahoma City
 Murray Jones Murray, Tulsa
 Ball Soter Blair, Oklahoma City

Members of the faculty and staff Interview Committee were:

- Mr. W. R. Campbell, Jr., Associate Director, Architectural and Engineering Services
- Dr. Philip E. Smith, Dean, College of Allied Health
- Mr. Glen H. Whitbeck, Construction Administrator, Architectural and Engineering Services
- Ms. Martha Wooton, Assistant to the Provost, HSC
- Mr. Bruce Love, Director of Operations, HSC

The faculty and staff interview group, using information from the consultants, the files of the State Board of Public Affairs, and other sources, rated the firms in the following way:

	<u>Lawrence, Lawrence & Flesher</u>	<u>Meyer/Brown, Inc.</u>	<u>Graves, Williams & Associates</u>	<u>Murray, Jones, Murray</u>	<u>Ball-Soter-Blair & Associates</u>
Acceptability of Design	42	38	41	39	41
Quality of Engineering	41	38	38	41	42
Adherence to Cost Limits	40	37	41	34	37
Adherence to Time Limits	43	38	38	34	36
Volume of Changes	40	39	39	37	37
Financial Stability	<u>43</u>	<u>38</u>	<u>39</u>	<u>41</u>	<u>43</u>
Total Points	249	228	236	226	236

The following fee proposals for full architectural/engineering services have been received:

	<u>Lawrence, Lawrence & Flesher</u>	<u>Meyer/Brown, Inc.</u>	<u>Graves, Williams & Associates</u>	<u>Murray, Jones, Murray</u>	<u>Ball-Soter-Blair & Associates</u>
Proposed flat fee	---	---	---	\$189,500	---
Proposed fee based on percentage of construction cost	6.8%	7.5%	7.2%	---	8.5%
Approximately:	(\$117,500)	(\$128,600)	(\$124,600)		(\$144,500)
Percent State Work	18.4	2.2	1.2	8.3	0
Dollar Value of State Work	\$839,816	\$101,771	\$ 54,935	\$379,811	0
University Projects in Last 5 Years	2	1	1	0	0

Regent Little said Lawrence, Lawrence, and Flesher is significantly better qualified for this project than any other firm selected because of their familiarity with the building through their work as the project architects on Phase I of this renovation project. In addition, their fee is considerably lower than the fee proposed by the other firms interviewed.

Regent Little moved that Lawrence, Lawrence, and Flesher be appointed architects for the College of Health Building Renovation, Phase II, at a fee of 6.8 percent. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

BIOMEDICAL SCIENCES BUILDING ENERGY CONSERVATION RETROFIT PROJECT

Bids for construction of the Biomedical Sciences Building Energy Conservation Retrofit project were received on September 10 as follows:

	<u>Commercial Mechanical</u>	<u>L & S Mechanical</u>	<u>Matherly Mechanical</u>
Base Bid	\$282,000	\$329,275	\$338,042
Add Alternate No. 1	20,900	18,482	16,423
Add Alternate No. 2	8,900	7,943	7,058
Add Alternate No. 3	22,400	16,159	16,553
Add Alternate No. 4	51,300	43,240	40,354
Add Alternate No. 5	30,600	26,400	25,752
Add Alternate No. 6	50,400	85,559	81,591
Sales Tax Savings	1,456	2,611	2,888
Sales Tax Unit Price Credit	.002%	16	40

The project includes:

1. Replacement of roof exhaust fans to an energy recovery ethylene glycol system
2. Temperature re-set on all ventilating systems
3. Refitting one air handling unit for re-cycling
4. Adding new air-handling unit to accommodate animal holding areas on 4th through 10th floors

and other lesser items of construction.

The total budget for the project is \$515,800.00, including cost of construction, architectural/engineering fees, a contingency allowance, pre-purchased equipment and incidental expenses.

Acceptance of the base bid by Commercial Mechanical Contractors and add alternates 2, 3 and 6 plus tax-savings credit on the base bid results in a contract price of \$362,244.00.

Alternate 5 will be issued as a bid package through the OUHSC Purchasing Department.

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President Banowsky recommended acceptance of the low bid of Commercial Mechanical Contractors and entering into a construction contract upon written confirmation of verbal approval of the foregoing by the U.S. Department of Energy.

Regent Rothbaum moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

REPORT ON MAJOR CAPITAL IMPROVEMENT PROJECTS

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

III. Norman Campus

FACULTY PERSONNEL ACTIONS

LEAVES OF ABSENCE:

Ramon C. Alonso, Professor of Business Administration, sabbatical leave of absence with full pay, September 1, 1981 through January 15, 1982.

Norman L. Crockett, Professor of History, sabbatical leave of absence with full pay, January 16, 1982 through May 31, 1982 cancelled.

Jerry Neil Smith, Professor of Music, sabbatical leave of absence with full pay, January 16, 1982 through May 31, 1982. To bring academic and musical skills and knowledge up to date and composing.

Raymond Dacey, Associate Professor of Business Administration, sabbatical leave of absence changed from half pay, September 1, 1981 through May 31, 1982 to full pay, January 16, 1982 through May 31, 1982.

Larry K. Michaelsen, Associate Professor of Business Administration, sabbatical leave of absence changed from half pay, September 1, 1981 through May 31, 1982 to full pay, September 1, 1981 through January 15, 1982.

C. LeRoy Blank, Associate Professor of Chemistry, sabbatical leave of absence with full pay, September 1, 1981 to January 16, 1982, changed to September 1, 1982 to January 16, 1983.

Ronald M. Peters, Jr., Associate Professor of Political Science and Director, Carl Albert Center, sabbatical leave of absence with half pay, August 1, 1981 to August 1, 1982. To spend one year in Washington, D.C., supported by a grant from the National Endowment for the Humanities, for research into the office of the Speaker of the United States House of Representatives.

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROJECTS UNDER CONSTRUCTION

PROGRESS REPORT - SEPTEMBER, 1981

<u>Project</u>	<u>Architects and Engineers</u>	<u>Contractors</u>	<u>Contract Award Date</u>	<u>Original Adjusted Comple- tion Date</u>	<u>Original Current Contract Amount</u>	<u>Status Percent Complete</u>	<u>Source of Funds</u>
Landscape Project, Phase VI, Street Trees	Thomas Roberts & Associates	Twam Nurseries	01/17/80	04/26/80	\$ 58,735 \$ 60,973	99%	Bond Funds.
Steam and Chilled Water System Expansion Phase V, Part I, Project 2B, Piping	Frankfurt-Short-Bruza	Kay Engineering Company	08/01/80	03/14/81	\$ 487,900 \$ 521,084	99%	Revenue Bond Funds.
College of Nursing	Murray-Jones-Murray	Shauver & Son, Inc.	10/08/80	03/29/81	\$ 45,468	99%	Bond Funds and Grant Funds.
College of Health Renovation, Part I	Lawrence, Lawrence and Flesher	Delco Construction, Inc.	02/12/81	03/21/82	\$ 951,649	39%	State Building Bond Funds
Steam and Chilled Water System Expansion Phase V, Part II, Project 3	Frankfurt-Short-Bruza	Kay Engineering Company	04/16/81	01/05/82	\$2,832,447	15%	Revenue Bond Funds.

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROJECTS IN VARIOUS STAGES OF PLANNING

PROGRESS REPORT - SEPTEMBER, 1981

Project	CMP Priority Number	Architects or Engineers	Contract or Letter	Estimated Cost	Status
Health Sciences Library Equipment	1B	Architectural and Engineering Services	----	\$ 411,381	Inactive.
College of Pharmacy Building	4	Architectural Design Group	07-30-81	\$7,500,000	Design development phase work is now underway.
Biomedical Sciences Building Site Development	7	Architectural and Engineering Services, OUHSC	----	\$ 263,750	Inactive
Physical Fitness Center	--	Coleman, Ervin & Associates	09/11/80	\$3,000,000	Inactive.
Steam and Chilled Water System Expansion, Phase V	--	Frankfurt-Short-Bruza	11/30/79	\$4,700,000	Final plans have been completed. Work is underway on portions of the project.
Biomedical Sciences Building Energy Conservation Project	--	Collins-Soter Engineering, Inc.	04-03-81	\$ 515,800	Bids to be received September 10, 1981.
College of Nursing Building Fixed Equipment	--	Architectural and Engineering Services, OUHSC	05/09/75	\$ 65,000	Inactive
College of Health Building Renovation, Phase II	1B	Architectural and Engineering Services, OUHSC	----	\$2,098,800	Architects are being selected.

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Robert L. Bryson, Jr., Professor of Journalism and Mass Communication, leave of absence without pay, September 1, 1981 through May 31, 1982. To serve as Acting Head of the Department of Journalism and Mass Communications, New Mexico State University.

William Frederick Weitzel, Jr., Professor of Management, extending leave of absence without pay, September 1, 1981 through May 31, 1982.

Lennie-Marie Tolliver, Professor of Social Work, leave of absence without pay, September 1, 1981 through May 31, 1982. To serve as U.S. Commissioner on Aging.

Victor Koshkin-Youritzin, Associate Professor of Art, $\frac{1}{4}$ time leave of absence without pay, September 1, 1981 through January 15, 1982.

Marcia D. Horne, Assistant Professor of Education, leave of absence without pay, August 1, 1981 through December 30, 1981. For personal reasons.

Joanna Rapf, Assistant Professor of English, extending leave of absence without pay, September 1, 1981 through May 31, 1982. To teach in Film Studies Department, Dartmouth University.

Yvonne C. Chouteau, Artist in Residence, School of Drama, leave of absence without pay, September 1, 1981 through May 31, 1982. To rest from commuting and to oversee details involved in moving her studio, The Chouteau Academy of Ballet, to new quarters located nearer the family home.

APPOINTMENTS:

Carl Bert Albert, reappointed Distinguished Professor, Carl Albert Congressional Research and Studies Center, without remuneration, July 1, 1981.

Bruce Alonzo Goff, Distinguished Visiting Professor of Architecture, \$11,000 for 9 months, .25 time, September 1, 1981 through May 31, 1982.

Shiv Kumar, Visiting Distinguished Professor of English, \$32,500 for 9 months, September 1, 1981 through May 31, 1982.

Gustav William Friedrich, Ph.D., Professor of Communication with tenure and Chair of Communication, \$47,000 for 12 months, January 1, 1982.

Eunsook Tak Koh, Ph.D., Professor of Home Economics, \$30,000 for 9 months, September 1, 1981 through May 31, 1982.

Ralph Stead Izard, Ph.D., Visiting Professor of Journalism and Mass Communication, \$30,000 for 9 months, September 1, 1981 through May 31, 1982.

Marian P. Opala, reappointed Adjunct Professor of Law, \$8,950 for 9 months, .33 time, September 1, 1981 through May 31, 1982.

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V. Ross Brown, reappointed Visiting Professor of Management, \$5,182 for 9 months, .25 time, September 1, 1981 through May 31, 1982.

Robert Eugene Busch, reappointed Visiting Associate Professor of Architecture, \$5,600 for 9 months, .25 time, September 1, 1981 through May 31, 1982.

Basil Garofallos Achilladelis, reappointed Associate Professor of Chemistry and Research Fellow, Science and Public Policy Program, \$25,998 for 9 months, September 1, 1981 through May 31, 1982. Part of salary from grant.

Mysore Sreenvivas Nataraja, Ph.D., Associate Professor of Civil Engineering and Environmental Science, \$29,000 for 9 months, January 16, 1982 through May 31, 1982.

Michael Dan Wahl, Associate Professor of Environmental Design, \$25,000 for 9 months, September 1, 1981 through May 31, 1982.

Harriet B. Turkington, reappointed Associate Professor of Home Economics, \$10,674 for 9 months, $\frac{1}{2}$ time, September 1, 1981 through May 31, 1982.

Chester Leigh Peek, reappointed Visiting Associate Professor of Management, \$26,156 for 9 months, September 1, 1981 through May 31, 1982.

Robert W. Gentry, reappointed Adjunct Associate Professor of Petroleum and Geological Engineering, \$8,896 for 9 months, .25 time, September 1, 1981 through May 31, 1982.

Stanley L. Robertson, reappointed Visiting Associate Professor of Physics and Astronomy, \$25,301 for 9 months, September 1, 1981 through May 31, 1982.

Charles R. Dunbar, reappointed Clinical Associate Professor of Social Work, \$24,413 for 12 months, July 1, 1981 through June 30, 1982. (\$12,350 paid by Tulsa Family and Child Services Agency.)

Richard G. File, reappointed and title changed from Acting Assistant Professor to Assistant Professor of Accounting, \$27,681 for 9 months, September 1, 1981 through May 31, 1982.

William W. Grigsby, Jr., reappointed Visiting Assistant Professor of Accounting, \$25,169 for 9 months, September 1, 1981 through May 31, 1982.

Frank Williams Howard, reappointed Adjunct Assistant Professor of Aviation and Flight Examiner, \$12,724 for 9 months, $\frac{1}{2}$ time, September 1, 1981 through May 31, 1982.

Marilynn H. Brown, reappointed Visiting Assistant Professor of Business Administration, \$21,221 for 9 months, September 1, 1981 through May 31, 1982.

Mark James Dubberstein, reappointed Visiting Assistant Professor of Business Administration, \$20,431 for 9 months, September 1, 1981 through May 31, 1982.

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Robert D. Van Auken, reappointed Assistant Professor of Business Administration (Management), \$23,688 for 9 months, September 1, 1981 through May 31, 1982.

Clifford Nii-Ayi Clottey, Ph.D., Visiting Assistant Professor of Civil Engineering and Environmental Science, \$24,000 for 9 months, September 1, 1981 through May 31, 1982.

Stephen Gray McLin, Ph.D., Assistant Professor of Civil Engineering and Environmental Science, \$25,000 for 9 months, September 1, 1981 through May 31, 1982.

Richard Leslie Simms, Ed.D., Adjunct Assistant Professor of Education, \$20,300 for 12 months, August 15, 1981 through June 30, 1982.

Billy Kenneth Walker, Ph.D., Assistant Professor of Electrical Engineering and Computer Science, \$24,000 for 9 months, September 1, 1981 through May 31, 1982.

Michael Harris Engel, Ph.D., Assistant Professor of Geology and Geophysics, \$22,500 for 9 months, September 1, 1982 through May 31, 1983.

Jerry W. Sylvester, reappointed Acting Assistant Professor of Human Relations and Coordinator of Advanced Programs, \$22,100 for 12 months, July 1, 1981 through June 30, 1982.

Jeyaraj Vadiveloo, reappointed Visiting Assistant Professor of Mathematics, \$20,600 for 9 months, September 1, 1981 through May 31, 1982.

John D. Morris, Ph.D., Assistant Professor of Petroleum and Geological Engineering, \$24,000 for 9 months, September 1, 1981 through May 31, 1982.

Philip Andrew Schenewerk, Acting Assistant Professor of Petroleum and Geological Engineering, \$27,600 for 9 months, September 1, 1981 through May 31, 1982. If Ph.D. requirements completed by January 1, 1982, title will be changed to Assistant Professor at \$28,800.

Jean G. McDonald, reappointed Assistant Professor of Political Science, \$10,773 for 9 months, $\frac{1}{2}$ time, September 1, 1981 through May 31, 1982.

Sally Caldwell, Ph.D., Assistant Professor of Regional and City Planning, \$20,000 for 9 months, September 1, 1981 through May 31, 1982.

E. Wayne Busby, reappointed Clinical Assistant Professor of Social Work, rate of \$33,000 for 12 months, August 1, 1981 through May 31, 1982. Paid by Department of Human Services.

Herman Curiel, Ph.D., Visiting Assistant Professor of Social Work, \$22,000 for 9 months, September 1, 1981 through May 31, 1982.

Jo Ann Dodson, reappointed Clinical Assistant Professor of Social Work, \$24,195 for 9 months, September 1, 1981 through May 31, 1982. \$22,527 of salary from grant.

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Virginia E. Olds, reappointed Clinical Assistant Professor of Social Work, rate of \$33,120 for 12 months, August 1, 1981 through May 31, 1982. Paid by Department of Human Services.

Carolyn S. Morgan, reappointed Assistant Professor of Sociology, \$20,068 for 9 months, September 1, 1981 through May 31, 1982.

Mary R. Whitmore, reappointed Assistant Professor of Zoology, \$17,204 for 9 months, 3/4 time, September 1, 1981 through May 31, 1982.

Michele G. Tersine, reappointed Visiting Instructor in Management, \$10,857 for 9 months, .50 time, September 1, 1981 through May 31, 1982.

Jean Marie Oostens, Research Associate in Physics and Astronomy, \$24,000 for 12 months, July 1, 1981 through December 31, 1981.

Charlotte Hughart, Staff Attorney, College of Law, \$24,000 for 12 months, August 1, 1981 through December 31, 1981. Paid through HEW contract.

Ananth Sundararajan, reappointed Post Doctoral Fellow, Cooperative Institute for Mesoscale Meteorological Studies, \$26,400 for 12 months, September 1, 1981 through September 30, 1982.

CHANGES:

Roger M. Babich, Associate Professor of Communication; given additional title of Chair, Committee A, Department of Communication, paid additional \$200 per month while serving as Chair of Committee A, September 1, 1981 through January 15, 1982.

Jo Ann McLin Carlson, Director, Annual Giving Programs, and Assistant Professor of Journalism and Mass Communication, salary temporarily increased from \$30,250 to \$32,650 for 12 months, September 1, 1981 through May 31, 1982; temporary salary increase because of instructional duties.

Gary Wayne Copeland, Assistant Professor of Political Science; given additional title of Acting Assistant Director, Carl Albert Congressional Research and Studies Center, salary increased from \$17,892 to \$19,392 for 9 months, September 1, 1981 through May 31, 1982.

Antonia Dobrec, reappointed Clinical Assistant Professor of Social Work; given additional title of Assistant Director, School of Social Work, salary increased from \$19,800 to \$21,500 for 12 months, July 1, 1981 through June 30, 1982. Two-thirds of salary paid from grant.

Robert L. Dubois, Professor and Assistant Director, School of Geology and Geophysics, salary increased from \$34,979 for 9 months to \$46,630 for 12 months, July 1, 1981.

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Bob L. Foote, Professor of Industrial Engineering, salary changed from \$43,902 to \$44,400 for 12 months, July 12, 1981 through August 13, 1982. Sabbatical leave of absence with half pay for September 1, 1981 to September 1, 1982 cancelled.

Harold G. Grasmick, Associate Professor of Sociology; given additional title of Chair, Department of Sociology, salary increased from \$28,572 for 9 months to \$39,600 for 12 months, August 1, 1981.

Frank E. Heaston, Associate Professor of Journalism and Mass Communication; given additional title of Assistant Director for Student Development, School of Journalism and Mass Communication, salary increased from \$27,975 for 9 months to \$34,191 for 12 months, September 1, 1981.

Ronald E. Hess, title changed from Associate Dean to Acting Dean, College of Environmental Design, paid \$250 per month administrative supplement while serving as Acting Dean, July 1, 1981 through December 31, 1981. Retains title of Professor of Architecture.

Bruce H. Hinson, Associate Professor of Journalism and Mass Communication; given additional title of Faculty Adviser, KGOU, salary increased from \$20,453 to \$21,353 for 9 months, September 1, 1981 through May 31, 1982.

Kenneth R. Merrill, Professor of Philosophy; given additional title of Chair, Department of Philosophy, salary increased from \$31,336 for 9 months to \$41,800 for 12 months, August 1, 1981.

Edmund C. Nuttall, Professor of Communication and Academic Coordinator, Communication Academic Support, salary changed from \$28,858 for 9 months to \$35,271 for 12 months, July 1, 1981.

Danny E. Pickett, Head Trainer, Athletic Department, and Instructor in Health, Physical Education, and Recreation, salary increased from \$21,200 to \$21,500 for 12 months, July 1, 1981 through June 30, 1982.

George W. Reid, Regents Professor, Professor of Civil Engineering and Environmental Science, and Director, Bureau of Water and Environmental Resources Research, salary increased from \$42,306 for 9 months to rate of \$56,400 for 12 months, September 1, 1981 through August 23, 1982. Sabbatical leave of absence with half pay, September 1, 1981 through May 31, 1982, cancelled. Salary from grant.

Yoshi K. Sasaki, George Lynn Cross Research Professor of Meteorology; given additional title of Director, Cooperative Institute for Mesoscale Meteorological Studies, without additional remuneration, April 1, 1981 through August 31, 1985.

Burt K. Scanlan, Professor of Management; given additional title of Director of Petroleum Land Management, salary changed from \$38,365 for 9 months to \$42,600 for 12 months, July 1, 1981.

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David W. Stearns, Monnett Professor of Energy Resources, School of Geology and Geophysics; appointed Interim Dean, College of Geosciences, paid additional \$250 per month during the interim, September 17, 1981.

William Thomas Wander, title changed from Assistant Director to Acting Director, Carl Albert Congressional Research and Studies Center, salary increased from \$22,642 to \$24,442 for 12 months, August 1, 1981 through July 31, 1982. Retains title of Assistant Professor of Political Science.

Robert L. Williams, Jr., titles changed from Director of Administration, Dean's Office, College of Business Administration and Adjunct Assistant Professor of Accounting to Visiting Assistant Professor of Business Administration, salary changed from \$32,218 for 12 months to \$24,500 for 9 months, September 1, 1981 through May 31, 1982.

Don G. Wyckoff, title changed from State Archaeologist to Director of Oklahoma Archaeological Survey, July 1, 1981. Retains titles of Adjunct Instructor in Anthropology and Research Associate in Archaeology, Stovall Museum.

Jiri Zidek, Associate Professor of Geology and Geophysics and Curator of Vertebrate Paleontology, salary changed from \$25,848 for 12 months to \$24,000 for 9 months, September 1, 1981.

RESIGNATIONS:

Paul A. Barstad, Assistant Professor of Botany and Microbiology, June 1, 1981.

Donald R. Bone, Assistant Professor of Botany and Microbiology, June 1, 1981.

Cheryl G. Fedje, Assistant Professor of Home Economics, September 1, 1981. To accept position at School of Home Economics, University of Wisconsin-Stevens Point.

Allan Harold Gold, Associate Professor of Architecture, August 31, 1981. Returned to Chicago area.

Turan Gonen, Associate Professor of Electrical Engineering and Computer Science, August 15, 1981. To accept teaching position at University of Missouri, Rolla.

Neil B. Murphy, Professor of Finance and Holder of the Chair in Banking, September 1, 1981. To accept a position on the faculty at the University of Connecticut.

Selim Sancaktar, Assistant Professor of Aerospace, Mechanical, and Nuclear Engineering, May 31, 1981. To accept another position.

George M. Scott, Professor of Accounting, September 1, 1981. To accept a faculty position at the University of Connecticut.

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Robert W. Shahan, Chair and Professor of Philosophy, September 28, 1981. To accept the position of Vice Chancellor for Academic Affairs, University of Colorado at Denver.

Robert Shapiro, Professor of Industrial Engineering, September 1, 1981. To take employment outside the University in industry.

RETIREMENTS:

James Bennett Clark, Professor of Botany and Microbiology, September 1, 1981. Named Professor Emeritus of Botany and Microbiology.

Sarah R. Crim, Professor of Home Economics, September 1, 1981. Named Professor Emeritus of Home Economics.

Jack L. Kendall, Professor of English, January 16, 1982. Named Professor Emeritus of English.

President Banowsky recommended approval of the personnel actions listed above.

Regent McCurdy moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

President Banowsky reported the death of the following faculty member:

William H. Keown, David Ross Boyd Professor Emeritus of Management, on July 23, 1981.

Regent Rothbaum expressed condolences to the family of Professor Keown. Mr. Rothbaum said Professor Keown really is the "father" of our Petroleum Land Management Program, which was the first such program in the country.

LIBRARY FACULTY SALARY ADJUSTMENTS

<u>Rank</u>	<u>Name</u>	<u>Present 1981-82 Salary</u>	<u>Adjustment</u>	<u>New 1981-82 Salary</u>
Professor	Milby	\$29,659	\$ 341	\$30,000
Professor	Donnell (DH)	28,516	984	29,500
Assoc. Prof.	Harmon (AD)	32,110	890	33,000
Assoc. Prof.	Seal (AD)	32,110	890	33,000
Assoc. Prof.	Seifert	28,826	349	29,175
Assoc. Prof.	Haley	26,528	672	27,200
Assoc. Prof.	Clark (AD/DH)	25,239	2,061	27,300
Assoc. Prof.	Hood	24,433	1,767	26,200
Assoc. Prof.	Pelley	23,331	269	23,600

<u>Rank</u>	<u>Name</u>	<u>Present 1981-82 Salary</u>	<u>Adjustment</u>	<u>New 1981-82 Salary</u>
Assoc. Prof.	Harrington (DH)	22,920	1,280	24,200
Assoc. Prof.	Douglas	19,923	1,777	21,700
Assoc. Prof.	Goodman	19,293	2,407	21,700
Assoc. Prof.	Kidd	18,783	2,417	21,200
Asst. Prof.	Hersberger (AD)	26,863	1,137	28,000
Asst. Prof.	Joyce	17,575	925	18,500
Asst. Prof.	Faw	17,446	1,854	19,300
Asst. Prof.	Galura	17,197	1,103	18,300
Asst. Prof.	Morrison	16,459	1,841	18,300
Asst. Prof.	Howard	15,983	1,517	17,500
Asst. Prof.	Poland	17,000	500	17,500
Asst. Prof.	Weaver-Meyers (DH)	18,000	500	18,500
Instructor	Hauptman	13,864	1,136	15,000
Instructor	Schwartz	13,364	1,136	14,500
Instructor	Harcourt	13,364	1,136	14,500
Instructor	Wasowski	12,844	1,456	14,300
Instructor	Karpuk	12,844	1,456	14,300
Instructor	Million	13,000	1,200	14,200
Instructor	Casey	12,500	1,500	14,000

AD - Administration

DH - Department Head

President Banowsky recommended that the salary adjustments listed above be approved, effective October 1, 1981, to bring our library faculty salaries into line with comparable universities. The total cost is \$25,879 for the remainder of the fiscal year, to be paid from funds made available to the Library in the 1981-82 Budget.

Regent Imel moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

FACULTY PERSONNEL POLICY - NORMAN CAMPUS

The following item was presented and Regent Replogle asked for unanimous consent to consider the matter at this time. Regent McCurdy moved that the item be added to the agenda for consideration at this time. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

Certain revisions in the Faculty Personnel Policy for the Norman Campus were presented to and approved by the Regents at the July meeting. At the time those revisions were presented, a final recommendation had not

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yet been developed regarding the new wording for old Section 3.8.9, Disposition of Charges. The wording for that section has now been finalized and was approved by the Norman Campus Faculty Senate on September 14.

President Banowsky recommended approval of changes in the Disposition of Charges Section of the Norman Campus Faculty Personnel Policy

From

3.8.9 Disposition of Charges. The President shall transmit to the Board of Regents the full record of the hearing and the conclusions and recommendations of the Hearing Committee, together with presidential recommendations. If the Board of Regents is disinclined to sustain the decisions of the Hearing Committee, it may return the proceedings to the latter, specifying its objections. In this event, the Hearing Committee shall reconsider, taking account of the stated objections, receiving new evidence and testimony if necessary, and reporting its final conclusions to the President for transmittal to the Board of Regents as before. The work of the Hearing Committee is finished when the President communicates the final decision of the Regents to the respondent and to the chairs of the faculty groups involved.

In the event that the Board of Regents chooses to review the case itself, its review shall be based on the record of the formal hearings, plus additional information which they wish to consider, accompanied by the opportunity for written argument by the principals in the case or their representatives. Oral arguments will be presented only upon request by the Regents.

The full transcript of the hearings shall finally be deposited in the office of the Executive Secretary of the Board of Regents. Any copies or excerpts made from it after the completion of the Committee's work shall be done at the expense of the party to the case so desiring.

To

3.10.4 Disposition of Charges. The Hearing Committee shall communicate its findings, conclusions, and recommendations in writing to the parties involved and to the President.

If the President concurs in the recommendation of the Hearing Committee, and action by the Board of Regents is not otherwise required by other policies or procedures, that recommendation shall be put into effect.

If the case under consideration involves alleged violation of academic freedom or academic due process (as discussed in Section 3.9.1) and if the Committee finds that academic freedom or academic due process has been violated, it must recommend that any professional or personnel decision affected by the violation be initiated anew from the point of violation. The Committee may also recommend necessary remedies appropriate to the case.

If the President does not concur and/or if action by the Board of Regents is otherwise required by other policies and procedures, the President shall transmit to the Board of Regents the full record of the hearing and the conclusions and the recommendations of the Hearing Committee, together with presidential recommendations. The Board may adopt, modify, or reject the recommendations of the Hearing Committee or remand the matter.

If the Board of Regents chooses to remand the matter, it may return the proceedings to the Hearing Committee, specifying its objections. In this event, the Hearing Committee shall reconsider, taking account of the stated objections, receiving new evidence and testimony if necessary, and reporting its final conclusions to the President for transmittal to the Board of Regents as before. The work of the Hearing Committee is finished when the President communicates the final decision of the Regents to the principals in the case and to the chairs of the faculty groups involved.

Regent Little moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

APPOINTMENT:

Bela Karolyi, Assistant Gymnastics Coach and Adjunct Instructor in Health, Physical Education, and Recreation, \$20,000 for 12 months, ½ time, September 1, 1981.

*James Michael Walker, reappointed Program Specialist, Juvenile Personnel Training, Urban and Community Development, rate of \$24,640 for 12 months, August 1, 1981 to July 1, 1982. Professional Staff.

CHANGES:

Mary Alonso, General Duty Nurse, Goddard Health Center, salary increased from \$19,117 to \$20,927 for 12 months, September 1, 1981.

*Joseph L. Barron, reappointed Senior Course Moderator and Program Development Specialist, FAA Management Training School, and Adjunct Assistant Professor of Political Science, salary increased from \$25,050 to \$27,200 for 12 months, October 1, 1981 to October 1, 1982.

*Anthony V. Bluitt, Director, Project Threshold, salary increased from \$30,607 to \$34,279 for 12 months, June 1, 1981 through May 31, 1982.

*Subject to the availability of funds.

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*Dale R. Claiborne, reappointed Senior Course Moderator, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$18,925 to \$20,250 for 12 months, October 1, 1981 to October 1, 1982.

Judith Ann Conklin, Clinic Supervisor, Goddard Health Center, salary increased from \$22,800 to \$24,610 for 12 months, September 1, 1981.

Robert Charles Connor, title changed from Head Swimming Coach to Assistant Business Manager, Athletic Department, July 1, 1981. Changed from Professional to Managerial Staff.

Leon V. Crowley, title changed from Associate Director, Consultative Center for Equal Education Opportunity, Public Responsibility and Community Affairs, to Associate Director, Center for Educational Development, salary changed from \$32,600 to \$32,000 for 12 months, July 1, 1981.

*Phillip H. Donahue, reappointed Senior Course Moderator, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$20,650 to \$22,100 for 12 months, October 1, 1981 to October 1, 1982.

*Olen Travis Duncan, reappointed Program Development Specialist, Public Responsibility and Community Affairs, salary increased from \$27,776 to \$28,716 for 12 months, July 1, 1981 to July 1, 1982. Professional Staff.

John D. Edwards, Associate Law Librarian, Law Library Operations; given additional title of Adjunct Lecturer in Library Science, without additional remuneration, July 1, 1981.

Arthur J. Elbert, Vice President for Administrative Affairs, salary increased from \$56,448 to \$62,000 for 12 months, September 17, 1981.

*James E. Ellis, reappointed Supervisor of Instruction, FAA Management Training School, and Adjunct Assistant Professor of Political Science, salary increased from \$30,200 to \$32,025 for 12 months, October 1, 1981 to October 1, 1982.

*Richard C. Gardner, reappointed Senior Course Moderator and Program Development Specialist, FAA Management Training School, and Adjunct Assistant Professor of Political Science, salary increased from \$24,050 to \$26,000 for 12 months, October 1, 1981 to October 1, 1982.

*Herschell G. Gordon, reappointed Supervisor of Instruction, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$25,000 to \$26,500 for 12 months, October 1, 1981 to October 1, 1982.

*Carole Anitrice Hardeman, Project Director, Public Responsibility and Community Affairs; given additional title of Acting Director, Southwest Center for Human Relations Studies; paid additional \$200 per month while serving as Acting Director, September 1, 1981 to December 1, 1981. Administrative Staff.

*Subject to the availability of funds.

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*Moyer D. Harris, reappointed Senior Course Moderator and Program Development Specialist, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$21,325 to \$22,700 for 12 months, October 1, 1981 to October 1, 1982.

Helen Hill, Assistant Clinic Supervisor, General Duty Nurse, Goddard Health Center, salary increased from \$20,339 to \$22,149 for 12 months, September 1, 1981.

*Ralph R. Holman, reappointed Senior Supervisor, FAA Management Training School, and Adjunct Assistant Professor of Political Science, salary increased from \$28,600 to \$32,050 for 12 months, October 1, 1981 to October 1, 1982.

*Rex M. Kimmel, reappointed Senior Course Moderator, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$20,200 to \$22,100 for 12 months, October 1, 1981 to October 1, 1982.

*William Milo Leal, reappointed Report Analyst, Information Systems Programs, salary increased from \$15,960 to \$17,556 for 12 months, .75 time, July 1, 1981; salary changed to rate of \$23,408 for 12 months, full time, August 1, 1981 to July 1, 1982.

Walter O. Mason, Special Assistant to the President and Affirmative Action Officer, Norman Campus, changed from Administrative Officer to Executive Officer, September 17, 1981.

Mayme J. Miller, General Duty Nurse and Hospital Supervisor, Goddard Health Center, salary increased from \$22,863 to \$24,673 for 12 months, September 1, 1981.

*Thomas E. Mullins, reappointed Senior Course Moderator, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$20,200 to \$22,000 for 12 months, October 1, 1981 to October 1, 1982.

*Frank W. Nadeau, Jr., reappointed Senior Course Moderator, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$18,750 to \$20,500 for 12 months, October 1, 1981 to October 1, 1982.

*Vincent G. Oberg, reappointed Senior Course Moderator and Program Development Specialist, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$21,350 to \$23,250 for 12 months, October 1, 1981 to October 1, 1982.

*Mark A. Rainer, Jr., reappointed Supervisor of Instruction, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$25,600 to \$28,675 for 12 months, October 1, 1981 to October 1, 1982.

*Subject to the availability of funds.

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Charles Vern Robertson, Program Development Specialist, Chemical Dependency Studies; given additional title of Adjunct Assistant Professor of Education, without additional remuneration, September 1, 1981 through May 30, 1982.

*Billie W. Russell, reappointed Senior Course Moderator and Program Development Specialist, FAA Management Training School, and Adjunct Assistant Professor of Political Science, salary increased from \$24,225 to \$26,200 for 12 months, October 1, 1981 to October 1, 1982.

Edward A. Shaw, Production Manager, University of Oklahoma Press; given additional title of Assistant Director, University Press, July 1, 1981.

David W. Smeal, Director, Electronic Media and Photographic Services, salary increased from \$23,000 to \$25,000 for 12 months, September 1, 1981.

John E. Steffens, titles changed from Education Specialist, Southwest Center for Human Relations Studies and American Indian Institute, and Assistant Coordinator for Special Projects, Public Responsibility and Community Affairs, to Director, American Indian Institute, and Coordinator, Programs in Public Responsibility and Community Affairs, salary increased from \$33,744 to \$39,000 for 12 months, September 1, 1981. Changed to Administrative Officer.

Jack H. Stout, title changed from Vice Provost for Student Affairs and Chief Student Personnel Officer to Vice President for Student Affairs, September 17, 1981.

*Joseph L. Strolecki, reappointed Senior Course Moderator and Program Development Specialist, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$22,400 to \$24,300 for 12 months, October 1, 1981 to October 1, 1982.

*Robert W. Thomas, reappointed Senior Course Moderator, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$18,750 to \$20,300 for 12 months, October 1, 1981 to October 1, 1982.

*Opal I. Thurman, reappointed Senior Course Moderator, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$20,100 to \$21,700 for 12 months, October 1, 1981 to October 1, 1982.

R. Gerald Turner, title changed from Executive Assistant to Vice President for Executive Affairs, salary increased from \$48,300 to \$53,000 for 12 months, September 17, 1981.

*Edwin L. Weber, Jr., reappointed Senior Course Moderator, FAA Management Training School, and Adjunct Instructor in Political Science, salary increased from \$20,200 to \$22,000 for 12 months, October 1, 1981 to October 1, 1982.

*Subject to the availability of funds.

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RESIGNATIONS:

Kenneth Edwards, Systems Analyst, University Computing Services, April 7, 1981.

Donald J. Hall, Coordinator, Public Responsibility and Community Affairs, and Director, Southwest Center for Human Relations Studies, October 8, 1981.

Stanley R. Hicks, Director, Survival Studies, Public Responsibility and Community Affairs, June 30, 1981.

Diana Carol Hill, Manager, Financial and Administrative Operations, Information Systems Programs, August 27, 1981.

Stanley R. Pennington, Supervisor, Terminal Operations, University Computing Services, October 7, 1981.

Jim Bob Ratto, Course Moderator, Oil Well Blowout Prevention School, September 1, 1981.

Steven Travis Rice, Sales Manager, University of Oklahoma Press, July 1, 1981.

Suzanne E. Smart, Program Specialist, Juvenile Personnel Training, Urban and Community Development, September 15, 1981.

David M. Sturm, Senior Petroleum Geologist, Information Systems Programs, July 21, 1981.

Steven Ray Welch, Assistant Director of the Law Center for Placement, August 19, 1981.

President Banowsky recommended the approval of the personnel actions listed above.

CHANGE:

William S. Banowsky, President of the University, compensation restructured from \$64,300 to \$75,000 in salary for 12 months and \$20,000 to \$9,300 in maintenance allowance for 12 months, September 17, 1981.

Regent Imel moved approval of the recommendation and the action on President Banowsky's salary. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

STUDENT SERVICES CORPORATION

A recommendation was included in the agenda for this meeting regarding the rescission of a policy adopted in 1971 on the Student Services Corporation. It was requested, and the Regents agreed, that action on this item be deferred.

CONCESSION SERVICES FOR LLOYD NOBLE CENTER

Bids were recently circulated to provide concession services for Lloyd Noble Center events. The bids were based upon a three-year contract and mutual three-year option. Bidders were also requested to include proposals for making minor improvements to the existing concession facilities and operations.

Bids were received as follows:

Kwik-Kafe Omaha, Nebraska	38.2% of net sales or \$90,000 per year whichever is greater
Underwood's Concessions Wichita Falls, Texas	35% of net sales
Ogden Food Service Corporation Oklahoma City	30% of net sales or \$65,000 per year whichever is greater

The three bidders offered similar proposals for minor improvements. The improvements will be at vendor's expense and will cost \$60,000 to \$80,000. The modifications will consist of the addition of equipment, changes in concession counters, etc. There will be no changes to the building itself.

The high bid of Kwik-Kafe is acceptable to the Director of Lloyd Noble Center. It is close to the 42% return estimate which could be generated if the service were provided in-house. The small difference would not justify the investment of equipment and management effort to provide the service on an in-house basis.

President Banowsky recommended that the Board of Regents approve the acceptance of Kwik-Kafe's bid to provide concession services for the Lloyd Noble Center for a three-year period with a three-year mutually agreed upon option.

Regent Imel moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

PURCHASE OF COMPREHENSIVE AUTOMOBILE LIABILITY INSURANCE

Bids were circulated to nine agencies to secure a contract to furnish comprehensive automobile liability insurance for the Norman Campus of the University for the period October 1, 1981 to October 1, 1984.

Payment will be made from Motor Pool account 147-302.

The following bids were received:

North American Insurance Agency
Oklahoma City

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Bidding: United States Fire Insurance Company of
New York - Part of Crum & Forsters
Insurance Company

Annual Premium	\$25,977.00
Three-Year Premium	\$77,931.00

Alexander & Alexander Inc.
Oklahoma City

Bidding: American Motorists Insurance Company

Annual Premium	\$34,489.00
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Agent would not commit to a three-year policy

The annual premiums are subject to yearly audit to adjust for additions or deletions to the fleet. The University Risk Manager concurs that the low bid submitted by North American is acceptable. The low bid of North American is also lower than the premium paid for the previous three years.

President Banowsky recommended that the Board of Regents approve the award of a purchase order to North American Insurance Company to furnish Comprehensive Automobile Liability Insurance for the period October 1, 1981 to October 1, 1984 in the amount of \$77,931.00.

Regent Imel moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

PURCHASE OF GASOLINE AND GASOHOL

Bids were recently circulated for a combined purchase of an estimated 54,000 gallons of regular gasoline and unleaded gasohol. This purchase will cover Motor Pool requirements for the period October 1 through December 31, 1981.

The cost of this purchase will be charged to Auxiliary Services Motor Pool Account 147-302.

Bids were received as follows:

L. D. Rhodes Oil Company
Oklahoma City

33,000 gal. regular gasoline @ 1.034	\$34,122.00
21,000 gal. unleaded gasohol @ 1.074	<u>22,554.00</u>
	\$56,676.00

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Mangum Oil & Gas Company
Mangum

33,000 gal. regular gasoline @ 1.0232	\$33,765.60
21,000 gal. unleaded gasohol @ 1.14	<u>23,940.00</u>
	\$57,705.60

French Distributing Company, Inc.
Oklahoma City

33,000 gal. regular gasoline @ 1.030	\$33,990.00
21,000 gal. unleaded gasohol @ 1.1515	<u>24,181.50</u>
	\$58,171.50

Paul Penley Oil Company
Oklahoma City

33,000 gal. regular gasoline @ 1.049	\$34,617.00
21,000 gal. unleaded gasohol @ 1.169	<u>24,549.00</u>
	\$59,166.00

The low bid is acceptable to the Motor Pool.

President Banowsky recommended that the Board of Regents approve the award of a purchase order in the amount of \$56,676.00 to L. D. Rhodes Oil Company, the low bidder, for the purchase of 33,000 gallons of regular gasoline and 21,000 gallons of unleaded gasohol.

Regent Imel moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

PROPOSAL, CONTRACT, AND GRANT REPORT

A summary of the proposals for contracts and grants for the Norman Campus for July and August, 1981, was included in the agenda for this meeting. A list of all contracts executed during the same period of time on proposals previously reported was also included.

President Banowsky recommended that the President of the University or the President's designees be authorized to execute contracts on the pending proposals as negotiations are completed. It is understood that contract budgets may differ from the proposed amounts depending on these negotiations.

Regent Imel moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

UNITED STATES POSTAL SERVICE

The University of Oklahoma entered into a lease dated March 19, 1974 with the United States Postal Service covering Couch Center South Tower. This lease has been amended from time to time to provide for increased charges to the Postal Service for provision of housekeeping, custodial, security, and scheduling services.

After analysis of the current costs to the University, appropriate negotiations were entered into with the Postal Service. It was determined that a charge of \$675,234.29 would cover these costs for the period July 1, 1981 to June 30, 1982. This is an increase of 11.82 percent over last year's contract even after elimination of some positions.

President Banowsky recommended that the Board of Regents authorize execution of the agreement for the provision of services to the United States Postal Service for the period July 1, 1981 to June 30, 1982 at a charge of \$675,234.29.

Regent Engleman moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

PIPELINE EASEMENT

The University has received a request from the Sun Gas Company of Oklahoma City for a low pressure natural gas pipeline easement on our North Campus, more specifically in Section 14, Township 9 North, Range 3 West. The purpose of the easement is to allow a pipeline to be buried so that oil/gas well Sooner #1 in which the University has a 3/16ths interest may commence producing natural gas.

The proposed routing of the pipeline does not conflict with any current or contemplated North Campus plans. The University would require a minimum depth of burial of 36 inches.

The pipeline would be 4,274 feet in length and Sun Gas Company is offering \$1.00 per foot or \$4,274 for the easement.

President Banowsky recommended that the Board of Regents authorize an easement with Sun Gas Company as described above.

Regent McCurdy moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

AGRICULTURAL LEASES

The University of Oklahoma Norman Campus has five tracts available for agricultural leases as follows:

- TRACT A - approximately 327 acres lying north of runways at Max Westheimer Field. May be used for farming only, no grazing.
- TRACT B - approximately 188 acres lying west of the runways at Max Westheimer Field. May be used for farming only, no grazing.
- TRACT E - approximately 66 acres lying directly north of Max Westheimer Field. May be used for farming only, no grazing.
- TRACT F - approximately 70 acres lying between Imhoff Road and Highway 9 west of 24th Avenue S.E. May be used for farming only, no grazing.
- TRACT G - approximately 76 acres lying between Imhoff Road and Lindsey Street and east of 24th Avenue S.E. May be used for farming only, no grazing.

All of these tracts have been used for agricultural purposes and all except tracts "E" and "G" are under lease with an expiration date of December 31, 1981. Tract "E" was farmed on a sharecropper basis.

It is proposed to invite bids for lease of these tracts with the term of the lease being January 1, 1982 to June 30, 1984. This termination date will change the leases from the calendar year cycle to the fiscal year cycle which is in keeping with the University's fiscal accounting system.

President Banowsky recommended that the Board of Regents authorize advertising for bids on the above tracts for the period of January 1, 1982 through June 30, 1984.

Regent McCurdy moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

COPELAND HALL RENOVATION

A renovation project has been identified in Copeland Hall to improve the utilization of space and to accommodate the new Director and other staff members in the School of Journalism and Mass Communications. This project

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involves the renovation of approximately 3,184 square feet of space for administrative and student development activities and for completion of an audio production suite.

The estimated cost of this work is \$40,000. It is proposed that Section 13/New College Funds be used for this project.

President Banowsky recommended that the Board of Regents authorize \$40,000 of Section 13/New College Funds to be used to renovate approximately 3,184 square feet of space in Copeland Hall for the School of Journalism and Mass Communications.

Regent McCurdy moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

BURTON HALL RENOVATION - ARCHITECTURAL SELECTION

Interviews were conducted on September 11 to consider the qualifications of five architectural firms selected from a total list of twenty-six that had indicated an interest in providing the professional architectural services required for the renovation of Burton Hall. These interviews and the preliminary review process were conducted in accord with the provisions of the State law and policies of the Board of Regents. The following qualifications of each firm were considered:

1. Professional reputation
2. Experience with this type of project
3. Available professional staff
4. Scope of services offered
5. Amount of work in progress
6. Other University projects completed
7. Financial standing and stability
8. Size of firm
9. Amount of State work completed
10. Location of firm

The following summary of basic information on the architectural firms that indicated an interest in this project was distributed:

<u>FIRM</u>	Total Employees	Registered Architects	Registered Engineers	Project Type Preference	Number of Previous Similar Projects	Amount of State Work	Percent of State Work
1. Ammerman/Thomas & Assoc., Inc.	5	2	0	1	3	178,948	8.2
2. William Appleby & Assoc.	6	3	0	2	5	162,383	7.4
3. Arch. Assoc. of Meyer/Brown	9	3	0	1	8	101,771	4.6
4. Assoc. Engineers, Inc.	292	6	29	7	3	0	0.0
5. Badgett/Culver Arch., Inc.	7	3	0	8	3	15,154	0.7
6. Black & Veatch	2798	51	1259	2	4	34,698	1.6
7. Booker Assoc., Inc.	250	7	31	1	2	0	0.0
8. Cobb-Gulley and Affiliates	13	2	3	1	2	47,012	2.1
9. Design Professional Assoc.	3	1	0	2	2	18,393	0.8
10. Fritzler and Assoc., Inc.	2	1	0	1	3	36,860	1.7
11. Glover-Smith-Nixon-Bode Inc.	14	5	1	1	5	0	0.0
12. Gralla Associates	8	2	0	1	4	44,800	2.0
13. Ben Graves & Assoc.	8	3	0	1	9	35,735	1.6
14. Harold A. Hite	3	1	0	-	4	0	0.0
15. Ray James, Architect & Assoc.	11	1	1	3	2	115,041	5.3
16. Locke-Wright-Foster Arch.	17	6	0	1	7	214,937	9.8
17. MNT Architects/Engineers Inc.	10	4	1	1	7	0	0.0
18. Russell L. Magee & Assoc., Inc.	10	3	0	2	5	84,000	3.8
19. Miner-Gerardy Architects (Joint/Tredway Assoc.)	8	3	0	1/6	6	12,715	0.6
20. Olsen-Ciffey, Architects	8	2	0	1	6	5,750	0.3
21. Pojezny and Fearnow, Arch.	3	2	0	6	1	7,320	0.3
22. Quinn and Associates	12	2	1	1	7	511,708	23.5
23. Byron D. Salsman, Arch.	2	1	0	1	4	108,634	5.0
24. Turnbull & Mills, Inc.	10	3	0	1	11	168,506	7.7
25. W. Gene Williams U Assoc., Inc.	11	1	1	1	0	235,298	10.7
26. Wozencraft Mowery & Hawkins Architects & Engineers	6	4	0	1	0	50,822	2.3

A summary of the preliminary review of the qualifications of these architectural firms was also distributed to the Regents as follows:

<u>FIRM</u>	Out of State Location	High Percentage of Work	Low Stated Preference for Type of Work	Small Professional Staff	Current OU Design Contract	Limited Experience	Selected for Interview
1. Ammerman/Thomas & Assoc., Inc.		X		X			
2. William Appleby & Assoc.		X	X				
3. Arch. Assoc. of Meyer/Brown					X		
4. Assoc. Engineers, Inc.			X		X		
5. Badgett/Culver Arch., Inc.			X				X
6. Black & Veatch	X		X				
7. Booker Assoc., Inc.	X					X	
8. Cobb-Gulley and Affiliates						X	X
9. Design Professional Assoc.			X	X		X	
10. Fritzler and Assoc., Inc.				X			
11. Glover-Smith-Nixon-Bode Inc.							X
12. Gralla Associates				X			X
13. Ben Graves & Assoc.					X		
14. Harold A. Hite				X			
15. Ray James, Architect & Assoc.		X	X	X		X	
16. Locke-Wright-Foster Arch.		X					
17. MNT Architects/Engineers Inc.						X	
18. Russell L. Magee & Assoc., Inc.			X				
19. Miner-Gerardy Architects (Joint/Tredway Assoc.)			X				X
20. Olsen-Coffey, Architects				X			
21. Pojezny and Fearnow, Arch.			X	X		X	
22. Quinn and Associates		X					
23. Byron D. Salsman, Arch.				X			
24. Turnbull & Mills, Inc.		X			X		
25. W. Gene Williams & Assoc., Inc.		X		X		X	
26. Wozencraft Mowery & Hawkins Architects & Engineers						X	

Members of the faculty and staff interview committee were as follows:

Mr. Henry Groce, Facilities Renovation Designer, Physical Plant
Professor Jerlene Hargis, Associate Professor of Home Economics

Mr. David Nordyke, Staff Architect, Architectural and Engineering Services

Dr. Patricia Self, Director and Associate Professor of Home Economics

Mr. Arthur N. Tuttle, Jr., Director, Architectural and Engineering Services

The interview group obtained information from the files of the State Board of Public Affairs, the consultants, and other sources. Based upon the interviews and a review of each firm's qualifications, the Interview Committee rated the firms in the following way:

	Miner- Gerardy/ Tredway (Joint Venture)	Gralla Assoc.	Badgett/ Culver	Cobb- Gulley and Affil.	Glover- Smith- Nixon- Bode, Inc.
Acceptability of Design	27	44	41	26	29
Quality of Engineering	43	43	42	33	18
Adherence to Cost Limits	28	38	32	28	31
Adherence to Time Limits	29	37	28	26	31
Volume of Changes	25	33	32	26	27
Financial Stability	<u>25</u>	<u>33</u>	<u>31</u>	<u>26</u>	<u>27</u>
	177	228	206	165	163

The following information on proposed fees and prior State and University work was also presented:

	Miner- Gerardy/ Tredway (Joint Venture)	Gralla Assoc.	Badgett/ Culver	Cobb- Gulley and Affil.	Glover- Smith- Nixon- Bode, Inc.
Proposed Fee	6.00%	6.25%	7.0%	5.95%	6.0%
Percent State Work	0.6	2.0%	0.7%	2.1%	0.0%
Dollar Value of State Work	\$12,715	\$44,800	\$15,154	\$47,012	\$0.0
University Projects in the Last 5 Years	0	0	0	0	0

This information on the architects interviewed for the Burton Hall Renovation was presented at the Committee meeting yesterday and discussed in detail. Regent Little said Gralla Associates is significantly better qualified to provide the professional services required in the preparation of plans for the renovation of Burton Hall for the following reasons:

1. The firm was judged to have greater architectural design ability as indicated by their work on similar projects involving facilities for educational facilities.

2. The engineering work of the firm was judged to be equal to or superior to that of any other firm under consideration.
3. The firm was judged to be superior to all of the other firms under consideration in five of the six areas rated.

Regent Little moved that Gralla Associates be appointed architects for this project at a fee of 6.25 percent. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

L. DALE MITCHELL BASEBALL PARK

Construction of the second and final phase of the L. Dale Mitchell Baseball Park has been completed. The Phase II work included construction of seating areas, public restrooms, concession stands, a ticket office, varsity coaching staff offices and dressing facilities. The construction cost of Phase II work was \$732,733.

A final inspection of this part of the work was held on August 10, 1981 by RGDC, Incorporated, the project architects and engineers, and again on August 17, 1981, with representatives of Wynn Construction Company, Incorporated, the contractor; RGDC, Incorporated; and Physical Plant and Architectural and Engineering Services taking part in the inspection. A punch list of final completion items was developed and presented to the contractor.

University staff members have reviewed the results of the inspection and it is recommended that the project be accepted as substantially complete effective August 10, 1981, subject to completion of all punch list items.

President Banowsky recommended that the Board of Regents accept Phase II of the L. Dale Mitchell Baseball Park as substantially complete with an effective date of August 10, 1981, and that final payments be made to Wynn Construction Company, Incorporated, upon completion of all remaining punch list items.

Regent McCurdy moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

BIZZELL LIBRARY EXPANSION - ACCEPTANCE OF PHASE IIA

Harmon Construction Company, Incorporated has completed Phase IIA of the Bizzell Library Expansion project. A final inspection of this part of the Bizzell Library Expansion project was completed on July 14, 1981 by representatives of Harmon Construction Company, Incorporated, the general contractor; Hellmuth, Obata, and Kassabaum, Incorporated, the project

architects; and both Architectural and Engineering Services and the Department of Physical Plant for the University of Oklahoma. The construction cost of the Phase IIA work is \$2,682,030. This phase of the project includes the following elements of work: (1) the Library Tower and Plaza, (2) exterior brick and stone work, (3) roofing, (4) entrance doors and windows, (5) elevators, and (6) selected items of mechanical equipment and iron work.

A punch list of incomplete items was developed by the project architects. A change order which transfers certain items of work which are best completed at a later time from Phase IIA to Phase IIB was prepared and approved. The University staff has reviewed the results of the inspection and recommends that the project be accepted as substantially complete effective July 14, 1981, subject to completion of all punch list items.

President Banowsky recommended that the Board of Regents accept Phase IIA of the Bizzell Library Expansion Project as substantially complete effective July 14, 1981, and that final payments be made to Harmon Construction Company, Incorporated upon completion of all remaining punch list items.

Regent Imel moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

BIZZELL LIBRARY EXPANSION - CHANGE ORDERS

In order to conclude Phase IIA of the Bizzell Library Expansion project and to make a series of modifications and additions to Phase IIB of the project, it is necessary to authorize two change orders.

Change Order Number 5, with a total cost of \$98,791, includes needed minor electrical and hardware changes and the addition of more than 10,000 yards of carpet at various places throughout the project. The cost of the additional carpet is \$85,410.

Change Order Number 6, with a total cost of \$111,522, includes additional interior brick work on lower level one, on lower level two and on the fifth floor; additional area drains; a folding partition needed to subdivide a large meeting room and a series of items of construction work that are being transferred from Phase IIA of the project to Phase IIB.

These proposals have been reviewed by University staff. Funds needed for these changes are available from the project contingency allowance.

President Banowsky recommended that the Board of Regents approve two change orders to the construction contract for the Bizzell Library Expansion project: (1) Change Order Number 5, with a total cost of \$98,791 and (2) Change Order Number 6, with a total cost of \$111,522.

Regent McCurdy moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

GOLF COURSE IMPROVEMENT PROGRAM - DAM, LAKE, AND PUMPING SYSTEM

Associated Engineers, Incorporated, the project engineer for the University Golf Course Improvement Program, Part I, the Dam, the Lake and the Pumping System, has completed work on the basic plans for the project. The project includes: (1) the construction of an earthen dam, (2) preparation of the water detention lake, and (3) installation of an irrigation system pump station. The pump station will be connected to the water distribution and sprinkler system being constructed under separate contract.

This portion of the University's Golf Course Improvement Program has an estimated project cost of approximately \$400,000. Bids for this part of the irrigation system are scheduled to be received in October.

Private funds will be available for this project.

President Banowsky recommended that the plans for the part of the Golf Course Improvement Program that includes the dam, the lake, and the pumping system be approved by the Board of Regents and that the project be advertised for bids.

Regent Engleman moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

GOLF COURSE IMPROVEMENT PROGRAM - WATER DISTRIBUTION AND SPRINKLER SYSTEM

Six contractors submitted bids for installation of the water distribution and sprinkler system for the University Golf Course. A tabulation of all the bids is as follows:

<u>Contractor</u>	<u>Base Bid</u>	<u>Alt. 1</u>	<u>Sales Tax Savings</u>	<u>Unit Sales Tax Savings</u>
Allied Construction	\$312,500.00	\$ 7,800	\$ 7,000	\$15/\$1,000
Calvert Sprigging Service	242,152.39	5,000	5,481	20/\$1,000
Par Sprinkler Co.	384,652.00	50,000	2,600	0
Yerkey Sprinkler Co.	386,493.00		7,500	15/\$1,000
Randall & Blake Inc.	292,370.00	6,000	5,400	15/\$1,000
Cactus Construction Co.	234,500.00	4,800	3,000	25/\$1,000

Alternate 1 - Compaction and leveling of all trenches

A summary of the low base bid and alternate submitted by Cactus Construction Company is as follows:

Base bid	\$234,500
Less sales tax savings	(3,000)
Alternate #1	4,800
Less sales tax savings	<u>(120)</u>
	\$236,180

President Banowsky recommended that a contract be awarded to Cactus Construction Company in the amount of \$236,180 for installation of a water distribution and sprinkler system for the University Golf Course subject to the availability of private funds for this purpose.

Regent McCurdy moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

DEBARR HALL AND ANNEX RENOVATION AND FIXED EQUIPMENT

On September 8 bids were received from one general contractor and from two casework contractors for the items of construction work and casework included in the specifications and plans for the DeBarr Hall and Annex Renovation and Fixed Equipment project. A tabulation of the bids is as follows:

Wynn Construction Company bid as follows on the general construction:

Base bid	\$16,350
Alt. 1 - Preparatory work for Lab 57	\$ 7,200
Alt. 2 - Preparatory work for Lab 161	8,420
Alt. 3 - Preparatory work for Lab 251	5,410
Alt. 4 - Preparatory work for Lab 255	6,950
Alt. 5 - Preparatory work for Lab 259	3,000
Alt. 6 - Preparatory work for Lab 252	700
Alt. 7 - Preparatory work for Lab 260	1,500
Alt. 8 - Preparatory work for Lab 264	2,200
Alt. 9 - Space exhaust hood for Lab 251	9,850
Alt. 10 - Circuit for drying cabinet deleted	(-210)
Alt. 11 - Lab 62	650
Sales Tax Savings	30
Unit Price Sales Tax Savings	\$2/\$1,000

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	<u>Kewaunee</u>	<u>Imperial Kitchens</u>
Base Bid	\$107,900	\$119,812
Alt. 1 - Lab 57 Casework	10,393	5,917
Alt. 2 - Lab 161 Casework	35,781	38,814
Alt. 3 - Lab 251 Casework	50,247	53,746
Alt. 4 - Lab 255 Casework	37,831	38,623
Alt. 5 - Lab 259 Casework	2,274	4,280
Alt. 6 - Storage cases - Lab 62	1,030	1,507
Alt. 7 - Storage case - Corridor 101	579	753
Alt. 8 - Storage case - Corridor 202	579	753
Alt. 9 - Storage cases - Office 262	1,030	1,041
Alt. 10 - Storage cases - Office 264	1,030	1,041
Alt. 11 - Storage cases - Office 266	1,030	1,041
Alt. 12 - Student table - Lab 252	400	751
Alt. 13 - Substitute cabinet top	1,890	1,408
Alt. 14 - Lab 260 Casework	3,417	3,810
Alt. 15 - Mobile cart - Lab 352	341	295
Alt. 16 - Storage cases and mobile cart - Lab 164	1,300	1,315
Alt. 17 - Lab 251 Casework	7,403	4,886
Alt. 18 - Delete refrigerator - Lab 161	(-909)	(-1,374)
Alt. 19 - Delete drying base cabinet - Lab 161	(-1,565)	(-1,072)
Alt. 20 - Safety cabinets - Labs 151 and 155	1,046	964
Fume Hood #1	3,975	3,975
Fume Hood #2	3,312	3,875
Sales Tax Savings	2,314	2,518.96
Unit Price Sales Tax Savings	\$15/\$1,000	\$22.94/\$1,000

As a result of the bid prices, it is the opinion of the University staff that the casework bid should be awarded to Kewaunee Scientific Equipment Corporation. This firm proposes to install casework that meets the requirements of the original specifications and matches casework installed elsewhere in the building.

A summary of the selected bids and alternates is as follows:

	<u>Construction</u>	<u>Casework</u>
Base bid	\$16,350	\$107,900
Less sales tax savings	0	(2,314)
Alternate # 2	8,420	35,781
Alternate # 3	5,410	50,247
Alternate # 4	6,950	37,831
Alternate #10	(210)	--
Alternate #18	--	(909)
Alternate #19	--	(1,565)
2 Fume Hood #2	--	6,624
Less sales tax savings on alternates	<u>0</u>	<u>(1,920)</u>
Total bid	\$36,920	\$231,675

President Banowsky recommended that (1) a contract in the amount of \$36,920 be awarded to Wynn Construction Company for the additional construction required for this project and (2) the low base bid and certain alternates as shown above of Kewaunee Scientific Equipment Corporation in the amount of \$231,675 be accepted for the installation of the casework.

Regent Imel moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

FAA LEASE AND SERVICE AGREEMENT

On August 28, 1978, the University and the Federal Aviation Administration (FAA) entered into an agreement under which the University provides space and services in a portion of Cross Center for the operation of an FAA training program. The training portion of this relationship is the subject of a separate agreement with the Oklahoma Center for Continuing Education (OCCE). In accordance with renewal privileges provided for in the original agreement, negotiations with the FAA for space and services for the period of October 1, 1981 through September 30, 1982 have been in process for some time.

The basic space contract for 42,028 square feet is proposed to increase from \$162,725.76 to \$169,453.44 (a change from \$3.78 per square foot to \$4.03 per square foot. The square footage cost is allocated to utility services, necessary maintenance, amortization of original renovation costs, and contribution to the Housing System.

The basic services contract which provides desk clerk, custodial, security, and supervisory services has been proposed for a minimum level of \$158,434.66 (at an occupancy level of 48 students) and a maximum of \$274,646.82 (at an occupancy level of 180 students). Additional intermediate levels of occupancy are also provided for. This proposal has been offered over a stepped range at their request. At any level selected by the FAA in their final procurement documents, wages in compliance with the University's schedule (including possible increases in 1982), necessary support costs, and overhead funding are provided.

Linen services, offered to the FAA at \$1.20 per student day during the last year, are proposed at \$1.25 per student day for this year. FAA student occupancy of space above the selected level will be at the rate of \$4.25 per student day. Meal service in the University cafeteria, which was previously provided at an additional cost to the FAA, has been eliminated from this year's agreement at FAA request due to their internal per diem policies.

President Banowsky recommended that the Board of Regents authorize entering into a supplemental agreement with the FAA for the period of October 1,

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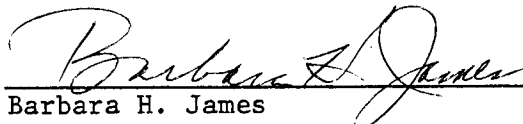
1981 through September 30, 1982 with the basic space contract increased to \$169,453.44 and the basic services contract set for a minimum of \$158,434.66 and a maximum of \$274,646.82.

Regent McCurdy moved approval of the recommendation. The following voted yes on the motion: Regents Replogle, Engleman, Little, Rothbaum, McCurdy, and Imel. The Chair declared the motion unanimously approved.

REPORT ON MAJOR CAPITAL IMPROVEMENT PROJECTS

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

There being no further business, the meeting adjourned at 9:45 a.m.



Barbara H. James
Executive Secretary of the Board of Regents

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROJECTS UNDER CONSTRUCTION

PROGRESS REPORT - SEPTEMBER, 1981

Project	Architects and Engineers	Contractors	Contract Award Date	Original Adjusted Comple- tion Date	Original Current Contract Amount	Status Percent Complete	Source of Funds
Huston Huffman Center, Parking	Noftsger, Lawrence, Lawrence, & Flesher	Burns Paving Company, Inc.	05/14/81	11/15/81	\$ 223,045	12%	Private Funds, Bond Funds & State Building Bond Funds.
Bizzell Library Expansion, Phase IIA	Hellmuth, Obata & Kassabaum, Inc.	Harmon Construction Company, Inc.	07/31/80	03/21/81 07/15/81	\$2,789,800 \$2,682,030	100%	State Building Bond Funds, Private Funds.
Bizzell Library Expansion, Phase IIB	Hellmuth, Obata & Kassabaum, Inc.	Harmon Construction Company, Inc.	02/12/81	01/15/82	\$ 3,631,490 3,710,488	48%	State Building Bond Funds, Private Funds.
Bizzell Library Expansion, Library Stacks	Hellmuth, Obata & Kassabaum, Inc.	Andrew Wilson Company, Inc.	05/14/81	01/15/82	\$ 279,118	0%	State Building Bond Funds, Private Funds.
L. Dale Mitchell Baseball Park, Phase II	RGDC, Inc.	Wynn Construction Company, Inc.	11/31/80	08/10/81	\$ 609,455 \$ 732,733	100%	Private Funds and Athletic Department.
Gymnastics Indoor Practice Facility	Kaighn Associates, Architects, Inc.	G & V Enterprises, Inc.	02/12/81	11/10/81	\$ 683,364 712,277	40%	Private Funds and Athletic Department.
Nuclear Engineering Laboratory Renovation	Architectural and Engineering Services	Physical Plant	---	06/30/81 07/30/81	\$ 230,000	95%	Section 13/New College Funds.
Fred Jones Art Center Building Mechanical Improve- ments	MESA Engineering Corporation	Wynn Construction Company, Inc.	04/16/81	08/16/81	\$ 107,800	30%	Section 13/New College Funds
DeBarr Hall and DeBarr Hall Annex Renovation	Turnbull and Mills, Inc.	Wynn Construction Company, Inc.	05/14/81	02/09/82	\$ 810,400 864,146	16%	State Building Bond Funds, Section 13/New College Funds.
DeBarr Hall and DeBarr Hall Annex Fixed Equipment	Turnbull and Mills, Inc.	Best Architectural Products, Inc.	05/14/81	02/09/82	\$ 93,090	0%	State Building Bond Funds, Section 13/New College Funds.
OCCE Forum Building, Carpeting	Architectural and Engineering Services	Bentley's	05/14/81	09/01/81	\$ 81,496 78,096	97%	Section 13/New College Funds, OCCE Funds.
Engineering Laboratory and Felgar Hall Office Renovation	Architectural and Engineering Services	Physical Plant	---	---	\$ 425,000	50%	Section 13/New College Funds.
Jefferson House Renovation	Architectural Associates of Meyer/Brown	Barbour and Short, Inc.	06/18/81	01/14/82	\$ 693,828	8%	Bond Funds, Athletic Depart- ment Funds.

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROJECTS IN VARIOUS STAGES OF PLANNING

PROGRESS REPORT - SEPTEMBER, 1981

Project	CMP Priority Number	Architects or Engineers	Contract or Letter	Estimated Cost	Status
Science Hall Renovation	M&R 28	Shaw Associates, Inc.	01/22/76	\$ 886,201	Schematic plans have been approved. Project is inactive.
Max Westheimer Taxiway Reconstruction, Phase II	---	C.H. Guernsey & Company	05/24/79	\$ 558,315	Master planning is nearing completion.
Bizzell Memorial Library Expansion, Movable Equipment	NC 1	Architectural and Engineering Services	---	\$ 1,000,000	Planning is underway. Work is being completed on final plans.
L. Dale Mitchell Baseball Park	---	RGDC, Inc.	11/26/79	\$ 1,350,000	Phase I is complete. Phase II is complete. Phase III landscape plan has been prepared.
Gould Hall, Total Renovation	M&R 13A, 13B, & 13C	Loftis, Bell, & Downing Architects and Planners	---	\$ 3,000,000	Project is inactive.
Golf Course Improvement Program, Dam, Lake, and Pumping System, Part 1	---	Associated Engineers, Inc.	12/10/80	\$ 400,000	Final plans are being prepared.
Golf Course Improvement Program, Water Distribution and Sprinkler System, Part 2	---	Architectural and Engineering Services	---	\$ 350,000	Bids were received on September 3, 1981.
Golf Course Improvement Program, Landscaping and Other Improvements, Part 3	---	Architectural and Engineering Services	---	\$ 250,000	Preliminary studies are in process.
Energy Conservation Study	---	C.H. Guernsey & Company	---	\$ 100,000	Engineers have been selected.
Energy Center Building	NC 2	The Benham Group	---	\$29,767,500	Land acquisition is underway. Preliminary studies have been started.
Music Building	---	Kaighn Associates Architects, Inc./Bauer, Stark & Lashbrook	---	\$11,000,000	Architects have been selected. Preliminary studies are underway.
Chaucer Society Project, Bizzell Library	---	Architectural and Engineering Services	---	\$ 70,000	Preliminary design is underway.
Couch Tower Renovation	---	Ben Graves and Associates	---	\$ 700,000	Architects have been selected. Preliminary studies of project are underway.
Burton Hall Renovation	---	---	---	\$ 1,250,000	Architectural firm selection is underway.

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROJECTS IN VARIOUS STAGES OF PLANNING

PROGRESS REPORT - SEPTEMBER, 1981

Project	CMP Priority Number	Architects or Engineers	Contract or Letter	Estimated Cost	Status
Botany-Microbiology Greenhouse Renovation	---	Architectural and Engineering Services	---	\$ 55,000	Final plans are being completed.
Fred Jones, Jr. Memorial Art Center Elevator	---	Architectural and Engineering Services	---	\$ 100,000	Private funds are being raised to supplement \$35,000 Section 13/New College Funds.
DeBarr Hall, Annex Renovation and Fixed Equipment	6A	Turnbull and Mills, Inc.	5/14/81	\$ 550,000	Final plans are completed. Bids will be received on September 8, 1981.
Energy Conservation Improvements (Partial)	7	Architectural and Engineering	---	\$ 251,200	Preliminary studies are underway.