

MINUTES OF A SPECIAL MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
AUGUST 1, 1985

A special meeting of the Board of Regents of The University of Oklahoma was held in Regency Ballroom D, Park Suite Hotel, 1315 South Meridian, Oklahoma City, on Thursday, August 1, 1985 beginning at 6:10 p.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 Regents were present: Regent Julian J. Rothbaum, Chairman of the Board, presiding; Regents Tom McCurdy, John M. Imel, Thomas Elwood Kemp, Charles F. Sarratt, Ronald H. White, M.D., and Dan Little.

Also present at all or part of the meeting were: Interim President Martin C. Jischke, Senior Vice President J. R. Morris, Provost Clayton Rich, Vice Presidents Anona L. Adair, David A. Burr, and Arthur J. Elbert, and Barbara H. Tuttle, Executive Secretary of the Board of Regents. Other Executive Officers present were: Walter O. Mason, Gary L. Smith, Robert P. White, and Stanley M. Ward.

1985-86 Budgets

Under date of July 29, Interim President Jischke had distributed to the Regents revised budget allocations based on the Legislative appropriation for higher education which increased the funding by \$58,261,000 and estimates of increases for the various agencies of the University as follows:

Norman Campus - \$8,836,000
Health Sciences Center - \$6,649,000
Law Center - \$457,000
Oklahoma Geological Survey - \$195,000

The official allocations were approved by the Oklahoma State Regents for Higher Education in a special meeting on July 31.

Dr. Jischke called attention to the fact that the increase for the Norman Campus is larger than the conservative estimates that he described at the July meeting by \$1.336 million. The other tentative income estimates discussed at the July meeting were close to the actual allocation. He presented a revised breakdown of the proposed distribution of new funds as follows:

August 1, 1985

18510

MAIN CAMPUS	<u>Aug. 1 Proposal</u>	<u>July 17 Tentative</u>	<u>Change</u>
Salary and Wage Increase An average eight percent increase plus fringe benefits for all continuing state employees and graduate assistants	\$4,580,000	\$4,500,000	\$ 80,000
Maintenance and Operating Budgets Eight percent increase in academic areas (\$600,000) One percent increase in other areas (\$50,000)	650,000	500,000	150,000
Academic Support Graduate Assistantships (\$500,000) Academic Support Fund for Permanent President (\$500,000) Research Instructional Equipment (\$290,000) Library Acquisitions (\$250,000) University Center at Tulsa (\$200,000) Geosciences Computer Support (\$150,000) Carl Albert Center (\$100,000) Project Threshold Matching (\$50,000) Other (\$5,000)	2,045,000	1,277,000	768,000
Faculty Positions in Impacted Areas (20 positions)	733,000	593,000	140,000
Other Replacement of lost indirect cost recovery funds from terminated DOE contract (\$500,000) Two new auditors (\$65,000) Student Activity Fee Restoration (\$60,000) Liability Insurance Premium (\$45,000) Evening Student Services (\$37,000) Executive Affairs Staff Person (\$36,000) Employee Assistance Programs (\$35,000) Alumni Affairs Staff Person (\$30,000) State Regents' Assessment (\$20,000)	828,000	630,000	198,000
TOTAL	\$8,836,000	\$7,500,000	\$1,336,000
 LAW CENTER			
Salary and Wage Increase An average eight percent increase plus fringe benefits for all con- tinuing state employees and graduate assistants	\$ 164,000	\$ 173,000	\$ (9,000)

18509

August 1, 1985

18511

LAW CENTER (continued)	<u>Aug. 1 Proposal</u>	<u>July 17 Tentative</u>	<u>Change</u>
Maintenance and Operations Budget Five percent increase (\$31,000) Utilities (\$4,000)	\$ 35,000	\$ 36,000	\$ (1,000)
Academic Support Library enrichment (\$30,000) Paralegal education (\$21,000) Student assistants (\$20,000) Summer session (\$6,000)	77,000	82,000	(5,000)
New Faculty Positions (3 positions)	134,000	189,000	(55,000)
Other Professional Staff (\$30,000) Clerical Staff (\$17,000)	47,000	40,000	7,000
TOTAL	\$ 457,000	\$ 520,000	\$ (63,000)
 OKLAHOMA GEOLOGICAL SURVEY			
Salary and Wage Increase An average eight percent increase plus fringe benefits for all continuing employees	\$ 98,000	\$ 98,000	\$ 0
Maintenance and Operations Budget Fourteen percent increase	62,000	87,000	(25,000)
Program Development Research Equipment (\$16,000)	16,000	16,000	0
New Positions 0.1 Professional Staff (\$5,000) 1.0 Clerical Staff (\$14,000)	19,000	19,000	0
TOTAL	\$ 195,000	\$ 220,000	\$ (25,000)
 SCHOLAR/LEADERSHIP ENRICHMENT PROGRAM			
Salary and Wage Increase An average eight percent increase plus fringe benefits for all continuing employees	\$ 7,200	\$ 7,200	\$ 0
Maintenance and Operations Budget Seventeen percent increase	14,800	14,800	0
TOTAL	\$ 22,000	\$ 22,000	\$ 0
TOTAL (Norman Campus)	\$9,510,000	\$8,240,000	\$1,270,000

August 1, 1985

18512

OKLAHOMA CITY CAMPUS	<u>Aug. 1 Proposal</u>	<u>July 17 Tentative</u>	<u>Change</u>
Salary and Wage Increase An average eight percent increase plus fringe benefits for all continuing state employees and graduate students	\$3,619,000	\$3,620,000	\$ (1,000)
Maintenance and Operations Budgets Five percent increase (\$180,000) Space leases and rentals (\$133,000) State Regents' Assessment (\$7,000)	320,000	320,000	0
Academic Support Existing program commitments (\$440,000) Organized Research (\$350,000) Library Acquisitions (\$163,000) Academic support fund for permanent President (\$100,000) Computer support (\$97,000)	1,150,000	1,300,000	(150,000)
Faculty Positions in Impacted Areas (17.5 positions)	840,000	840,000	0
Other Administrative offices (\$120,000) Internal Auditing (\$100,000)	220,000	320,000	(100,000)
TOTAL	\$6,149,000	\$6,400,000	\$ (251,000)

TULSA MEDICAL COLLEGE

Salary and Wage Increase An average six percent increase plus fringe benefits for all continuing state employees. Because physicians base salaries are higher in Tulsa than on the Oklahoma City campus, the overall increase is approximately two percent below that on the Oklahoma City Campus	\$ 239,000	\$ 239,000	\$ 0
Maintenance and Operations Budgets Seven percent increase	81,000	49,000	32,000
Faculty Position in Impacted Areas (1 position)	52,000	52,000	0
TOTAL	\$ 372,000	\$ 340,000	\$ 32,000

August 1, 1985

18513

FAMILY PRACTICE CLINICS	<u>Aug. 1 Proposal</u>	<u>July 17 Tentative</u>	<u>Change</u>
Salary and Wage Increase An average 7.2 percent increase plus fringe benefits for all continuing employees	\$ 175,000	\$ 175,000	\$ 0
Maintenance and Operations Budget Six percent increase	27,000	65,000	(38,000)
Shawnee Clinic Reduction Teaching loads and essential staff were transferred to the Oklahoma City central clinic	(48,000)	0	(48,000)
TOTAL	\$ 154,000	\$ 240,000	\$ (86,000)
TOTAL (Health Sciences Center)	\$6,675,000	\$6,980,000	\$ (305,000)

Dr. Jischke called attention to the fact that the budgets include the academic promotions and staff title changes and other adjustments to the preliminary budgets which were distributed in July:

Academic promotions included in the Norman Campus budget are as follows:

COLLEGE OF ARCHITECTURE

Deirdre J. Hardy to Associate Professor
James R. Kudrna to Associate Professor
Terry Patterson to Associate Professor

COLLEGE OF ARTS AND SCIENCES

Department of Botany and Microbiology

Gordon Uno to Associate Professor

Department of Communication

Lynda Lee Kaid to Professor

Department of History

James Goldsmith to Associate Professor

Department of History of Science

Mary Jo Nye to Professor

School of Human Development

David C. Rowe to Associate Professor

School of Library of Science

Charles R. McClure to Professor

Department of Mathematics

Luther White to Professor

Kevin A. Grasse to Associate Professor

Department of Modern Languages and Literatures

William H. Huseman to Associate Professor

Helga Madland to Associate Professor

Guadalupe Thompson to Associate Professor

Department of Philosophy

John I. Biro to Professor

Department of Physics and Astronomy

Stephen Whitmore to Associate Professor

Department of Zoology

Michael A. Mares to Professor

COLLEGE OF BUSINESS ADMINISTRATION

School of Accounting

William A. Collins to Professor

Division of Environmental Analysis and Policy

Nim M. Razook to Associate Professor

Division of Management

Russell W. Driver to Associate Professor

COLLEGE OF EDUCATION

Edmund Marek to Associate Professor

Gail Tompkins to Associate Professor

COLLEGE OF ENGINEERING

School of Electrical Engineering and Computer Science

Sudarshan K. Dhall to Associate Professor

COLLEGE OF FINE ARTS

School of Drama

David L. Rinear to Professor

Kozaburo Yukihiro to Associate Professor

School of Music

Richard C. Gipson to Professor

E. L. Lancaster to Professor

Christine Smith to Associate Professor

COLLEGE OF GEOSCIENCES

School of Meteorology

Frederick H. Carr to Associate Professor

COLLEGE OF LAW

Keith N. Bystrom to Professor

Theodore P. Roberts to Professor

Judith L. Maute to Associate Professor

UNIVERSITY LIBRARIES

Angela Million to Assistant Professor of Bibliography

Academic promotions included in the Health Sciences Center budget are as follows:

COLLEGE OF ALLIED HEALTH

Clinical Laboratory Sciences

Dana D. Thigpen to Assistant Professor

Occupational Therapy

Paula Bohr to Associate Professor

COLLEGE OF DENTISTRY

Orthodontics

French E. Hickman to Clinical Associate Professor
Tony Stretesky to Clinical Associate Professor

Periodontics

E. Jane Amme to Clinical Assistant Professor

Restorative Dentistry

Richard Jacobi to Associate Professor
James C. Kessler to Associate Professor

COLLEGE OF MEDICINE

Biochemistry and Molecular Biology

Robert H. Broyles to Professor

Family Medicine

Howard F. Stein to Professor

Medicine

David C. Levin to Professor
Edward J. Berbari to Associate Professor
Jerry B. Vannatta to Associate Professor

Otorhinolaryngology

J. Michael Dennis to Professor

Pediatrics

John Holcombe to Associate Professor
Philip Rettig to Associate Professor

Physiology and Biophysics

Bert A. Mobley to Professor

Psychiatry and Behavioral Sciences

William Lovallo to Associate Professor
Blaine Shaffer to Associate Professor

Radiological Sciences

Don A. Wilson to Professor
Bhagwat D. Ahluwalia to Associate Professor
Leonard J. DeCarlo to Associate Professor

TULSA MEDICAL COLLEGE

Family Practice

John Gastorf to Associate Professor
George W. Prothro to Clinical Professor

Internal Medicine

Stephen R. Newmark to Professor
Ronald Saizow to Assistant Professor

Pediatrics

Robert W. Block to Professor

COLLEGE OF NURSING

Karen Stolte to Professor
A. Renee Leasure to Assistant Professor
Mary Ann Pascucci to Assistant Professor
Julie Shipley to Assistant Professor
Andrea West to Assistant Professor

COLLEGE OF PHARMACY

Walter Stanaszek to Professor

COLLEGE OF PUBLIC HEALTH

Department of Biostatistics and Epidemiology

Elisa T. Lee to Professor

Staff title changes included in the budgets are as follows:

Health Sciences Center

Carole Saunders Call, title changed from Staff Assistant to Assistant Affirmative Action Officer; changed to Administrative Staff.

Norman Campus

Millie C. Audas, title changed from Assistant Director to Associate Director of Special Student Services for International Student Programs. Retains title Coordinator for Hispanic-American Student Services. Managerial Staff.

Changes to the 1985-86 Preliminary Budget:

Norman Campus

Patricia Bekele, title corrected from Classification Pending to Director of Public and Student Relations, College of Business Administration, July 1, 1985.

Helen A. Hamilton, Assistant Dean, College of Business, benefit code corrected from Administrative Officer to Academic.

Leroy A. Hemish, title changed from Geologist III to Geologist IV, Oklahoma Geological Survey, July 1, 1985.

Jack R. Key, title changed from Manager, Auxiliary Accounting Systems, to Assistant Director, Auxiliary Accounting, July 1, 1985.

Janet L. Leonard, Assistant Professor of Zoology, effective date changed from August 16, 1985 to January 1, 1986.

Kenneth V. Luza, title changed from Geologist III to Geologist IV, Oklahoma Geological Survey, July 1, 1985.

Health Sciences Center

G. L. White, Associate Professor of Pathology, salary corrected from \$62,720 to \$60,480 for 12 months, July 1, 1985.

Stanley D. Kosanke, Associate Professor of Pathology, salary corrected from \$60,480 to \$58,320 for 12 months, July 1, 1985.

Dr. Jischke reviewed the changes in the proposed funding from that presented at the July 17 meeting. He called attention to the fact that the increases on the Norman Campus provide for an average 8.54% increase for faculty and 8.11% average increase for staff, with an overall average of 8.28%.

Dr. Jischke called attention to the fact that the Health Sciences Center allocation is less than that estimated in July. This reduction, he said, is due largely to the decreased enrollments that have already occurred in Dentistry and are beginning to occur in Medicine. The reduction was absorbed by reducing the funds targeted for organized research and administrative support. He said this is not a major decrease and the budget increase for the Health Sciences Center remains a progressive one; however, the fact that the budget was adjusted downward because of the declining number of admissions in Dentistry and Medicine may be a harbinger of things to come.

Regent Sarratt referred to the academic support fund designated for the permanent President, \$500,000. He recommended that this amount be enlarged, perhaps to \$700,000, as a "rainy day" fund. During the discussion of this proposal, Dr. Jischke commented that the \$500,000 designated for the permanent President and the \$290,000 for research and instructional equipment are not allocated to any department and that there is also a \$400,000 University reserve.

He said he proposes that these funds be maintained until it is determined what the enrollment will be in the fall, that perhaps this is the type of flexibility that Regent Sarratt is calling for. Mr. Sarratt also suggested the fund for the President be changed to "special fund" and that \$700,000 to \$1 million be placed in the reserves.

The discussion continued regarding various items included in the proposed allocation of new money for the main Norman Campus.

Regent Kemp called attention to the fact that the graduating Law class this past spring was the lowest in several years. He said there is a proposal now for giving a nice percentage increase in salary to the faculty and providing three new faculty positions, with fewer students. He suggested it would be nice to do something for the taxpayers and the citizens of the State by increasing the number of law students in the entering class for 1985. He said there are 48 standby students on the list who are qualified to attend. This matter was discussed at some length. Dr. Jischke called attention to the fact that the Board had requested that a study be made of the class size for the 1986 entering class and that he will discuss the results of this study in more detail in connection with the 1986-87 budget needs report. This study suggests that 90 additional students can be accommodated beginning in the fall of 1986 with additional funding of \$300,000 per year. This matter was discussed during which Regent Imel said he is reluctant to make a change without completing the study. He believes we should know how we can handle extra students and also ask the State Regents to provide the additional funds.

Following additional discussion of the new budgets, Dr. Jischke recommended that with the changes distributed tonight and the individual salary actions as presented earlier in the preliminary budget, that the 1985-86 budgets be approved. He called attention to the fact that these budgets include the academic promotions and staff title changes shown above.

Regent Little moved approval. The following voted yes on the motion: Regents Rothbaum, McCurdy, Imel, Kemp, Sarratt, White, and Little. The Chair declared the motion unanimously approved.

Letter of Intent

It is appropriate with the approval of the 1985-86 budget for the Letters of Intent for Coach Switzer and Coach Tubbs to be renewed. The following has been proposed regarding the salaries and letters of intent for each for 1985-86:

1. Annual salary - \$70,000 for 12 months
2. Annual expense allowance - \$5,000
3. A current commitment to retain the coach for five years beginning July 1, 1985
4. An annual review with regard to salary and the other terms of the letter of intent

Interim President Jischke recommended approval of the proposed letters of intent for each coach.

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

Retirement Policy Modification

The University retirement policy dealing with University contributions to the TIAA/CREF program for those eligible to participate provides that the maximum salary level on which contributions will be made is \$33,000 per year for employees at the Health Sciences Center. There is no salary cap for employees on the Norman Campus. It has been the University's objective to equalize this program for employees at both campuses as resources permit. For fiscal year 1982-83, the salary cap at the Health Sciences Center was raised from \$30,000 to \$33,000 as part of a phased plan to bring parity to the program. Because of budget reductions and no increase in new funds, additional increases in the cap for fiscal years 1983-84 and 1985-86 were not possible.

In keeping with the University's objective to equalize this program for all eligible University employees, the Health Sciences Center is proposing to raise the salary level on which contributions will be made from \$33,000 to \$45,000 effective July 1, 1985. Funds have been allocated in the Health Sciences Center proposed fiscal year 1985-86 budget for this purpose.

Approval of this item is necessary so the University's retirement plan can be amended to reflect this change. If approved, the Regent's Policy Manual will be modified to reflect this change.

Interim President Jischke recommended the maximum salary level on which contributions by the Health Sciences Center are made to TIAA/CREF for eligible employees be raised from the current level of \$33,000 to \$45,000 and that the University's retirement plan be amended to reflect this change.

Regent Sarratt asked for further information on this request. The matter was discussed with Provost Rich and Gary Smith both responding to questions. The amount required for this change is \$618,000 and has been included in the proposed budget. Dr. Rich discussed the need to make this change in order to assist in retaining faculty and attracting faculty. Dr. Rich said also it is proposed sometime in the future that the cap will be removed completely so that the policy will be the same on both campuses.

Regent Sarratt expressed the desire for additional information.

Regent White moved approval of the recommendation. The following voted yes on the motion: Regents Rothbaum, McCurdy, Imel, Kemp, White, and Little. Regent Sarratt abstained for lack of sufficient information. The Chair declared the motion approved.

1986-87 Budget Needs Request

Dr. Jischke distributed the following summaries of tentative 1986-87 budget needs requests for the Norman Campus and Health Sciences Center:

Main Campus

Salary and Wage Increase	\$7,487,000
An average 10 percent increase plus fringe benefits for all faculty, staff and graduate assistants plus 1 percent pool for faculty/staff market and equity adjustments	
Maintenance and Operations	2,926,000
A 10 percent base adjustment plus 4 percent for price increases (\$1,487,000)	
Energy Center/Music Maintenance (\$780,000)	
Maintenance (\$330,000)	
Utilities (\$329,000)	
Academic Support	11,404,000
Instructional and Research Equipment (\$3,000,000)	
Library (\$1,860,000)	
Computer (\$1,737,000)	
Graduate Assistants (\$1,537,000)	
Continuing Education (\$1,425,000)	
Other Academic Support (\$995,000)	
Special Projects (\$550,000)	
Research Program Development (\$300,000)	
New Faculty Positions (30 positions)	1,122,000
Other	532,000
Administration and General Expense	

TOTAL	\$23,471,000

Law Center

Salary and Wage Increase	\$ 450,000
An average 16 percent increase plus fringe benefits for all faculty, a 10 percent increase plus fringe benefits for staff, and and graduate assistants	
Maintenance and Operations	346,000
Renovation (\$200,000)	
Maintenance (\$134,000)	
Utilities (\$12,000)	

August 1, 1985

18523

Academic Support	4,650,000
Organized Research (\$2,750,000)	
Computer (\$1,000,000)	
Library (\$500,000)	
Continuing Education (\$400,000)	
New Faculty Positions (62 positions)	4,000,000
	<hr/>
TOTAL	\$16,650,000
Tulsa Medical College	1,000,000
Family Medicine Clinic	700,000
	<hr/>
TOTAL REQUEST	\$18,350,000

Dr. Jischke made the following comments on these summaries:

"We have separated the various needs into five areas: salary and wage increase, maintenance and operations, academic support, new faculty positions, and other needs. These requests describe the additional resources that we would need to fulfill our missions of teaching, research, and service as measured by national norms. We estimate that, on a per student basis, the Norman campus is funded at no more than 75 percent of the national average for doctoral granting universities. Our Health Sciences Center is funded at about 60 percent of the national average for comprehensive medical centers. Thus, a total of about \$65 million would be needed to close these funding gaps. It is in this context that these requests are to be considered. The total request calls for \$43.7 million in additional funding for 1986-87. While \$43.7 million is a substantial amount of new money, it accurately characterizes the resources required to compete with the comprehensive research universities of the nation. This is the funding difference we must address to achieve our goal of a comprehensive research university of national distinction.

"The priorities in these requests are not unlike those of the past. This budget request calls for a 10 percent increase in salaries and wages to continue progress toward competitive salaries. An additional pool of funds for faculty/staff market and equity adjustments is requested to accommodate the salary pressures in high demand areas like accounting and computer science where salaries are increasing much faster than the average. The increased funding for maintenance and operations includes that required for the portions of the Music building and Energy Center that will be available for occupancy in the summer of 1986. The requests of the Health Sciences Center and the Norman campus both place a strong emphasis on increased academic support, especially for the library, computer, and research. The Norman campus request also calls for substantial increases for continuing education and special academic support, including additional counseling for transfer students. Using student/faculty ratios typical of comprehensive universities and medical centers, the needs for addi-

August 1, 1985

18524

tional faculty have been estimated. Thirty new faculty positions are proposed for the Norman campus and sixty-two new positions for the Health Sciences Center. Increased support for the administrative areas of the Norman campus to increase student services, insure better financial control and planning, and enhance the University's public affairs efforts round out the main campus needs.

"The budget needs request for the Law Center is similar. It does, however, call for an additional \$225,000 to fund the faculty and staff that would be needed if the entering freshman class were increased from 210 to 300, as suggested by Dean Alley's report of July 12. Similar funding increases would be required in the next two years as this increased class size works its way through the Law School. As this request is for operating funds, it does not include the capital monies needed to expand the physical facilities required to accommodate the proposed increased enrollment. These capital needs would have to be addressed separately.

"The Oklahoma Geological Survey's budget needs request is straight forward and quite like that submitted for 1985-86."

Dr. Jischke said these budget needs requests will be submitted in somewhat more detailed form to the Oklahoma State Regents for Higher Education by August 23 and then there will be a budget conference and oral presentation to the State Regents and their staff in Oklahoma City on August 30 at 1:00 p.m. He urged members of the Board of Regents to attend that session, if possible.

Dr. Jischke indicated that if the Board wishes to review these detailed documents before submission, a special meeting would be required before August 23.

Dr. Jischke distributed a copy of a memorandum from Dean Wayne Alley dated July 12 regarding the study of the possible increase in the College of Law class size. Dean Alley states it is estimated there would be 450 "qualified applicants" and that if all of these are offered admission, the entering class size for the first year alone for regular admissions would increase from 210 to 300. Based on this increase in the first year class, Dean Alley suggests that four and one-half additional faculty plus two staff people would be required for a total additional cost of \$298,800. For the second and third years he estimates there would be an additional 12.25 FTE faculty required plus additional staff for a total increase over a three-year period of \$871,860. In addition, there would be a capital investment required for the addition of books, for the library space for those books, and additional office space for faculty. Dr. Jischke called attention to the fact that this additional first-year amount, \$298,800, is included in the budget needs request for the College of Law.

Regent Imel moved approval of the tentative needs budgets. The following voted yes on the motion: Regents Rothbaum, McCurdy, Imel, Kemp, White, and Little. Regent Sarratt abstained. The Chair declared the motion approved.

August 1, 1985

18525

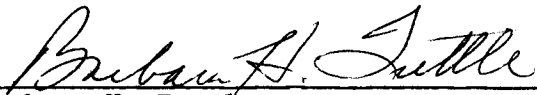
Executive Session

Regent Little moved the Board meet in executive session. The following voted yes on the motion: Regents Rothbaum, McCurdy, Imel, Kemp, Sarratt, White, and Little. The Chair declared the motion unanimously approved.

The Board met in executive session with Mrs. Tuttle from 7:10 p.m. until 11:55 p.m. in the Executive Board Room at the Park Suite Hotel. Following the executive session, the Regents reconvened in regular session.

Regent Rothbaum reported that no decision had been reached regarding the Presidential appointment.

The meeting adjourned at 11:55 p.m.



Barbara H. Tuttle
Executive Secretary of the Board of Regents