

C O N T E N T S
MINUTES OF A REGULAR MEETING
BOARD OF REGENTS OF THE UNIVERSITY OF OKLAHOMA
NOVEMBER 13, 1980

Minutes of the meeting held on October 7, 1980 (16188)

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MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
NOVEMBER 13, 1980

A regular meeting of the Board of Regents of The University of Oklahoma was held in the Auditorium of the Health Sciences Library on the Oklahoma City Campus of the University on Thursday, November 13, 1980 beginning at 10:00 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 Richard A. Bell, President of the Board, presiding; Regents Dee A. Replogle, Jr., Charles E. Engleman, Ronald H. White, M.D., Dan Little, Julian J. Rothbaum, and Tom McCurdy.

The following also were present: Dr. William S. Banowsky, President of the University, Provosts Clayton Rich and J. R. Morris, Vice President Arthur J. Elbert, Dr. R. Gerald Turner, Executive Assistant to the President, Mr. Stanley M. Ward, Chief Legal Counsel, and Barbara H. James, Executive Secretary of the Board of Regents.

The minutes of the regular meeting held on October 7, 1980 were approved as printed and distributed prior to the meeting on motion by Regent Replogle and with the following affirmative vote: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. The Chair declared the motion unanimously approved.

President Banowsky reported that we are now in full stride of the fall semester and the faculty, students, and staff are all working in fine harmony. He said we have completed entirely the presentation of our budget needs to the Oklahoma State Regents for Higher Education and we have been encouraged by their reception of these needs. The State Regents will be making their presentations to the Legislature and the Governor soon.

Regent McCurdy, Chair of the Ad Hoc Golf Course Committee, reported the Committee recommends approval of a sustaining member classification at the University Golf Course beginning April 1, 1981. The terms of the new membership classification and its relationship with the course as recommended by the Committee are shown below:

Sustaining Membership - A maximum of 50 sustaining members will be enrolled for the 1981-82 membership year. This membership will be available on a non-discriminatory basis.

Sustaining Member Fee

Individual Member	\$2,000
Additional Family Member (each)	500

Allocation of Fees (First Year)

Individual Member	
Green Fees and Cart Use	\$ 500
Course Improvement Donation	1,500
Additional Member Green Fees and Cart Use	500

Allocation of Fees (Second Year)

Individual Member	
Green Fees and Cart Use	\$ 750
Course Improvement Donation	1,250
Additional Member Green Fees and Cart Use	500

Membership Year - The membership year will run from the date of payment between April 1 and June 1. In the event a Sustaining Member enrolls on or after June 1, the membership will end on the next May 31st.

Tee-Time Reservation - Weekend and holiday preferred tee-times will be reserved for Sustaining Members with the first three tee-times of each hour held, e.g., 7:00, 7:08, 7:15. Tee-times must be reserved for either a foursome or fivesome with reservations made not later than 6:00 P.M. on Thursday for the following weekend. In the case of holidays, reservations must be made not later than 6:00 P.M. of the 2nd day prior, e.g., for a Friday holiday tee-times must be reserved by 6:00 P.M. on Wednesday. Reservations will be made only through the course golf shop. Tee-times on other than holidays and weekends will be reserved by request of the Sustaining Member as long as a conflict with other scheduled course activities, such as Ladies Golf Association, does not exist.

Tee-Time Release - Tee-times not reserved in accordance with the above procedure will be released for reservation by the other members of the course or the public. Tee-times reserved but for which the Sustaining Member has not checked in 10 minutes early at the golf shop desk will be released to other users. Please note that Sustaining Members may sign up for other than the reserved block of tee-times in accordance with regular course practice.

Electric Cart Use - Electric carts will be provided when advance reservations of a tee-time are made or as available in the case of non-reserved use of the course.

Electric Cart Availability - Present availability of electric carts is limited. Our present intent is to commit approximately \$500 of each \$1,000 first year donation to cart acquisition. Assuming fifty Sustaining Members are enrolled then approximately 12 new carts would be purchased.

Practice Range Facilities - Use of the practice range, including range balls, will be extended to Sustaining Members at no additional charge.

Rules and Instructional Clinics - Periodic "Rules of Golf" and instructional clinics will be conducted for Sustaining Members at no additional charge.

Special Interest Groups - If several Sustaining Members wish to play at a regular time, which is not in conflict with other scheduled course activities, e.g., a regular Sunday evening golf event for five mixed foursomes, necessary tee-times will be reserved as set forth above.

Other Course Activities - Those enrolling as Sustaining Members will be made aware that from time to time University tournaments or other events may preempt specific blocks of time. Special advance notice of such events will be given to Sustaining Members.

Guests of Sustaining Members - Guests of Sustaining Members will pay Greens Fees and proportionate cart rental at the posted current rates. If permissible under University policy and state law such charges will be billed to the Sustaining Member. This point will be researched in the near future.

Course Marshalling and Sustaining Member Identification - Course Marshals will be used on weekends and holidays. Sustaining Members will be supplied an appropriate membership card and distinctive bag-tag to aid in their identification.

In order to accommodate this new membership classification, Regent McCurdy said the Committee also recommends the following construction and renovations:

1. Renovation of the top floor of the present golf house at an estimated cost of \$3,600 as a meeting area for sustaining members.
2. Renovation of an area on the bottom floor of the golf house at an estimated cost of \$3,000 for the new location of the women's golf team.
3. Construction of a separate 3,000 square foot cart facility east of the golf house at an estimated cost of \$36,000.

Regent McCurdy said the renovations and construction will be funded with the proceeds of the sustaining membership fees.

Regent McCurdy moved approval of the above recommendations regarding the new sustaining membership classification and the renovations and construction. The following voted yes on the motion: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. The Chair declared the motion unanimously approved.

I. The University

COPYRIGHT POLICY

A Copyright Policy for the University has been under consideration by the administration and the Faculty Senates of each campus for several years. The policy as shown below has been accepted by each Faculty Senate and approved by the administration:

I. POLICY

The University recognizes and encourages its faculty, staff, and student body to participate in creative and scholarly activities as an inherent part of the educational process. It is the broad policy of the University to promote creativity and scholarly activities and to expand the frontiers of human attainment in those areas to which the pursuits of the University are dedicated.

II. BASIC OBJECTIVES

Copyrights are created by the Constitution and the laws of the United States to promote the progress of science and the useful arts by securing for limited times to authors the exclusive rights to their works and writings. The basic objectives of the University's policy concerning copyright include the following:

- A. To maintain the University's academic policy of encouraging research and scholarship as such without regard to potential gain from royalties or other income.
- B. To make copyrightable materials created pursuant to University objectives available in the public interest under conditions that will promote their effective utilization.
- C. To provide adequate incentive and recognition to faculty and staff through proceeds derived from their works.

III. COPYRIGHT OWNERSHIP AND ROYALTY DISTRIBUTION

- A. Under the Copyright Revision Act of 1976, 17 U.S.C. §101 et seq. (1976), works of original authorship are protected by copyright from the time they are fixed in a tangible medium of expression, now known, or later developed.
- B. All University personnel, in accordance with the University's policy and basic objectives of promoting creative and scholarly activities, are free to develop, create, and publish copyrightable works.

- C. Copyrighted works produced by University faculty and staff are the property of the creator of that work. All rights afforded copyright owners under §106 of the Act reside with the creator unless he or she has assigned or licensed any of the enumerated rights. Decisions relative to registering of these works with the Copyright Office are left to the individual creator.
- D. Copyright in works specifically commissioned by the University under §201(b) of the Act shall belong to the University. As copyright owner, the University shall make decisions relative to registering commissioned works. Royalties for University-commissioned copyrighted works may be shared by the University and the creator(s) of the work. The terms of any grant or contract relative to royalties shall take precedence over this policy should there be a conflict between them. Disputes arising over royalty sharing for University commissioned works shall be referred to the University Copyright Committee.
- E. Works produced under a specific contract or grant agreement between the University and a governmental or other agency or organization are subject to the terms of the grant or contract for purposes of copyright. If copyright ownership is not specified, such rights shall reside in the creator.
- F. Where University service units (such as a media production department) are involved with the production of a substantially completed copyrightable product, royalties shall be distributed between the copyright owner, i.e., faculty or staff creator, and the University as provided for in a written agreement concluded prior to work being done. However, in those instances in which a written agreement has not been finalized prior to the completion of the copyrightable product, the standard distribution of royalties will be provided to creator with 50 percent of the net income when mass production and distribution are accomplished by the University or 50 percent of the gross income when mass production and distribution are accomplished by an outside entity. If this standard is unacceptable to either party, the matter shall be referred to the University Copyright Committee.

IV. UNIVERSITY COPYRIGHT COMMITTEE

- A. The University shall have a standing University Copyright Committee that shall consider and investigate disputes among administrators, faculty, or staff and shall recommend appropriate solutions to the President. The Committee's responsibilities shall include, but not be limited to, disputes concerning:
 - 1. Ownership of University-commissioned works
 - 2. Terms of commissions

3. Distribution of royalties for University-produced works
 4. Distribution of royalties for works that may have required specific and unusual University expenses
- B. The University Copyright Committee shall have as its members: one member appointed by and serving at the pleasure of the President, two appointments made by the President from at least four nominations made by the Employee Executive Council, and four members appointed by the President from at least four nominations each from the Faculty Senates on the Norman Campus and at the Health Sciences Center.

The four appointed from the nominations submitted by the two Faculty Senates shall serve four-year, staggered terms to be determined by the President. The two appointed from Employee Executive Council nominations shall serve two-year terms with one member's term expiring each year. As members retire, the appropriate group shall send at least two nominations for each vacancy for the President's consideration.

Each member of the Committee shall have one vote. The Committee shall keep its own records, determine its own procedures, and elect its own chair who shall report to the President. The Committee may also review this policy from time to time and may recommend changes to the President.

President Banowsky recommended approval of the University of Oklahoma Copyright Policy as shown above to be effective immediately.

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

II. Oklahoma City Campus (Health Sciences Center)

FACULTY PERSONNEL ACTIONS

LEAVES OF ABSENCE:

Ram S. Nanda, Professor of Developmental Dentistry, half time sabbatical leave of absence, January 1, 1981 through December 31, 1981. To organize, develop, and implement a research protocol in the area of craniofacial growth.

Victoria L. Schoolcraft, Associate Professor of Nursing, sabbatical leave of absence with full pay, January 1, 1981 through June 30, 1981. Study and research in faculty development, classroom work, and self-directed reading in the area of higher education.

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John Erdreich, Assistant Professor of Otorhinolaryngology and Adjunct Assistant Professor of Psychiatry and Behavioral Sciences, leave of absence with full pay, October 1, 1980 through March 31, 1981.

APPOINTMENTS:

H. Stephen Caldwell, Ph.D., Clinical Associate Professor of Psychiatry and Behavioral Sciences, without remuneration, October 1, 1980.

Hanagavadi Siddaveerappa Halaswamy, M.D., Clinical Assistant Professor of Family Practice, Tulsa, without remuneration, October 1, 1980.

Duke Oscar Kasprisin, M.D., Clinical Assistant Professor of Pediatrics, Tulsa, without remuneration, October 1, 1980.

Don P. Wilson, M.D., Clinical Assistant Professor of Pediatrics, Tulsa, without remuneration, August 15, 1980.

Lannes W. Baldwin, Ph.D., Clinical Assistant Professor of Psychiatry and Behavioral Sciences, Tulsa, without remuneration, August 1, 1980.

Ray W. Broadfoot, D.D.S., Clinical Instructor in Endodontics, \$350 per month, .20 time, September 1, 1980 through June 30, 1981.

Charles W. Rightmer, D.D.S., Clinical Instructor in Endodontics, \$175 per month, .10 time, September 1, 1980 through June 30, 1981.

Michael Byron McCormick, M.D., Clinical Instructor in Family Practice, Tulsa, without remuneration, September 1, 1980.

William Henry Yarborough, M.D., Clinical Instructor in Internal Medicine, Tulsa, without remuneration, August 1, 1980.

Glenda Ann Rogers, Adjunct Instructor in Nursing, without remuneration, September 22, 1980.

James W. Burke, D.D.S., Clinical Instructor in Occlusion, \$175 per month, .10 time, September 1, 1980 through May 31, 1981.

Clarita Rosario Ayson, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Marianne Rosycka Dahl, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Lorena V. Dreesen, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Sharon Sue Fry, Special Instructor in Occupational Therapy, without remuneration, November 1, 1980.

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Connie Sue Grigsby, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Celestine Hamant, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Marjorie Evert Hill, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Kathleen Longenecker Jurek, Special Instructor in Occupational Therapy, without remuneration, November 1, 1980.

Laura Anne Melcher, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Patricia Scott Michael, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Jean Ellen Minar, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Janice Elaine Noffke, Special Instructor in Occupational Therapy, without remuneration, November 1, 1980.

Rhonda Gay Ragsdale, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Janet A. Smith, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Margaret A. Smith, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Deborah Kathleen Taylor, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980

Susan Marlene Vollman-King, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Mary Sladky Wright, Special Instructor in Occupational Therapy, without remuneration, October 1, 1980.

Charles Richard Vest, M.D., Clinical Associate in Otorhinolaryngology, without remuneration, July 1, 1979.

Cheryl Lee Feigal, M.D., Clinical Assistant in Psychiatry and Behavioral Sciences, without remuneration, October 1, 1980.

George Thomas Abernathy, M.D., Visiting Lecturer in Community Medicine and in Family Practice, without remuneration, October 8, 1980.

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Don J. Blair, Visiting Lecturer in Community Medicine and in Family Practice, without remuneration, October 13, 1980.

Richard Owen Deason, Visiting Lecturer in Community Medicine and in Family Practice, without remuneration, October 1, 1980.

Lowman Emmett Gober, M.D., Visiting Lecturer in Community Medicine and in Family Practice, without remuneration, October 8, 1980.

Robert David Kabo, M.D., Visiting Lecturer in Community Medicine and in Family Practice, without remuneration, September 23, 1980.

Michael Ernest Michener, Visiting Lecturer in Community Medicine and in Family Practice, without remuneration, September 23, 1980.

Joan A. Reardon, Visiting Lecturer in Community Medicine and in Family Practice, without remuneration, September 23, 1980.

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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			
APPOINTMENTS:							
Lawrence Willis Patzkowsky, M.D., Professor of Family Practice with tenure, Program Director, Garfield County Residency Program	\$90,000	\$90,000	\$50,000		\$40,000	10-1-80	
Charles William Blissitt, Ph.D., Visiting Professor of Pharmacy		28,000		24,000	4,000	10-1-80 thru 6-30-81	
Carol Jean Gilmore, D.V.M., Clinical Veterinarian, Animal Resources and Facilities, and Assistant Professor of Pathology	28,000	28,000		28,000	-0-	9-11-80	
Sherry Elaine Gaddis, Special Instruc- tor in Communication Disorders		7,920		7,920	-0-	10-1-80 thru 6-30-81	.60 time
Diane Sheets Cooke, Instructor in Community Medicine	40,000	40,000		17,000	23,000	10-13-80 thru 6-30-81	
David L. Donaldson, M.D., Special Instructor in Pediatrics	45,000	45,000		25,000	20,000	10-2-80 thru 6-30-81	
Jean Scott Masters, Ph.D., Instructor in Psychiatry and Behavioral Sciences	50,000	50,000		20,611	29,389	10-9-79 thru 6-30-81	VAH
CHANGES:							
Bhagwat D. Ahluwalia, Assistant Professor of Radiological Sciences	130,000	76,000		FROM: 30,000 TO: 32,250	FROM: 100,000 TO: 97,750	10-1-80 thru 6-30-81	
Laila Basta, Clinical Associate Professor of Ophthalmology and Clinical Assistant Professor of Medicine		FROM: 17,091 TO: WITHOUT REMUNERATION	FROM: 17,091	FROM: 17,091	FROM: -0-	11-1-80	.50 time
Larry J. D'Angelo, Associate Professor of Obstetrics and Gynecology, Tulsa	120,000	88,888		FROM: 53,500 TO: 50,000	FROM: 66,500 TO: 70,000	9-1-80 thru 6-30-81	

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<u>NAME and TITLES</u>	<u>ANNUAL INCOME CEILING</u>	<u>ANNUAL FTE SALARY</u>	<u>ANNUAL GUARANTEED TENURED</u>	<u>BASE SALARY NON-TENURED</u>	<u>ANNUAL PPP EARNINGS POTENTIAL</u>	<u>EFFECTIVE DATE</u>	<u>REMARKS</u>
Thomas A. Dixon, Assistant Professor of Family Practice	65,000	65,000		FROM: 35,500 TO: 40,500	FROM: 29,500 TO: 24,500	11-1-80 thru 6-30-81	
Terence L. McDowell, Instructor in Pathology, Special Instructor in Clinical Laboratory Sciences	40,000	40,000		FROM: 23,466 TO: 27,849	FROM: 16,534 TO: 12,151	10-1-80 thru 6-30-81	VAH
John W. Ronck, Clinical Instructor in Family Practice	46,200	46,200		FROM: 23,100 TO: 25,600	FROM: 23,100 TO: 20,600	11-1-80 thru 6-30-81	.50 time
Joseph B. Ruffin, Clinical Assistant Professor of Psychiatry and Behavioral Sciences	15,000	15,000		FROM: 12,251 TO: 12,527	FROM: 2,749 TO: 2,473	9-21-80 thru 6-30-81	.25 time VAH
Peter J. Schwartz, Adjunct Associate Professor of Physiology and Biophysics			FROM: 8,515.50 TO: WITHOUT REMUNERATION		FROM: 8,515.50 FROM: -0-	9-30-80 thru 6-30-81	

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CHANGES:

Richard H. Bottomley, title changed from Professor of Medicine to OMRF Professor of Medicine (from tenured position to non-tenured position), October 1, 1980 through June 30, 1981. ~~Retains title of Adjunct Professor of Biochemistry and Molecular Biology.~~

Thomas N. Lynn, titles changed from Dean, College of Medicine, Professor of Family Practice, and Adjunct Professor of Medicine and of Community Medicine to Clinical Professor of Community Medicine, of Family Practice, and of Medicine (without tenure), salary changed to without remuneration, January 1, 1981.

Charles B. McCall, title changed from Associate Dean for Veterans Administration Hospital Affairs to Associate Dean for Clinical Affairs, College of Medicine, November 1, 1980. Retains title of Professor of Medicine.

Michael L. Morgan, title changed from Instructor to Clinical Instructor in Dental Services Administration, salary changed from \$208.35 per month, .10 time, to without remuneration, October 1, 1980.

Robert J. Morgan, Clinical Instructor in Endodontics, salary changed from \$350 per month, .20 time, to \$175 per month, .10 time, October 1, 1980 through June 30, 1981.

Olivia Rodrigues, Clinical Instructor in Dental Materials; given additional title of Clinical Instructor in Occlusion, salary changed from \$350 per month, .20 time, to \$525 per month, .30 time, October 1, 1980 through June 30, 1981.

Shang-Ta Tsai, Visiting Professor of Anatomical Sciences, changed from \$300 per month to without remuneration, October 1, 1980 through June 30, 1981. To be compensated by honorarium.

Jack L. Whenry, title changed from Associate Director, Oklahoma Cancer Center, to Coordinator, Oklahoma Rural Infant Care Project, Department of Gynecology and Obstetrics, salary changed from \$2,771.50 to \$2,052.73 per month, November 1, 1980 to October 1, 1981. Retains title of Adjunct Associate Professor of Public Health.

G. Rainey Williams, John A. Schilling Professor and Head of Surgery; appointed Interim Dean, College of Medicine, January 1, 1981.

TERMINATIONS:

Rick R. Anderson, Adjunct Instructor in Pharmacy, June 10, 1980.

Bill Barrett, Adjunct Instructor in Pharmacy, June 10, 1980.

Sandra Ann Beck, Adjunct Instructor in Pharmacy, June 10, 1980.

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Nelson D. Bocar, Assistant Professor of Anesthesiology, August 1, 1980. Went into private practice.

William George Caput, Visiting Lecturer in Community Medicine and in Family Practice, October 2, 1980.

John David Cleveland, Adjunct Instructor in Pharmacy, June 11, 1980.

Douglas R. Douville, Visiting Lecturer in Community Medicine and in Family Practice, October 2, 1980.

Kathleen M. Harris, Clinical Assistant Professor of Radiological Sciences, October 16, 1980. Moved to Pittsburgh, Pennsylvania.

Barbara J. Kersey, Associate Professor of Medical Library Science and Librarian, College of Medicine, December 6, 1980.

Martin Leibovitz, Clinical Associate in Surgery, October 1, 1980.

George L. LeVan, Clinical Assistant Professor of Endodontics, October 1, 1980.

B. J. Mitchell, Adjunct Instructor in Pharmacy, June 10, 1980.

John C. Mogab, Assistant Professor of Anesthesiology, August 2, 1980. Went into private practice.

Patricia A. Noble, Adjunct Assistant Professor of Nursing, October 16, 1980.

Leslie Davis Ogle, Special Instructor in Clinical Laboratory Sciences, October 15, 1980.

Bernard E. Pennock, Associate Professor of Medicine and Adjunct Associate Professor of Physiology, October 8, 1980. Accepted position at the University of Pittsburgh.

David Lambuth Smith, Clinical Assistant Professor of Medicine, August 27, 1980.

Robert Joe Wallis, Adjunct Instructor in Pharmacy, June 11, 1980.

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 Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. The Chair declared the motion unanimously approved.

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President Banowsky reported the death of the following faculty members:

John Flack Burton, Professor Emeritus of Surgery, December 31, 1979.

James R. Colvert, Clinical Associate Professor of Medicine, July 25, 1980.

R. David Nepveux, Assistant Professor of Anesthesiology, October 19, 1980.

ACADEMIC APPEAL

Pushkar N. Kaul, Professor of Pharmacy, appealed actions of the University administration and alleged denial of academic due process as specified in the appeal documents.

As provided in the Faculty Personnel Policy, Professor Kaul's appeal was heard by a Hearing Committee of the Oklahoma City Campus Faculty Appeals Board during the spring semester 1980.

The Hearing Committee concluded "that the academic due process to which Dr. Kaul is entitled has been violated on the basis of the charge specified in Complaint 2."

Dr. Kaul's Complaint 2 was that he was evaluated in an "arbitrary and capricious" manner during this period (1976-77 through 1979-80), given whatever evaluation criteria were actually used by the administration, if any.

The Hearing Committee recommends that the appeal be sustained on the basis of this charge.

The pertinent section of the Faculty Personnel Policy regarding handling all matters brought to the Faculty Appeals Board is 3.8.9 and reads as follows:

"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 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 complete transcript of the hearing is available in the Office of the Executive Secretary of the Board.

The following documents were distributed to the Regents:

1. August 18, 1980 letter from the Chairman of the Faculty Appeals Board Hearing Committee to President Banowsky along with the summary and detailed reports of the Hearing Committee.
2. September 5, 1980 letter from former Interim Provost Donald B. Halverstadt to President Banowsky.
3. November 4, 1980 memorandum from Chief Legal Counsel Stanley M. Ward to President Banowsky.
4. November 4, 1980 letter from Provost Clayton Rich to President Banowsky.

President Banowsky recommended that the Board of Regents review the case itself with the review and action of the Board to take place at the next meeting. The principals in the case or their representatives will be given an opportunity for written argument to be presented to the Regents with the December agenda.

Regent White, Chair of the Academic Affairs Committee, said this matter was considered at the Committee meeting yesterday. Regent White reported the Committee concurs with President Banowsky's recommendation. In addition, he said the Committee recommends that the principals in the case or their representatives be allowed 15 to 20 minutes for oral argument and that the matter be presented only to the full Board at the December meeting. Regent White moved approval of the recommendations. The following voted yes on the motion: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. The Chair declared the motion unanimously approved.

COLLEGE OF HEALTH

In the Oklahoma State Regents for Higher Education publication, MEDICAL EDUCATION IN OKLAHOMA, A Self-Study of Higher Education in Oklahoma - Report 6, which was published in June 1965, Recommendation 4 (Page 69) states,

"It is recommended that the Medical Center be developed into a comprehensive educational center for the health sciences, and as rapidly as resources can be made available, its functions and programs be expanded to include a School of Public Health, School of Dentistry, and a School of Allied Health Sciences."

In the late 60's each of the above designated schools was authorized and became operational with specific programs of study established for each.

The School (College) of Public Health, a graduate program, was authorized to educate students for the Master of Science, Master of Public Health, Doctor of Public Health and Doctor of Philosophy degrees in such areas as biostatistics, epidemiology, environmental health, health administration and social and behavioral sciences.

The School (College) of Allied Health Professions was authorized (1968) by the Oklahoma State Regents for Higher Education "--- for purposes of integrating, correlating and coordinating the separate educational programs already existing at the Medical Center and those which might be developed in the future." Included were the various programs at the technologist and therapist levels.

These two Schools (Colleges) retained separate identities as to curriculum, administration, faculty and staff, budget and physical facilities until the 1972-73 fiscal year. Because of financial problems for the entire Health Sciences Center, and in an attempt to conserve funds, the Colleges were merged and became the College of Health. For accreditation purposes the new college was organized along functional lines and each of the original colleges became a School headed by a Director who reported to the Dean of the College of Health.

In the interval between 1973 - 1980 the financial base has been strengthened, so there should arise no future catastrophic financial crisis which prompted the merger of the two colleges.

The original mission and functions of the two colleges have remained intact, even with the merger, and for the most part the only common aspects of the consolidation have been the shared budget and central administration. Comparing the two schools we find now, as when they were created, that the programs are quite dissimilar:

Allied Health Professions

1. Most of the programs in Allied Health are at the baccalaureate level.
2. Few faculty have the doctoral degree; most are master's level, some are at the baccalaureate, and a few (3) without any degree.
3. Few faculty are trained to do research.

Public Health

1. All teaching is at the graduate level.
2. All faculty have the doctoral degree.
3. All faculty have graduate appointments and are expected to do research.

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| <p>4. Every program involves a clinical practicum with students required to "lay hands" on patients.</p> <p>5. Faculty and students participate in health care delivery on a one-to-one basis.</p> <p>6. Allied Health personnel can function as members of the health care team.</p> | <p>4. There may be field work required, but patients are not involved.</p> <p>5. Faculty and students view health care delivery not as it involves patients, but from a broader community or regional aspect.</p> <p>6. Public Health personnel serve essentially as consultants involved in broad planning, administration, environmental health problems, epidemics, etc.</p> |
|---|---|

The marked difference in the two schools also makes it difficult for a single person to serve as academic leader for both. The dean will be strong in one field or the other but not both. Therefore, either the program in public health or allied health will suffer.

For these reasons, it is appropriate to separate the schools and establish each one again as a separate college. The Dean and Faculty Board of the College strongly support this. The current dean would become Dean of the College of Allied Health and a national search would be initiated for a Dean for the College of Public Health. The current administrative positions would be divided between the two colleges and except for the new dean, other incremented administrative positions would not be required. However, several additions would be added each year for the next three years in order to strengthen the programs of the College of Public Health.

The following table reflects the 1980-81 budget for the College of Health and the proposed 1981-1982 budgets for the College of Public Health and the College of Allied Health:

BUDGET COMPARISON
COLLEGE OF PUBLIC HEALTH AND COLLEGE OF ALLIED HEALTH

Assumes College of Health Remains Consolidated

	<u>College of Health</u>	<u>School of Public Health</u>	<u>School of Allied Health</u>
1980-81 Budget	\$2,942,248	\$1,054,999	\$1,887,249
1981-82 Budget Increases			
Inflationary Increase 12%	353,070	126,600	226,470
Loss of Capitation	150,000	150,000	
Two Department Chairs	100,000	100,000	
1981-82 Budget	<u>\$3,545,318</u>	<u>\$1,431,599</u>	<u>\$2,113,719</u>

Assumes Separate Colleges

	<u>Combined College Budgets</u>	<u>College of Public Health</u>	<u>College of Allied Health</u>
1981-82 Budget	\$3,545,318	\$1,431,599	\$2,113,719
1981-82 Additional Budget Increases			
New Dean's Salary	60,000	60,000	
Three New Faculty	<u>90,000</u>	<u>90,000</u>	<u> </u>
1981-82 Budget	<u>\$3,695,318</u>	<u>\$1,581,599</u>	<u>\$2,113,719</u>

President Banowsky recommended the approval of the division of the current College of Health into a College of Public Health and College of Allied Health and the submission of this college reorganization to the Oklahoma State Regents for Higher Education for program approval.

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

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

APPOINTMENT:

William R. Campbell, Jr., Associate Director, Architectural and Engineering Services, \$28,000 for 12 months, November 1, 1980. Administrative Staff.

CHANGE:

Al C. K. Chang, Research Assistant II, Department of Medicine, salary changed from \$17,777 to \$20,382 for 12 months, September 1, 1980.

President Banowsky recommended approval of the personnel actions listed above.

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

LABORATORY ANIMAL HOLDING FACILITY

In 1979 a cooperative effort between the Oklahoma Zoological Society, Inc. and the University of Oklahoma Health Sciences Center was initiated for the construction of a Laboratory Animal Holding Facility. Permission was obtained

from the City of Oklahoma City to utilize 1.56 acres of surplus land near the Oklahoma City Zoo for construction of this facility. Interim financing for this project has been handled by Liberty National Bank (LNB) at a taxable interest rate of LNB prime plus 1%. The current annual lease payment is \$255,684 with a reduction to \$32,196 after the seventh year of the lease.

Due to the nature of the participating entities and the benefits to health care and education provided by the operation of the facility, it is possible to ask the Oklahoma Development Authority to give consideration to assisting the Oklahoma Zoological Society and the Health Sciences Center in obtaining tax-exempt financing which would allow a reduction in the current lease payment.

The terms of the proposed transaction are to finance \$750,000 over a 30-year term at a tax-exempt rate of 55% of the Oklahoma City Prime Rate, which will result in the following cash flow reduction:

	<u>Remaining Term of OUHSC Lease</u>		<u>Total</u>
	<u>Annual Payments</u> <u>Years 2-7</u>	<u>Annual Payments</u> <u>Years 8-25</u>	
Existing Payment	\$255,684	\$ 32,196	\$1,857,948
Proposed Payment	<u>118,560</u>	<u>86,556</u>	<u>2,150,808</u>
Cash Flow Reduction	\$137,124	(\$ 54,360)	
Net Savings			(\$ 292,860)

Although this will result in a larger payout over the lease period, the University has no equity position in the facility. Under the terms of the ground lease between the City of Oklahoma City and the Oklahoma Zoological Society, ownership of the land cannot be transferred to the Society or the University; and, once debt service has been retired, the ground lease will terminate and ownership of all buildings, fixtures and improvements will revert to and rest in the City.

President Banowsky recommended the Board of Regents authorize submission of an application to the Oklahoma Development Authority for tax-exempt financing for the Laboratory Animal Holding Facility as explained above.

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

PROFESSIONAL PRACTICE PLAN - GUIDELINES FOR EXPENDITURES

Guidelines for expenditures from the College of Medicine Professional Practice Plan were adopted by the Regents on March 14, 1974 (p. 12780). This was during the very early stages of the development of the Medicine Professional

Practice Plan and at a time when the administration thought it desirable for the Board of Regents to be involved in the details of operation of the Professional Practice Plan. These guidelines are more specific than most Regents' policy.

The policy covering the operation and governance of the Medicine Professional Practice Plan specifies the acceptable categories of expenditure of Professional Practice Plan funds by departments. It is the opinion of the administration that the expenditures guidelines are more properly administrative policy which can be updated regularly.

President Banowsky recommended that the Board rescind the action of March 14, 1974 pertaining to the expenditures guidelines with the understanding similar guidelines will become administrative policy. The Health Sciences Center Committee concurs with this recommendation.

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

MEDICINE PROFESSIONAL PRACTICE PLAN POLICY

The policy for operation and governance of the Professional Practice Plan of the geographic full-time faculty of the College of Medicine has been amended several times since it was first adopted in mid-1973. This past summer the Health Sciences Center administration began reviewing the document in hopes of clarifying and adding to it based on current operations. The proposed changes, which have been reviewed with the full membership of the Professional Practice Plan, are shown in Exhibit A attached hereto.

The most significant change is returning part-time faculty to the Plan and the specific inclusion of Tulsa Medical College faculty in the governance. Other changes are clarifications.

President Banowsky recommended approval of the amendments to the policy as shown. The Health Sciences Center Committee concurs.

Regent White moved approval of the recommendation. The following voted yes on the motion: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. 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 October, 1980, 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 Little moved approval of the recommendation. The following voted yes on the motion: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. The Chair declared the motion unanimously approved.

COLLEGE OF HEALTH BUILDING ELEVATOR

In July of 1980, the Oklahoma State Regents for Higher Education approved a request for the funds needed to undertake a partial renovation of the College of Health Building. The total budget for the project is \$1,100,000. Noftsgger, Lawrence, Lawrence and Flesher have been selected as architects for the project.

During initial planning sessions it was determined that the delivery time for a new elevator was critical to the schedules for the project. Therefore, a separate specification for the new elevator was prepared and advertised for bids. Bids on the elevator were received on October 29, 1980. A single bid of \$74,760 was received from Montgomery Elevator Company.

President Banowsky recommended that the bid of Montgomery Elevator Co. be accepted and a contract in the amount of \$74,760 be awarded.

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

STEAM AND CHILLED WATER SYSTEM - PART I, PROJECT 1A, TUNNEL

Harmon Construction Company, Inc., the contractor for the Steam and Chilled Water System Part I, Project 1A, Tunnel has completed work on the project, and a final inspection has been held by representatives of the project engineers, the Health Sciences Center staff and the contractor. The cost of the work under this contract is \$138,000. The project is now ready for final acceptance.

President Banowsky recommended that the Steam and Chilled Water System Part I, Project 1A, Tunnel be accepted and that final payments be made to Harmon Construction Company, Inc., subject to the satisfactory completion of all final punch list items.

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

STEAM AND CHILLED WATER SYSTEM - PART I, PROJECT 1B, PIPING

Kay Engineering Company - Oklahoma, the contractor for the Steam and Chilled Water System Part I, Project 1B, Piping, has completed work on the project, and a final inspection has been held by representatives of the project engineers, the Health Sciences Center staff and the contractor. The cost of the work under this contract is \$92,580. The project now is ready for final acceptance.

President Banowsky recommended that the Steam and Chilled Water System Part I, Project 1B, Piping be accepted and that final payments be made to Kay Engineering Company - Oklahoma, subject to the satisfactory completion of all final punch list items.

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

1,100-CAR PARKING STRUCTURE

Harmon Construction Company, Inc., the contractor for the 1,100-Car Parking Structure, has completed work on the project, and a final inspection has been held by representatives of the project architects, the Health Sciences Center staff and the contractor. The cost of the work under this contract is \$4,482,019. The project now is ready for final acceptance.

President Banowsky recommended that the 1,100-Car Parking Structure be accepted and that final payments be made to Harmon Construction Company, Inc. subject to the satisfactory completion of all final punch list items.

Regent Little, Chair of the Facilities Planning Committee, said this was reviewed by the Facilities Planning Committee at the meeting yesterday and the Committee concurs with President Banowsky's recommendation. Regent Little moved approval. The following voted yes on the motion: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. 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 Oklahoma City Campus. No action was required.

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROJECTS UNDER CONSTRUCTION

PROGRESS REPORT - NOVEMBER, 1980

Project	Architects and Engineers	Contractors	Contract Award Date	Original Adjusted Comple- tion Date	Original Current Contract Amount	Status Percent Complete	Source of Funds
OUHSC Parking System 1100-Car Parking Structure	Blevins & Spitz	Harmon Construction Company, Inc.	07/26/78	09/10/79	<u>\$4,729,000</u> \$4,482,019	100%	Revenue Bond Funds.
434-Car Parking Structure	Rees Associates, Inc.	United Builders, Inc.	05/17/79	05/23/80	\$1,760,000	99%	Bond Funds.
EMTC Hospital and Clinics	Rees Associates, Inc.	United Builders, Inc.	05/17/79	12/12/79	<u>\$4,064,000</u> \$4,622,583	80%	University Hospital and Clinic Funds.
Steam and Chilled Water System Expansion Phase V, Part I Project 1A, Tunnel	Frankfurt-Short-Bruza	Harmon Construction Company, Inc.	12/13/79	05/14/80	\$ 138,000	100%	Revenue Bond Funds.
Landscape Project, Phase VI, Street Trees	Thomas Roberts & Associates	Twam Nurseries	01/17/80	04/26/80	\$ 58,735	85%	Bond Funds.
Steam and Chilled Water System Expansion Phase V, Part II, Project 1, Chiller	Frankfurt-Short-Bruza	Carrier Corporation	03/07/80	03/08/81	<u>\$ 988,184</u> \$1,259,000	25%	Revenue Bond Funds.
Steam and Chilled Water System Expansion Phase V, Part I, Project 1B, Piping	Frankfurt-Short-Bruza	Kay Engineering Company	03/13/80	08/21/80	\$ 92,580	100%	Revenue Bond Funds.
Steam and Chilled Water System Expansion Phase V, Part I, Project 2A, Tunnel	Frankfurt-Short-Bruza	Commander Construction Company, Inc.	05/08/80	01/26/81	\$ 607,048	50%	Revenue Bond Funds.
Steam and Chilled Water System Expansion Phase V, Part II, Project 2, Capacitor Bank	Frankfurt-Short-Bruza	Ideal Electric	05/08/80	12/05/80	\$ 104,517	25%	Revenue Bond Funds.

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROJECTS UNDER CONSTRUCTION

PROGRESS REPORT - NOVEMBER, 1980

Project	Architects and Engineers	Contractors	Contract Award Date	Original Adjusted Comple- tion Date	Original Current Contract Amount	Status Percent Complete	Source of Funds
Dermatology Building Addition	Architectural and Engineering Services	Charles M. Dunning Company	06/11/80	01/20/81	\$ 182,567 \$ 184,615	35%	Construction 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 \$ 478,900	10%	Revenue Bond Funds.
College of Nursing	Murray-Jones-Murray	Shawver & Son, Inc.	10/08/80	03/29/81	\$ 45,468	0%	Bond Funds and Grant Funds.

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROJECTS IN VARIOUS STAGES OF PLANNING

PROGRESS REPORT - NOVEMBER, 1980

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 and Engineering Services	----	\$4,800,000	Preliminary space program has been prepared.
Biomedical Sciences Building Site Development	7	Architectural and Engineering Services	----	\$ 263,750	Inactive.
College of Health Building Auditorium Renovation	--	Locke-Wright-Foster	----	\$ 317,000	Inactive.
Physical Fitness Center	--	Coleman, Ervin & Associates	----	\$3,000,000	Design development plans for Phase I have been approved.
Steam and Chilled Water System Expansion, Phase V	--	Frankfurt-Short-Bruza	11/30/79	\$4,700,000	Final plans have been completed. Work continues on portions of the project.
Biomedical Sciences Building Energy Conservation Project	--	Collins-Soter Engineering, Inc.	----	\$ 529,300	Preliminary studies underway.
College of Nursing Building Fixed Equipment	--	Murray-Jones-Murray	----	\$ 65,000	Final Plans have been prepared.
College of Health Renovation, Part I	--	Noftsger, Lawrence, Lawrence & Flesher	----	\$1,100,000	Bids for the elevator have been received. Preliminary plans are being prepared.

III. Norman Campus

FACULTY PERSONNEL ACTIONS

LEAVES OF ABSENCE:

Karl H. Bergey, Professor of Aerospace, Mechanical, and Nuclear Engineering, leave of absence without pay for $\frac{1}{4}$ time, October 1, 1980 through May 31, 1981. To accept a Federal grant for inventions.

Pilar Liria, Associate Professor of Modern Languages and Literatures, leave of absence without pay, September 1, 1981 through May 31, 1982. To attend to personal affairs in Spain.

Abbas Rafii, Assistant Professor of Electrical Engineering and Computer Science, leave of absence without pay extended, September 1, 1980 through May 31, 1981. To continue developing and exercising professional interests in the software area of computer science in an industrial environment.

Nadine J. Roach, Assistant Professor of Social Work, sick leave of absence with pay, October 1, 1980 through January 15, 1981.

APPOINTMENTS:

Robert L. Duncan, reappointed Associate Professor of Journalism and Mass Communication, \$11,200 for 9 months, .50 time, September 1, 1980 through May 31, 1981.

Robert W. Gentry, reappointed Adjunct Associate Professor of Petroleum and Geological Engineering, \$12,000 for $4\frac{1}{2}$ months, .75 time, September 1, 1980 through January 15, 1981; \$4,000 for $4\frac{1}{2}$ months, .25 time, January 16, 1981 through May 31, 1981.

Stanley L. Robertson, Visiting Associate Professor of Physics and Astronomy, rate of \$11,000 for $4\frac{1}{2}$ months, October 15, 1980 through January 15, 1981. Paid from grant funds.

Richard G. File, Acting Assistant Professor of Business Administration, \$24,500 for 9 months, September 1, 1980 through May 31, 1981.

Abraham Matthews, Visiting Assistant Professor of Chemical Engineering and Materials Science, \$15,250 for 9 months, .75 time, September 1, 1980 through May 31, 1981.

Robert A. Wills, Visiting Assistant Professor of Chemical Engineering and Materials Science, \$15,250 for 9 months, .75 time, September 1, 1980 through May 31, 1981.

November 13, 1980

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Billy K. Walker, Assistant Professor of Electrical Engineering and Computer Science, rate of \$21,000 for 9 months, September 1, 1980 through January 15, 1981.

Robert E. Bretz, Adjunct Assistant Professor of Industrial Engineering and of Chemical Engineering and Materials Science, \$7,028 for 4½ months, .615 time, September 1, 1980 through January 15, 1981.

Patrick Louis Skubic, Ph.D., Assistant Professor of Physics and Astronomy, rate of \$18,000 for 9 months, January 15, 1981 through May 31, 1981.

Robert Hugh Arndt, Director, Oklahoma Mining and Minerals Resources Research Institute, and Geologist IV, Oklahoma Geological Survey, \$33,000 for 12 months, November 1, 1980 through June 30, 1981. Part of salary from grant funds.

Goran Bengtsson, Research Associate, Microcosm Study (Civil Engineering and Environmental Science), \$21,000 for 12 months, October 1, 1980 through September 30, 1981. Paid from grant funds.

CHANGES:

James H. Abbott, David Ross Boyd Professor of Modern Languages and Literatures; given additional title of Assistant Chair, Department of Modern Languages and Literatures, without additional remuneration, September 1, 1980.

Thomas L. Baxter, reappointed Research Scientist, 4-D Satellite Data Assimilation grants (Meteorology), salary increased from \$30,000 for 12 months, full time, to rate of \$15,300 for 12 months, .50 time, September 1, 1980 through October 31, 1980. Paid from grant funds.

Norman H. Boke, George Lynn Cross Research Professor of Botany and Microbiology, salary increased from \$27,500 to \$28,000 for 9 months, September 1, 1980.

Meg Brady Carr, title changed from Visiting Assistant Professor to Assistant Professor of Electrical Engineering and Computer Science, October 1, 1980 through May 31, 1981.

Jo Ann Dodson, Clinical Assistant Professor of Social Work, salary increased from \$20,205 to \$22,000 for 9 months, September 1, 1980 through May 30, 1981.

M. Yousif El-Ibiary, title changed from Visiting Professor to Professor of Electrical Engineering and Computer Science with tenure, salary increased from \$22,100 to \$27,000 for 9 months, September 1, 1980.

John S. Fletcher, Associate Professor of Botany and Microbiology, salary increased from \$24,200 to \$24,600 for 9 months, September 1, 1980.

James S. Goerss, reappointed Research Scientist, 4-D Satellite Data Assimilation grants (Meteorology), salary changed from \$26,400 to rate of \$28,800 for 12 months, September 1, 1980 through December 31, 1980. Paid from grant funds.

November 13, 1980

16212

Coy Leon Harmon, title changed from Associate Director for Technical Services to Director of Library Technical Services, University Libraries, September 19, 1980. Retains title of Associate Professor of Bibliography.

John A. Harrington, Jr., title changed from Assistant Professor to Acting Assistant Professor of Geography, salary changed from \$17,000 to \$13,250 for 9 months, September 1, 1980.

Frank William Howard, title changed from Interim Chief Flight Instructor, Commercial and Instrument, to Commercial and Instrument Flight Instructor, Department of Aviation, salary changed from \$11,360 for 9 months, .50 time, to \$15,146.64 for 12 months, .50 time, July 1, 1980 through May 31, 1981.

Frank M. Kirkland, title changed from Assistant Professor to Acting Assistant Professor of Philosophy, salary changed from \$15,800 to \$14,800 for 9 months, September 1, 1980 through May 31, 1981.

Clayton W. Lewis, Assistant Professor of English; given additional title of Earl A. Brown, Jr. and Betty Galt Brown Acting Director of English Composition, salary changed from \$18,000 for 9 months to rate of \$24,000 for 12 months, September 1, 1980 through June 30, 1981.

Chung J. Liew, reappointed Co-Principal Investigator, Center for Economic and Management Research, rate of \$21,600 for 12 months, June 1, 1980 through March 31, 1981; salary increased to rate of \$25,333.32 for 12 months, September 1, 1980 through March 31, 1981. Also appointed Adjunct Assistant Professor of Economics, without additional remuneration, June 1, 1980. Paid from grant funds.

Douglas M. Munnecke, Assistant Professor of Botany and Microbiology, salary increased from \$23,600 to \$24,000 for 9 months, September 1, 1980 through May 31, 1981.

Juneann W. Murphy, Assistant Professor of Botany and Microbiology; given additional title of Director of Medical Technology, without additional remuneration, October 23, 1980.

Ronald Michael Peters, Jr., Director, Congressional Studies, and Assistant Professor of Political Science, salary increased from \$29,000 to \$31,636.32 for 12 months, July 1, 1980 through June 30, 1981.

Raymond B. Phillips, title changed from Assistant Professor to Acting Assistant Professor of Botany and Microbiology, salary changed from \$17,500 to \$15,500 for 9 months, September 1, 1980 through May 31, 1981.

Craig Allen St. John, title changed from Assistant Professor to Acting Assistant Professor of Sociology, salary changed from \$16,000 to \$15,500 for 9 months, September 1, 1980 through May 31, 1981.

Thomas L. Thompson, Professor of Geology and Geophysics, salary changed from \$40,000 for 9 months, full time, to \$30,000 for 9 months, .75 time, September 1, 1980 through May 31, 1981.

November 13, 1980

16213

Sabetai Unguru, Associate Professor of History of Science, salary increased from \$24,500 to \$24,900 for 9 months, September 1, 1980.

Stephen C. Whitmore, Assistant Professor of Physics and Astronomy and Adviser, College of Arts and Sciences, salary increased from \$19,200 to \$19,500 for 9 months, September 1, 1980.

Paul F. Ziert, Head Gymnastics Coach; given additional title of Adjunct Instructor in Mathematics, changed to .95 time in Athletic Department, paid \$1,200 for 9 months, .05 time from Mathematics, October 1, 1980 through June 30, 1981.

RESIGNATIONS:

Bernie B. Bernard, Assistant Professor of Geology and Geophysics, June 1, 1980.

William D. Brooks, Professor and Chair, Department of Communication, November 28, 1980.

Frederick Warren Halgedahl, Assistant Professor of Music, January 16, 1981.

RETIREMENTS:

Elroy L. Rice, changed from David Ross Boyd Professor to David Ross Boyd Professor Emeritus of Botany and Microbiology, June 1, 1981.

Clara S. Dumas, changed from Professor to Professor Emeritus of Home Economics, January 16, 1981.

President Banowsky recommended approval of the personnel actions listed above.

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

President Banowsky reported the death of the following faculty members:

H. H. Herbert, David Ross Boyd Professor Emeritus of Journalism, October 1, 1980.

Dewey Luster, Associate Professor Emeritus of Physical Education, October 13, 1980.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

LEAVE OF ABSENCE:

Warren L. Osburn, Program Manager, Public Responsibility and Community Affairs, leave of absence without pay, October 1, 1980 through June 30, 1981.

November 13, 1980

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APPOINTMENTS:

*Tom L. Bingham, Associate Petroleum Geologist, Information Systems Programs, rate of \$23,000 for 12 months, August 26, 1980 through June 30, 1981. Professional Staff.

Craig A. Conly, Budget Director, \$35,000 for 12 months, January 1, 1981. Administrative Officer.

*Olen Travis Duncan, reappointed Program Development Specialist, Public Responsibility and Community Affairs, rate of \$25,639 for 12 months, October 1, 1980 to January 1, 1981. Professional Staff.

*Thomas J. Grealy, Petroleum Geologist, Information Systems Programs, rate of \$27,000 for 12 months, September 17, 1980 through June 30, 1981. Professional Staff.

*Dick Hsieh, reappointed Program Development Specialist, Public Responsibility and Community Affairs, rate of \$22,523 for 12 months, October 1, 1980 to July 1, 1981. Professional Staff.

*David M. Sturm, Petroleum Geologist, Information Systems Programs, rate of \$26,000 for 12 months, October 13, 1980 through June 30, 1981. Professional Staff.

*Charles E. Nevitt, reappointed Program Development Specialist, FAA Management Training School, and Adjunct Assistant Professor of Political Science, salary increased from \$20,850 to rate of \$22,100 for 12 months, October 1, 1980 through December 31, 1980.

*Thomas J. Ross, reappointed Project Director, FAA National Predevelopment Training Program, and Director, FAA Training Program, and Adjunct Associate Professor of Political Science, \$39,760 for 12 months, October 1, 1980 to October 1, 1981.

*Joe H. Work, reappointed Program Development Specialist, Public Responsibility and Community Affairs, rate of \$20,720 for 12 months, October 1, 1980 to July 1, 1981. Professional Staff.

CHANGES:

*Carol Marie Bass, reappointed Research Assistant I, Bureau of Water and Environmental Resources Research, salary increased from \$19,260 to rate of \$21,000 for 12 months, May 1, 1980 to October 1, 1980; salary increased to \$24,736 for 12 months, October 1, 1980 to October 1, 1981. Professional Staff.

*Anthony V. Bluitt, Director, Project Threshold, salary increased from \$27,825 to \$30,607 for 12 months, June 1, 1980 to June 1, 1981.

*Subject to the availability of funds

November 13, 1980

16215

*Bill D. Brackett, reappointed Program Development Specialist, Public Responsibility and Community Affairs, salary increased from \$22,260 to \$23,760 for 12 months, October 1, 1980 to October 1, 1981. Professional Staff.

Johnny Carter, Assistant Basketball Coach, salary increased from \$21,200 to \$25,000 for 12 months, October 1, 1980.

John D. Edwards, promoted from Public Services Librarian to Associate Law Librarian, salary increased from \$18,000 to \$23,500 for 12 months, January 1, 1981. Professional Staff.

Layton Scott Hill, title changed from Assistant Football Coach and Assistant Director of High School and College Relations to Assistant Football Coach, salary changed from \$7,200 for 12 months, .60 time, to \$24,000 for 12 months, full time, August 1, 1980.

Michael Eugene Newell, Assistant Basketball Coach, salary increased from \$20,000 to \$25,000 for 12 months, October 1, 1980.

*Rae Rice Perry, title changed from Field Consultant to Acting Chief Field Consultant, Public Responsibility and Community Affairs, salary increased from \$22,600 to rate of \$26,000 for 12 months, October 1, 1980 to July 1, 1981. Professional Staff.

Donald Michael Rose, reappointed Managing Editor, Variorum Chaucer, rate of \$20,833 for 12 months, July 1, 1980 through June 30, 1981; salary increased to rate of \$22,040 for 12 months, September 1, 1980 through June 30, 1981. Professional Staff.

*Eddie W. Wood, reappointed Project Director, Public Responsibility and Community Affairs, salary increased from \$24,000 to \$25,920 for 12 months, October 1, 1980 to October 1, 1981. Administrative Staff.

RESIGNATIONS:

Francis J. Callaghan, Assistant Project Director, Public Management Programs, Rehabilitation Administration and Management Programs, October 1, 1980.

Neil Russell Garrett, Petroleum Geologist, Information Systems Programs, October 6, 1980.

William Aloysius Mathes, Staff Architect, Architectural and Engineering Services, October 8, 1980.

Diana Merritt, Senior Systems Analyst, Information Systems Programs, December 11, 1979.

Charley W. Nease, Petroleum Engineer, Information Systems Programs, September 18, 1980.

*Subject to the availability of funds

November 13, 1980

16216

Mareta N. West, Assistant Director, ISP for Data Evaluation and Analysis, Information Systems Programs, October 20, 1980.

RETIREMENT:

Frank Wolfram Teich, changed from General Manager to Director Emeritus, University Housing, February 18, 1981.

President Banowsky recommended approval of the personnel actions listed above.

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

STUDENT ASSOCIATION BUDGET

Regent Rothbaum, Chair of the Student Affairs Committee, said he met at noon yesterday with Jack Stout, Anona Adair, and the student leadership: Ray Oujesky, Cody Graves, Monte Wilson, and Mike Simpson. He said the students also attended the Student Affairs Committee meeting yesterday afternoon. The UOSA Omnibus Appropriations Act for November 1, 1980 through October 31, 1981 was distributed to each Regent with the agenda for this meeting. President Banowsky recommended approval of the lump sum UOSA appropriations for 1980-81 as shown below:

Funds available

Lump sum from Regents	\$222,902.00
Funds reverting from FY 79-80	<u>15,002.59</u>
Total	\$237,904.59

Appropriations

Omnibus	\$220,904.59
Student Organizations & Reserve	<u>17,000.00</u>
Total	\$237,904.59

<u>Organization</u>	<u>1980-81</u>
CAC Activities Office	\$ 229.50
CAC Development Fund	350.00
Speakers Bureau	45,500.00
Campus Film Series	7,910.00
Sooner Rally Council	525.00
Howdy Week	1,075.25
Dad's Day	1,151.50
Campus Chest	321.00
Summer Activities Council	565.00

Homecoming	871.00
Winter Welcome Week	463.50
Mom's Day	1,028.00
Resident's Action	3,714.10
Resident's Action Special Projects	2,000.00
UOSA Congress Legislative Branch	8,729.00
Commuter Center	17,635.28
University Apt Center	2,960.00
*Cate/Wilson Center *(Wilson Ctr Funds allocated)	5,614.82
UOSA Executive Branch	18,910.00
Model United Nations	2,777.00
Cross Center	4,350.79
Locus	4,250.00
Legal Services & Association	12,000.00
Athletic Housing Center	3,523.90
Adams Center	4,572.70
UOSA Student Courts	9,210.92
Panhellenic Council Center	6,127.00
Interfraternity Council Ctr	5,747.00
Walker Center	6,010.52
Student Assistance Center	30,473.81
Faculty Award Committee	300.00
UOSA Contingency Fund	3,900.00
Student Organizations	15,000.00
Accounting Services	8,108.00
Reserve	<u>2,000.00</u>
Grand Total	\$237,904.59

Regent Rothbaum said the Student Affairs Committee concurs with President Banowsky's recommendation and he moved approval. The following voted yes: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. The Chair declared the motion unanimously approved.

AVIATION FLIGHT FEES

Provost John R. Morris has recommended that Aviation Flight Course fees be increased to adequately cover the escalating operational costs of offering these courses. The recommended increases range from nine to nineteen percent. Also recommended is the establishment of a reasonable fee in one course currently without an established fee.

Flight course fees have not been adjusted since 1977. However, fuel cost, the primary operating cost for airplanes, has increased by 150 percent. Maintenance supplies and replacement parts have increased approximately 25 percent, and aircraft insurance has increased by 1,000 percent.

The following fee increases are recommended:

<u>Course</u>	<u>Present Fee</u>	<u>Proposed Fee</u>	<u>% Increase</u>
AVIA 1225-Primary Flying	\$1,175	\$1,400	19
AVIA 2122-Secondary Flying	1,175	1,400	19
AVIA 2232-Advanced Flying	1,175	1,400	19
AVIA 2581-Multi-Engine Flying	(no prev. estab. fee)	1,300	0
AVIA 3552-Commercial Flying	1,435	1,575	10
AVIA 4573-Instrument Flying	1,560	1,700	9
AVIA 4583-Flight Instructor	1,050	1,200	14

All increases are to be effective July 1, 1981.

President Banowsky recommended that the University Regents approve the Aviation Flight Course proposed fee increases, effective July 1, 1981. These fee increases are subject to approval of the State Regents.

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

PURCHASE OF OFFSET PRINTING PAPER

Bids were circulated for offset printing paper for the University Press.

The purchase will be charged to University Printing Service account 147-309.

Bids were received as follows:

Western Paper Company		\$51,074.70
Oklahoma City	Less 2%	<u>1,021.49</u>
Terms 2%, 30 days		\$50,053.21
Tulsa Paper Company		\$52,122.87
Tulsa	Less 2%	<u>1,042.46</u>
Terms 2%, 30 days		\$51,080.41

The low bid of Western Paper Company is acceptable to the Director of Printing.

President Banowsky recommended that the Board of Regents approve the award of a purchase order to Western Paper Company for offset printing paper in the amount of \$50,053.21.

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

PROPOSAL, CONTRACT, AND GRANT REPORT

A summary of proposals for contracts and grants for the Norman Campus for October, 1980 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 Engleman moved approval of the recommendation. The following voted yes on the motion: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. The Chair declared the motion unanimously approved.

NUCLEAR ENGINEERING LABORATORY BUILDING RENOVATION

Plans and specifications to renovate a portion of the Nuclear Engineering Laboratory Building are being finalized by Architectural and Engineering Services. This renovation is the second part of a phased program to provide improved facilities for the Office of Personnel Services and the College of Engineering. The work includes the construction of a new seminar room, new restrooms, new office spaces, development of new administrative work areas, and a new fire exit stairwell.

The scope of the project needs to be enlarged to include the following additional items of work: (1) additional interior partition changes, (2) improved and longer wearing carpet in selected areas, (3) selected items of new furniture and equipment, and (4) modifications to the heating and cooling systems. The total cost of this additional work is \$55,000.

Previous action by the Board of Regents approved the use of \$175,000 of Section 13/New College Funds for this project. This request will increase the budget for the project to \$230,000 and require \$55,000 of additional Section 13/New College Funds.

President Banowsky recommended that the Board of Regents (1) enlarge the scope of the Nuclear Engineering Laboratory Building Renovation project, (2) increase the budget from \$175,000 to \$230,000 from Section 13/New College Funds, (3) approve final plans and specifications, and (4) authorize the project to be advertised for bids.

Regent Little, Chair of the Facilities Planning Committee, said this matter was reviewed by the Committee at the meeting yesterday and the Committee concurs with President Banowsky's recommendation. Regent Little moved approval. The following voted yes on the motion: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. The Chair declared the motion unanimously approved.

L. DALE MITCHELL BASEBALL PARK

Bids for construction of the second phase of the L. Dale Mitchell Baseball Park were received on November 4 from three contractors as follows:

	<u>Wynn Constr.</u>	<u>Constructors</u>	<u>Novak & Lackey</u>
Base Bid	\$557,590	\$590,555	\$578,000
Tangible Personal Property/Sales Tax	-\$2,788	-\$1,225	-\$2,312
Alternates			
1. Visitor's Dressing Rooms	\$194,900	\$199,000	\$196,500
2. Chair Seating	53,428	55,550	54,300
3. Bench Seating	13,029	13,700	13,400
4. Press Box	51,842	51,310	53,000
5. Stadium Extension	34,000	38,900	39,000
6. Concrete Stadium Wall	22,000	21,880	22,800
7. Bench Seating at Stadium Extension	7,899	8,200	8,100
Unit Price/Thousand Dollars	\$5.00 per	\$5.00 per	\$4.00 per
Sales Tax Exemption	\$1,000	\$1,000	\$1,000

The low combined bid of \$609,455 for the work included in this bid package was submitted by Wynn Construction Company, Inc. The low bid is composed of the following items of work:

Base bid	\$557,590	
Deduct sales tax savings	<u>2,788</u>	
Net base bid		\$554,802
Alternate 3, Bench seating	\$ 13,029	
Alternate 5, Seating extension	34,000	
Alternate 7, Additional bench seating	<u>7,899</u>	
Total of Alternates	\$ 54,928	
Deduct sales tax savings	<u>275</u>	
Net Cost of Alternates		<u>\$ 54,653</u>
Combined Low Bid		\$609,455

The budget for the project needs to be increased from \$1,200,000 to \$1,300,000 to provide \$100,000 for landscaping.

President Banowsky recommended that the Board of Regents: (1) accept the combined low bid of \$609,455 for construction of the second phase of the L. Dale Mitchell Baseball Park, (2) award a construction contract to Wynn Construction Company, Inc., and (3) increase the budget by \$100,000 to \$1,300,000 to provide for landscaping.

Regent Little said the Facilities Planning Committee reviewed these bids yesterday and concurs with President Banowsky's recommendations, with the additional directive that the administration look into the possibility of additional private funding for other items of work.

President Banowsky reported that he visited with Vice President Burr this morning and Mr. Burr feels it will be possible to raise an additional \$50,000 in order to include the press box as a part of this construction contract. Regent Little moved approval of President Banowsky's recommendations, plus the acceptance of Alternate 4 in the amount of \$51,842 for the press box and an additional increase in the budget of \$50,000, all subject to the availability of additional private funds. The following voted yes on the motion: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. The Chair declared the motion unanimously approved.

GYMNASTICS PRACTICE FACILITY

Schematic design plans have been prepared for the Gymnastics Practice Facility by Kaighn Associates, Incorporated, the project architects. The schematic design has been reviewed by the Head Gymnastics Coach and by other members of the University staff. The budget for the project is \$770,000.

President Banowsky recommended that the Board of Regents approve the schematic design for the Gymnastics Practice Facility and that authorization be given for Kaighn Associates, Incorporated, the project architects, to begin work on the working drawings.

Regent Little reported these plans were reviewed by the Facilities Planning Committee at the meeting yesterday and the Committee concurs with President Banowsky's recommendation. Regent Little moved approval. The following voted yes on the motion: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. The Chair declared the motion unanimously approved.

BIZZELL LIBRARY EXPANSION CHANGE ORDER

In an effort to conserve funds for use in later phases of work, the architects and the contractor for Phase IIA of the Bizzell Library Expansion project have identified three elements of work that can be

modified to reduce construction costs. In each case, the change will follow standard practice and will be made in accordance with the manufacturer's product specifications and installation requirements. The elements and the amount of the proposed savings are as follows:

<u>Item</u>	<u>Cost Reduction</u>
Horizontal waterproofing	\$40,915.00
Surface water repellent	13,600.00
Substitute architectural precast concrete trim	30,197.00
	<hr/>
Total	\$84,712.00

President Banowsky recommended that the Board of Regents approve Change Order Number 1 to the contract for construction of Phase IIA of the Bizzell Library Expansion to achieve a cost reduction of \$84,712.00

Regent Little said the Facilities Planning Committee concurs with this recommendation and he moved approval. The following voted yes: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. The Chair declared the motion unanimously approved.

STADIUM SOUTH END ZONE BUILDING AUTOMATION SYSTEM

The installation of the building automation system for the Stadium South End Zone Facilities was bid as a separate contract. The separate contract was assigned to Harmon Construction Company, Incorporated for installation. The system with a cost of \$25,682 connects the South End Zone Facilities mechanical systems to direct monitoring and control systems in the University Physical Plant.

A final inspection of the controls was held on November 3, 1980 with representatives of Johnson Controls, Incorporated, the contractor; Noftsgger, Lawrence, Lawrence and Flesher, the project architects; and representatives of Architectural and Engineering Services and Physical Plant. A combined punch list was presented to the contractor for completion.

President Banowsky recommended that the Board of Regents accept the South End Zone Building Automation System and that final payments be made to Harmon Construction Company, Incorporated, the general contractor to which the Johnson Controls, Incorporated contract was assigned, upon completion of all punch list items.

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

STADIUM SOUTH END ZONE FACILITIES

Harmon Construction Company, Inc. has completed work on the Stadium South End Zone Facilities. The project includes approximately 3,640 additional seats and 4,960 permanent seats to replace seats in the steel bleachers for a total of 8,600 new seats in the South End Zone. The project also provides office and staff work space for the Intercollegiate Football Program, team and coaches showers, lockers, and dressing rooms, a training room facility, laundry and drying space, equipment repair and storage areas, a weight room, public restrooms, concession stands, and a first aid station. The total contract amount for this work was \$4,277,313.

A final inspection was held on November 3, 1980 with representatives of Harmon Construction Company, Incorporated, the contractor; Noftsgger, Lawrence, Lawrence and Flesher, the project architects; and Architectural and Engineering Services and Physical Plant representatives present. A combined punch list was presented to the contractor for completion.

President Banowsky recommended that the Board of Regents accept the Stadium South End Zone Facilities and that final payments be made to Harmon Construction Company, Incorporated, upon completion of all punch list items.

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

REROOFING OF FOUR MAIN CAMPUS BUILDINGS AND RENOVATIONS TO THE ARMORY

Work on the reroofing of all or portions of the Armory Building, Holmberg Hall, one of the Physical Plant shop buildings, and a major portion of the Oklahoma Memorial Union has been completed. Inspections of individual roofs were held as each was completed with representatives of The Neogard Corporation, the contractor, and Architectural and Engineering Services and Physical Plant present. Punch list items were developed for each roof and presented to the contractor.

The Physical Plant Department has completed the renovation of two classroom spaces, relighting of the central bay area, and the renovation of an office space within the Armory Building. The budget for this work was \$28,000.

President Banowsky recommended that the Board of Regents accept the reroofing of four buildings and the renovations to the Armory Building as complete and that final payments be made to The Neogard Corporation upon completion of all roofing punch list items.

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

MAX WESTHEIMER FIELD GROUND LEASE

The University has received a request from TOTCO, a division of Baker International, Inc., for the lease of land on the North Campus, in the aviation support area of Max Westheimer Field, for the purpose of constructing, operating and maintaining a corporate aircraft hangar with associated offices. The proposed structure would be approximately 10,000 square feet.

The premises, totalling 2.75 (plus or minus) acres, is to the northeast of Building 212 adjacent to the airport ramp and extends to Goddard Avenue. The rental rate would be \$1,500 per acre per year (approximately \$4,125 per year for the tract) for the first 10 years with appropriate escalator clauses for renewal periods.

It is anticipated that this action would be undertaken in the following form:

1. Subsequent to entering into the ground lease with necessary Federal Aviation Agency approvals, TOTCO would construct the above referenced hangar facility, additional concrete ramps, and parking area.
2. TOTCO would upon completion of construction of the hangar and facilities transfer their interest in the structure and the leasehold interest to the University for consideration.
3. This consideration would consist of the University entering into a favorable lease at ground lease rates, with TOTCO for the facility and premises with a ten-year term and four renewal terms of five years each.
4. All of the above actions would be undertaken with FAA approval.
5. In addition to construction costs, all utility connection costs and related items would be borne by TOTCO.

This area is currently non-revenue producing open grass land and will not be needed for University or other airport purposes during the term of the proposed agreements. This development is in keeping with the policy of development of the North Campus and has been reviewed for applicability to the long-range airport development plan.

President Banowsky recommended that the Regents authorize (1) the execution of a ground lease with TOTCO to permit the construction of the hangar and facilities, (2) execution of a separate agreement with the FAA to guarantee the life of the lease, and (3) execution of a subsequent long-term lease of the premises upon completion of construction and transfer of the leasehold interest and constructed property to the University.

Regent Little said this lease was reviewed by the Facilities Planning Committee at the meeting yesterday and the Committee concurs with President Banowsky's recommendations. Regent Little moved approval. The following voted yes: Regents Bell, Replogle, Engleman, White, Little, Rothbaum, and McCurdy. The Chair declared the motion unanimously approved.

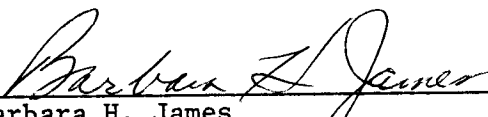
REPORT ON MAJOR CAPITAL IMPROVEMENT PROJECTS

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.

President Banowsky called attention to the expansion of the membership of the Board of Regents yesterday with the birth of 9-pound-1-ounce baby boy Replogle, who has been named Dee A. Replogle, III. President Banowsky expressed congratulations to Mr. and Mrs. Replogle and best wishes to all members of the family.

Regent McCurdy said he is very pleased that President Banowsky has made a decision to stay at the University of Oklahoma in the face of encouragement from President-Elect Ronald Reagan to participate in his new administration. The University and the State, he said, are very fortunate that Dr. Banowsky has agreed to remain here. He congratulated Dr. Banowsky for that decision.

There being no further business, the meeting adjourned at 10:20 a.m.



Barbara H. James
Executive Secretary of the Board of Regents

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROJECTS UNDER CONSTRUCTION

PROGRESS REPORT - NOVEMBER, 1980

Project	Architects and Engineers	Contractors	Contract Award Date	Original Adjusted Comple- tion Date	Original Current Contract Amount	Status Percent Complete	Source of Funds
Stadium South End Zone	Noftsger, Lawrence, Lawrence & Flesher	Harmon Construction Company, Inc.	11/29/79	10/15/80	<u>\$3,922,700</u> \$4,277,313	100%	Bond Funds, Athletic Depart- ment Funds.
Stadium South End Zone, Controls	Noftsger, Lawrence, Lawrence & Flesher	Johnson Controls, Inc.	11/08/79	10/15/80	\$ 25,682	100%	Bond Funds, Athletic Depart- ment Funds.
Stadium South End Zone, Sound System	Noftsger, Lawrence, Lawrence & Flesher	Cox Sound & Communication	09/12/80	10/15/80	\$ 69,925	100%	Bond Funds, Athletic Depart- ment Funds.
Stadium South End Zone, Parking Area	Noftsger, Lawrence, Lawrence & Flesher	Connelly Paving Company, Inc.	07/31/80	01/15/81	<u>\$ 274,724</u> \$ 288,486	20%	Bond Funds, Athletic Depart- ment Funds.
Stadium South End Zone, Parking Access	Noftsger, Lawrence, Lawrence & Flesher	C.A. Henderson doing business as Comet Division	----	----	\$ 19,606	20%	Bond Funds, Athletic Depart- ment Funds.
Stadium South End Zone, Staff Parking	Noftsger, Lawrence, Lawrence & Flesher	C.A. Henderson doing business as Comet Division	----	----	\$ 16,500	0%	Bond Funds, Athletic Depart- ment Funds.
Stadium South End Zone, Artificial Turf Practice Area, Turf	Noftsger, Lawrence, Lawrence & Flesher	Harmon Construction Company, Inc.	----	----	\$ 86,309	0%	Bond Funds. Athletic Depart- ment Funds.
Stadium South End Zone, Artificial Turf Practice Area, Foundation	Noftsger, Lawrence, Lawrence & Flesher	C.A. Henderson doing business as Comet Division	----	----	\$ 39,100	0%	Bond Funds. Athletic Depart- ment Funds.
Huston Huffman Center, Controls	Benham-Blair & Affiliates Inc.	Johnson Controls, Inc.	11/08/79	05/26/81	\$ 39,253	80%	Private Funds, Bond Funds & State Building Bond Funds.
Huston Huffman Center	Benham-Blair & Affiliates Inc.	Harmon Construction Company, Inc.	11/26/79	05/26/81	<u>\$5,730,000</u> \$5,814,015	85%	Private Funds, Bond Funds & State Building Bond Funds.
Lloyd Noble Center Storage	Binnicker Associates	Harmon Construction Company, Inc.	----	----	\$ 46,434	0%	Lloyd Noble Center Operating Funds.

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROJECTS UNDER CONSTRUCTION

PROGRESS REPORT -- NOVEMBER, 1980

Project	Architects and Engineers	Contractors	Contract Award Date	Original Adjusted Comple- tion Date	Original Current Contract Amount	Status Percent Complete	Source of Funds
Nielsen Hall Renovation	Howard & Porch, Inc.	T.J. Boismier Company, Inc.	12/13/79	<u>09/05/80</u> 09/22/80	\$ 845,293 \$ 918,562	99%	State Building Bond Funds, Sec- 13/New College Funds.
DeBarr Hall Renovation (Excluding Annex)	Turnbull & Mills, Inc.	Novak & Lackey Construction Company, Inc.	02/14/80	11/24/80	\$ 844,460 \$ 864,302	93%	State Building Bond Funds, Section 13/New College Funds.
DeBarr Hall Fixed Equipment	Turnbull & Mills, Inc.	Kewaunee Scientific Equipment Corporation	03/13/80	12/23/80	\$ 216,677	87%	Section 13/New College Funds.
Bizzell Library Expansion, Phase I	Hellmuth, Obata & Kassabaum, Inc.	Harmon Construction Company, Inc.	02/28/80	<u>10/31/80</u> 11/15/80	\$3,734,440 \$3,781,824	81%	State Building Bond Funds, Private Funds.
Bizzell Library Expansion, Phase IIA	Hellmuth, Obata & Kassabaum, Inc.	Harmon Construction Company, Inc.	07/31/80	03/21/81	\$2,789,800	0%	State Building Bond Funds, Private Funds.
Richards Hall Renovation	McCune, McCune & Associates	G & V Enterprises, Inc.	04/07/80	<u>01/07/80</u> 01/27/81	\$ 704,053 \$ 773,723	83%	State Building Bond Funds & Section 13/New College Funds.
Richards Hall Fixed Equipment	McCune, McCune & Associates	Kewaunee Scientific Equipment Corporation	03/24/80	<u>12/24/80</u> 01/27/81	\$ 296,747 \$ 300,422	15%	State Building Bond Funds & Section 13/New College Funds.
Lloyd Noble Center Parking Facilities and Access Roads	RGDC, Inc.	C.A. Henderson doing business as Comet Division	04/15/80	<u>08/15/80</u> 11/20/80	\$1,246,710 \$1,486,794	97%	Bond Funds.
L. Dale Mitchell Baseball Park Phase I	RGDC, Inc.	Wynn Construction Company, Inc.	05/08/80	12/18/80	\$ 438,000 \$ 437,444	85%	Private Funds and Athletic Department.
Roofing of Four Main Campus Buildings, Group 1	Architectural and Engineering Service	The Neogard Corporation	05/08/80	10/01/80	\$ 172,800 \$ 174,300	100%	Section 13/New College Funds and Memorial Union Operating Account.

MAJOR CAPITAL IMPROVEMENTS PROGRAM

PROJECTS UNDER CONSTRUCTION

PROGRESS REPORT -- NOVEMBER, 1980

Project	Architects and Engineers	Contractors	Contract Award Date	Original Adjusted Comple- tion Date	Original Current Contract Amount	Status Percent Complete	Source of Funds
Gould Hall, Survey Office Remodeling	Architectural and Engineering Services	Novak-Lackey Construction Company, Inc.	06/18/80	10/18/80 11/10/80	\$ 64,864 \$ 66,454	90%	Section 13/New College Funds.
Campus Street and Parking Area Repair and Construction, Street Repair	Architectural and Engineering Services	Physical Plant	----	----	\$ 66,000	0%	Section 13/New College Funds.
Campus Street and Parking Area Repair and Construction, Parking Areas	Architectural and Engineering Services	C.A. Henderson doing business as Comet Division	----	----	\$ 50,237	0%	Section 13/New College Funds.
Oklahoma Geophysical Laboratory Addition	Architectural and Engineering Services	Daco Construction	07/31/80	----	\$ 50,400	0%	Section 13/New College Funds.
Reroofing of Four Main Campus Buildings, Group 2	Architectural and Engineering Services	Standard Home & Industry, Inc.	09/12/80	01/12/81	\$ 77,990	15%	Section 13/New College Funds.
Cross Center Dining Hall Chilled Water Line Extension Project	Architectural and Engineering Services	G & V Enterprises, Inc.	----	12/31/80	\$ 51,284		Postal Service funds, Physical Plant operating funds

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 underway.
Bizzell Memorial Library Expansion	NC 1-A NC 1-B NC 1-C	Hellmuth, Obata & Kassabaum, Inc.	10/27/79	\$4,000,000 \$4,000,000 \$4,000,000	Phase I is under construction. Phase IIA is under construction. Phase IIB plans are being completed.
L. Dale Mitchell Baseball Park	---	RGDC, Inc.	11/26/79	\$1,200,000	Phase I is under construction. Phase II plans are being rebid.
Fred Jones, Jr., Art Center Building Mechanical Systems Improvements	---	MESA Engineering Corporation	05/18/80	\$ 155,000	Preliminary work is underway.
Gould Hall, Total Renovation	M&R 7A, & 7B	Loftis, Bell, & Downing Architects and Planners	---	\$3,000,000	Preliminary studies are underway.
Gymnastics Indoor Practice Facility	---	Kaighn Associates, Architects, Inc.	---	\$ 770,000	Preliminary plans are being prepared.
DeBarr Hall and DeBarr Hall Annex Renovation	M&R 6A, & 6B	Turnbull & Mills, Inc.	---	\$1,100,000	Preliminary plans are being prepared.
Golf Course Irrigation	---	Associated Engineers, Inc.	---	-----	Preliminary studies are underway.
Nuclear Engineering Laboratory Renovation	---	Architectural and Engineering Services	---	\$ 175,000	Final plans are being prepared.
Energy Conservation Study	---	-----	---	\$ 75,000	Engineer selection process has been initiated.
OCCE Forum Building Remodeling	---	Architectural and Engineering Services	---	\$ 70,000	Preliminary design is underway.

CURRENT

POLICY FOR OPERATION AND GOVERNANCE OF
THE PROFESSIONAL PRACTICE PLAN OF THE
GEOGRAPHIC FULL-TIME FACULTY OF THE
COLLEGE OF MEDICINE

I. PREAMBLE

The faculty of the College of Medicine is comprised of four different groups of individuals. The first are referred to as strict full-time. This group is made up of those who devote their entire time to carrying out the academic programs of the college. The second are referred to as volunteer faculty. This group is made up of physicians who are engaged primarily in the private practice of medicine in the community but not on the Health Sciences Center Campus on which the college is located. These individuals devote a portion of their time to the academic programs of the college. The third group combines certain characteristics and activities of the first two groups. This group is made up of physicians and others whose primary commitment is to the academic programs of the college but who also devote a portion of their time to the exercise of their professional capabilities which in many instances includes the private practice of medicine on the Health Sciences Center Campus on which the college is located. The geographic location of the activities of these individuals, being centered on the campus, explains their designation as geographic full-time faculty. This policy applies to the third group. The fourth group is part-time faculty. This group is covered by separate regential policy which is attached. This policy applies as well to all faculty appointed in Tulsa whose letters of appointment specify that their primary commitment should be to the academic programs of the College of Medicine.

A different relationship exists between the University and the members of the geographic full-time faculty when they carry out the academic programs of the College on the one hand (academic activities) and when they engage in the private practice of medicine or other exercise of their professional capabilities on the other hand (professional private practice activities).

Members of the geographic full-time faculty are, and should be considered as, employees of the University when they are carrying out their academic activities. They are

POLICY FOR OPERATION AND GOVERNANCE OF
THE PROFESSIONAL PRACTICE PLAN OF THE
GEOGRAPHIC FULL-TIME FACULTY OF THE
COLLEGE OF MEDICINE

I. PREAMBLE

The faculty of the College of Medicine is comprised of four different groups of individuals. The first are referred to as strict full-time. This group is made up of those who devote their entire time to carrying out the academic programs of the college. The second are referred to as volunteer faculty. This group is made up of physicians who are engaged primarily in the private practice of medicine in the community but not on the Health Sciences Center Campus on which the college is located. These individuals devote a portion of their time to the academic programs of the college. The third group combines certain characteristics and activities of the first two groups. This group is made up of physicians and others whose primary commitment is to the academic programs of the college but who also devote a portion of their time to the exercise of their professional capabilities which in many instances includes the private practice of medicine on the Health Sciences Center Campus on which the college is located. The geographic location of the activities of these individuals, being centered on the campus, explains their designation as geographic full-time faculty. The fourth group is part-time faculty. Part-time faculty are compensated directly by the University, primarily for academic activities. Income generated by part-time faculty as a result of these academic functions paid by the University is subject to the provisions of this Policy. The Policy, therefore, applies to the third and fourth group as well as to all faculty appointed in Tulsa whose letters of appointment specify that their primary commitment should be to the academic programs of the College of Medicine.

A different relationship exists between the University and the members of the geographic full-time faculty when they carry out the academic programs of the College on the one hand (academic activities) and when they engage in the private practice of medicine or other exercise of their professional capabilities on the other hand (professional private practice activities).

Members of the geographic full-time faculty are, and should be considered as, employees of the University when they are carrying out their academic activities. They are

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not, and should not be considered as, employees when they are carrying out their professional private practice activities. The latter activities are conducted for the care and benefit of the patient who is treated and to whom the faculty member is directly responsible with respect to the medical services provided. They are not conducted at the request or on the behalf of the University. Rather, it is the prerogative of the faculty member to determine whether, and to what extent, he or she wishes to engage in such professional practice activities. The decision to engage in such professional private practice activities by the faculty members will be made with the knowledge and understanding that the fees received for patient care are included as generated income as governed by this policy.

University fringe benefits are to be computed on the basis that the guaranteed base salary is the only compensation which is paid by the University to members of the geographic full-time faculty as employees. Amounts paid toward the difference between the guaranteed base, full-time equivalent salary, and the ceiling compensate faculty members for their professional private practice activities. Such amounts are not paid to faculty members as employees and are to be excluded in the calculation of University fringe benefits.

The University shall not possess the right to control or direct the faculty members in the performance of their professional private practice activities, it being understood that whether or not a faculty member conducts professional private practice activities shall be within each faculty member's sole discretion and the University shall neither control nor direct the faculty member as to the results to be accomplished or as to the details and means by which the results are accomplished. No professional office hours or other schedules shall be required on the part of the faculty members for the carrying out of their professional private practice activities.

The right to terminate the Physician-Patient relationship shall be vested only in the Patient and the Physician.

In the process of exercising their discretion as professionals in matters of patient care, the members of the plan are not agents of the University. This does not, however, diminish their responsibility to account to the University under the plan for all income earned, nor relieve them of the duty of compliance with policies and agreements of the Regents governing site of practice.

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

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

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

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

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Adherence to this Policy, as with all Regents' policies, is a condition of employment for geographic full-time faculty of the College of Medicine of the University of Oklahoma Health Sciences Center. Under this Policy, as in all University matters, the members of a department are responsible to their chairperson or head, as the chairperson or head is responsible to his dean, and the dean, through the provost, to the president.

II. OBJECTIVES

1. To improve the medical referral resources of the Health Sciences Center for the benefit of all segments of the State.
2. To provide an adequate number of patients given exemplary care to meet the educational goals of the College of Medicine.
3. To enhance recruitment and retention of highly qualified faculty by providing a source of funds with which to supplement income.

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Adherence to this Policy, as with all Regents' policies, is a condition of employment for geographic full-time and part-time faculty of the College of Medicine. Under this Policy, as in all University matters, the members of a department are responsible to their chairperson or head, as the chairperson or head is responsible to his dean, and the dean, through the provost, to the president.

II. OBJECTIVES

1. To improve the medical referral resources of the Health Sciences Center for the benefit of all segments of the State.
2. To provide an adequate number of patients given exemplary care to meet the educational goals of the College of Medicine.
3. To enhance recruitment and retention of highly qualified faculty by providing a source of funds with which to supplement income.

4. To provide incentives to the faculty to engage in the practice of medicine on behalf of private patients, to maintain and improve professional skills, to participate more actively in all appropriate clinical services, and to enhance faculty scholarship.

5. To provide a uniform procedure by which to account for all earnings generated by the faculty from professional services as defined in Section IV.

6. To provide reporting and auditing of all monies received and disbursed as a result of the contributions of the geographic full-time faculty.

7. To provide basic financial data which can be made available and visible to all who have a legal right to examine such information.

III. DEFINITION OF TERMS

1. Membership

a. Those members of the faculty of the University of Oklahoma College of Medicine who receive a salary from the College of Medicine and/or the affiliated hospitals and clinics and other institutions of the Health Sciences Center for the purpose of ensuring that the academic programs take precedence over other responsibilities will participate and vote in the Professional Practice Plan.

b. All members of the faculty of the University of Oklahoma must be appointed members of the faculty as individuals and they must exercise their professional capabilities including the practice of medicine under this Policy. The University will recognize individual corporations, but recognized incorporations will relate only to the income above the guaranteed base.

2. Guaranteed Base

This is the specific salary that is guaranteed annually by contract with the University of Oklahoma, or one of the affiliated hospitals or clinics or other institutions in the Health Sciences Center, through appointment to the faculty of the College of Medicine by the Regents of the University of Oklahoma to compensate the individual faculty member for that portion of his or her time which will be devoted to academic programs and to ensure that

4. To provide incentives to the faculty to engage in the practice of medicine on behalf of private patients, to maintain and improve professional skills, to participate more actively in all appropriate clinical services, and to enhance faculty scholarship.

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the academic programs take precedence over other responsibilities. This also includes amounts paid as a guaranteed salary by the Veterans Administration Hospital and other affiliated hospitals for teaching and/or patient services. It is recognized the faculty member may devote such of the remainder of his or her time as he or she wishes to his professional practice, or other exercise of his or her professional capabilities.

3. Full-Time Equivalent Salary

This is the figure established by the Board of Regents of the University of Oklahoma which represents an arbitrary value placed on the individual faculty member's academic and professional services on a full-time basis and upon which an hourly charge for physicians' services can be based.

4. Income Ceiling

A value approved by the Regents of the University of Oklahoma representing the maximum allowable income that faculty members may accrue from professional practice and guaranteed base.

5. Generated Income

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

6. Health Sciences Center Campus

For the purposes of this Policy the definition of Health Sciences Center Campus includes all those health care facilities located on the immediate geographic area of the College of Medicine that is commonly referred to and commonly understood to be the Health Sciences Center. This includes, but is not necessarily limited to, all the facilities owned and/or operated by the Board of Regents, the University Hospital, Oklahoma Children's Memorial Hospital, Veterans Administration Hospital, the Oklahoma Medical Research Foundation, the Family Medicine Clinic and the Dermatology Building.

IV. OPERATIONAL PROCEDURES

1. ADDED

~~28.~~ The full-time equivalent salary and maximum income potential will be developed and reviewed annually for each faculty member by the appropriate departmental

the academic programs take precedence over other responsibilities. This also includes amounts paid as a guaranteed salary by the Veterans Administration Medical Center and other affiliated hospitals for teaching and/or patient services. It is recognized the faculty member may devote such of the remainder of his or her time as he or she wishes to professional practice, or other exercise of his or her professional capabilities.

3. Full-Time Equivalent Income

This is the figure established by the Board of Regents of the University of Oklahoma which represents an arbitrary value placed on the individual faculty member's academic and professional services on a full-time basis and upon which an hourly charge for physicians' services can be based.

4. Income Ceiling

A value approved by the Regents of the University of Oklahoma representing the maximum allowable income that faculty members may accrue from professional practice and guaranteed base.

5. Collected Income

That income that is collected by those activities of the individual which are not compensated by the guaranteed base. Collected income for the purpose of income distribution shall be defined as those funds collected and deposited to appropriate departmental FFP accounts.

6. Health Sciences Center Campus

For the purposes of this Policy, the definition of Health Sciences Center Campus includes all those health care facilities located in the immediate geographic area of the College of Medicine that is commonly referred to and commonly understood to be the Health Sciences Center. The same is true of the Tulsa Medical College campus. In Oklahoma City, this includes, but is not necessarily limited to, all the facilities owned and/or operated by the Board of Regents, the Department of Human Services (Oklahoma Childrens Memorial Hospital, Oklahoma Memorial Hospital, and Don H. O'Donoghue Rehabilitation Institute), Veterans Administration Medical Center, the Oklahoma Medical Research Foundation, the Family Medicine Clinics, the Dermatology Building, the Dean A. McGee Eye Institute, and in Tulsa, the Medical College facility, including those clinics and hospitals served by the Tulsa Faculty.

chairperson or head with the Dean of the College of Medicine and recommended for approval to the President and the Board of Regents of the University of Oklahoma. It will be achieved, if at all, by the addition of generated income to the guaranteed base.

3. ADDED

4. Sources of Generated Income

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

- a. Patient care fees wherever earned by the faculty members
- b. Professional consultation
- c. Honoraria
- d. Compensation for supervision of professional services

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

5. Income Exclusions

- a. Prizes and awards
- b. Faculty members' interests in:
 - i) royalties
 - ii) copyrights
 - iii) patent rights
- c. Non-professional income
- d. Compensation received as a result of military leave
- e. Income earned during leave without pay, vacation and/or sabbatical

6. Disposition of Gross Generated Income

Generated income described above will be deposited in the University of Oklahoma Health Sciences Center clearing account. It will be transferred monthly into the Special Agency Account of the University of Oklahoma Health

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IV. OPERATIONAL PROCEDURES

1. Director, Professional Practice Plan

There shall be a Director of the Professional Practice Plan who shall answer to the Advisory Council through the Executive Committee. The Director shall be charged with the responsibility of managing the central administrative functions of the Plan for purposes of insuring continuity of the operations of the Plan and coordinating the implementation of administrative, business, and operational requirements set forth by applicable state and/or federal regulations, the University of Oklahoma, and those governing bodies established under Section IV, paragraph 8, Governance of the Professional Practice Plan of this policy. This administrative function includes the following areas of responsibility:

- a. Interface with departmental business and/or billing staff of the decentralized billing offices on matters relating to business and billing operations, including: credit and collections, internal control, documentation, third party reimbursement, depository guidelines, patient interface and education, employee clerical skills and training, and management reporting.
- b. Coordination with affiliated hospitals and other health care facilities as such interface is necessary in the conduct of Plan activities.
- c. Coordination with internal and external audit offices for collection of data required by those entities during their audit of Practice Plan activities.
- d. Consolidates information provided by the decentralized billing offices into monthly reports and provides objective analysis of such information as required by the Executive Committee and University Administration.
- e. Monitors the daily activities of the Plan on behalf of the Executive Committee and Advisory Council and refers any pertinent situations which require policy action to the Executive Committee for review.
- f. Serves as Executive Secretary to the Executive Committee and Advisory Council and maintains permanent files of the minutes and actions of these governing bodies.

2. The full-time equivalent income will be developed and reviewed annually for each faculty member by the appropriate departmental chairperson or head with the Dean of the College of Medicine, or Tulsa Medical College, as appropriate, and recommended for approval to the President and the Board of Regents of the University of Oklahoma. It will be achieved, if at all, by the addition of collected income to the guaranteed base.

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Sciences Center and allocated to the departmental sub-accounts of the generating department from which it will be disbursed (except as to "a") by the departments for items of expense in the order listed below:

a. The cost of billing and collections up to 10% of the gross generated income, including the cost of the salary and office expenses of the Business Manager.

b. Overhead and direct costs of each subaccount such as rents, supplies, housekeeping, personnel, equipment lease, equipment depreciation reserves, etc., attributable to the professional practice of the members of the geographic full-time faculty.

c. To that individual faculty member or group within each department, to the extent that the individual faculty member or faculty members of the group have provided generated income, until any difference between guaranteed base and half the full-time equivalent salary is equalled; and thereafter

d. Expenditures for major items which normally should be provided by a university hospital, including the maintenance of an equipment reserve, may be paid from the department subaccount upon recommendation of the Executive Committee of the Advisory Council to the Board of Regents; and thereafter

e. Ten percent of the remaining balance after a, b, c, and d above have been paid will be paid to the Dean's Fund.

f. The balance will be retained in the departmental subaccount to attain the full-time equivalent salary of its members and pay for the various expenditures related to departmental functions as outlined in "h" below. The proportions and mechanisms of these distributions will be the responsibility of the department chairperson.

g. If full-time equivalent salary has been met, as well as a, b, d, and e above, generated income may be utilized toward the income ceiling with the following distribution:

	INDIVIDUAL	DEPARTMENT	DEAN'S CONTRIBUTION	BILLING
Tax 1st \$5,000	50%	25%	15%	10%
2nd \$5,000	45%	25%	20%	10%
3rd \$5,000	40%	25%	25%	10%
4th \$5,000	35%	25%	30%	10%
5th \$5,000	30%	25%	35%	10%
6th \$5,000	25%	25%	40%	10%
7th \$5,000	25%	25%	40%	10%
8th \$5,000	25%	25%	40%	10%

3. The upward limits of the full-time equivalent income for academic ranks and the maximum income ceiling will be reviewed annually by the Executive Committee, and suggested changes will be referred to the Advisory Council. Upon approval by the Council, such recommendations will be forwarded through the Dean, and in turn, through the Provost and the President to the Board of Regents for approval.

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4. Sources of Collected Income

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

- a. Patient care fees wherever earned by the faculty members.
- b. Professional consultation
- c. Honoraria
- d. Compensation for supervision of professional services.

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

5. Income Exclusions

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

6. Disposition of Gross Collected Income

Collected income described above will be deposited daily in the appropriate Professional Practice Plan departmental account(s). Income will be deposited through the University of Oklahoma Health Sciences Center Office of the Bursar and will be disbursed by departments for items of expense in the order listed as follows:

e.h. Acceptable Categories of Expenditures by Departments include:

- i) Attainment of income potential of the individual members. (It must clearly be recognized that there is no guarantee that this income potential will be achieved.)
- ii) Visiting consultants and lecturers at the Health Sciences Center.
- iii) Expenses directly related to faculty and staff recruitment.
- iv) Salaries for residents, other house staff and related personnel.
- v) Students - scholarships, stipends and tuitions.
- vi) Personnel training courses and attendance at professional and educational meetings.
- vii) Laboratories - salaries, maintenance and equipment.
- viii) Office and administrative expenses.
- ix) Other expenses incurred in support of departmental teaching, research and professional care of patients.
- x) Salary for non-faculty personnel.

f.f. All accounts will be handled in accordance with standard accounting principles, the statutes of the State of Oklahoma and the policies of the Regents of the University of Oklahoma as they apply to Special Agency Accounts.

7.f. Depository

The Special Agency Account of the University of Oklahoma Health Sciences Center is the only authorized depository.

8.f. Governance of the Professional Practice Plan

- a. The Advisory Council
- i) Membership

The members of the Professional Practice Plan will be governed by this Policy. The Advisory Council shall represent the full membership of the Professional Practice Plan and shall be responsible for advising the President

a. The direct cost of billing and collections incurred by departments. The costs include the salaries/wages/benefits of individuals involved in the billing and collection process. In addition, direct costs, such as rents, supplies, equipment leases or purchases, Nursing and other personnel, etc., attributed to both the billing/collection process and the cost of professional practice of members of each department shall be covered from income deposited to departmental account (s). All collected income generated by part-time faculty in Family Practice Clinics located outside Oklahoma City and Tulsa will be credited as direct clinic income and used to support clinic operations.

b. The salaries, benefits and direct costs of the Office of the Director of Professional Practice Plan Administration shall be prorated against individual department accounts in a manner subject to approval by the Advisory Council. Notwithstanding the manner of allocation, these costs will be covered by departmental professional fees.

c. Once members reach one-half ($\frac{1}{2}$) the FTE of their appointment, an amount equal to ten percent (10%) of each income payment made to individual members of the Professional Practice Plan shall be transferred to the Dean's Enrichment Fund at the time the payment is made. The ten percent (10%) shall apply to payments made to Professional Practice Plan members up to the Full-Time Equivalent Income. Transfers to the Dean's Enrichment Fund for payments in excess of the Full-Time Equivalent Income (payments toward the Income Ceiling) shall be transferred as described in the following paragraph (d).

d. If the Full-Time Equivalent Income has been achieved, as well as a, b, and c above, collected income may be utilized towards the maximum income ceiling with the following distribution:

PAYMENTS TO MEMBERS ABOVE THE FTE INCOME	DEAN'S FUND	RETAINED BY DEPARTMENT
1st \$5,000	15%	25%
2nd \$5,000	20%	25%
3rd \$5,000	25%	25%
4th \$5,000	30%	25%
5th \$5,000	35%	25%
6th \$5,000 and above	40%	25%

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on policy matters affecting the operations covered by this policy. The Advisory Council shall consist of:

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- a) The Dean of the College of Medicine*
 - b) The Business Manager*
 - c) The Chairperson or Head of each of the Departments of the College of Medicine
 - d) Six (6) members at large elected by and from the faculty members of clinical departments with unmodified faculty titles for terms of two years each, except for the first year when three (3) shall be elected for a term of one year, at the annual meeting by majority vote. No more than two (2) members at large shall be elected from any one department.

ii) Meetings

The Advisory Council shall meet quarterly at a time designated by the Chairperson of the Advisory Council and upon call by request of the Chairperson or seven (7) members of the Advisory Council. Notice of the meeting and an agenda will be distributed to each member at least one week prior to the meeting.

iii) Officers

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

iv) Quorum and Voting

A quorum shall consist of one-half (1/2) of the voting members of the Advisory Council. Any official action of the Advisory Council requires a majority vote of its members present. However, the majority vote must comprise 51% of the generated income in the 12 month period ending with the last full month prior to the election. Each member shall have one vote except for ex-officio members.

v) Rules of Order for Advisory Council and Its Committees

a) Agenda

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

*Note: Above ex-officio members shall be without vote.

e. Acceptable Categories of Expenditures by Departments include:

i) Attainment of income potential of the individual members. (It must clearly be recognized that there is no guarantee that this income potential will be achieved.)

ii) Visiting consultants and lecturers at the Health Sciences Center.

iii) Expenses directly related to faculty and staff recruitment.

iv) Salaries for residents, other house staff and related personnel.

v) Students - scholarships, stipends and tuitions.

vi) Personnel training courses and attendance at professional and educational meetings.

vii) Laboratories - salaries, maintenance and equipment.

viii) Office and administrative expenses.

ix) Other expenses incurred in support of departmental teaching, research and professional care of patients.

x) Salary for non-faculty personnel.

f. All accounts will be handled in accordance with standard accounting principles, the statutes of the State of Oklahoma and the policies of the Regents of the University of Oklahoma as they apply to Special Agency Accounts.

7. Depository

The Special Agency Account of the University of Oklahoma Health Sciences Center is the only authorized depository.

8. Governance of the Professional Practice Plan

a. The Advisory Council

i) Membership

The members of the Professional Practice Plan will be governed by this policy. The Advisory Council shall represent the full membership of the Professional Practice Plan and shall be responsible for advising the President on policy matters affecting the operations covered by this policy.

b) Procedural Motions

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

b. The Executive Committee of the Advisory Council

1) Composition

The Executive Committee shall consist of:

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

ii) Officers

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

iii) Members

The Advisory Council shall annually elect from its membership an Executive Committee and no elected members shall serve more than two (2) consecutive one-year terms.

iv) Meetings and Quorum

The Executive Committee shall meet at least bi-monthly and upon call of the Chairperson or any five (5) members of the Advisory Council. A quorum shall consist of no less than five (5) members.

v) Duties

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

c. Ad Hoc Committees

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

d. Annual Meeting of Members

Annually, at a time to be determined by the Executive Committee, there shall be a meeting of the full

The Advisory Council shall consist of:

- a) The Dean of the College of Medicine *
- b) The Dean of the Tulsa Medical College *
- c) The Director of Professional Practice Plan(s) *
- d) The Chairperson or Head of each of the Departments of the College of Medicine and the Tulsa Medical College.
- e) Nine (9) members-at-large elected by and from the faculty members of clinical departments with unmodified faculty titles for terms of two years each, except for the first year when three (3) shall be elected for a term of one year, at the annual meeting by majority vote. No more than two (2) members-at-large shall be elected from any one department. Three (3) of the above shall be elected by and from the Tulsa Medical College Faculty.

ii) Meetings

The Advisory Council shall meet quarterly at a time designated by the Chairperson of the Advisory Council and upon call by request of the Chairperson or seven (7) members of the Advisory Council. Notice of the meeting and an agenda will be distributed to each member at least one week prior to the meeting. The chairperson or head of each department may designate an individual to represent him/her annually or at individual meetings by notifying, in writing, the Chairperson of the Executive Committee.

iii) Officers

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

iv) Quorum and Voting

A quorum shall consist of one-half (4) of the voting members of the Advisory Council. Any official action of the Advisory Council requires a majority vote of its members present. However, the majority vote must comprise 51% of the collected income in the 12-month period ending with the last full month prior to the election. Each member shall have one vote except for ex-officio members.

v) Rules of Order for Advisory Council and its Committees

a) Agenda

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

*Note: Above are ex-officio members without vote.

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

e. Departmental Restrictions

Nothing contained herein shall be construed to prevent the contributing members within any department from suggesting such additional department restrictions as they may wish, but without conflict with the general plan.

[ADDED]

f. Miscellaneous Provisions

i) Policy Amendments

The policy for operation and governance of the Professional Practice Plan may be amended by the Regents of the University of Oklahoma. Proposed amendments will be submitted to the Advisory Council for advice and comment. In addition, amendments to the Policy may be proposed or initiated for the consideration of the Regents by:

a) proposal to the Advisory Council by the Executive Committee, or by petition of any twenty (20) members followed by

b) presentation by the Advisory Council with recommendation to the full membership, and requiring

c) ratification by two-thirds (2/3) of the full membership at an annual or special meeting and thence forwarding the proposed amendment through the Dean of the College of Medicine, Provost-Health Sciences Center to the President for approval for submission to the Board of Regents of the University of Oklahoma.

ii) Exceptions

It is recognized that there are and should be a wide spectrum of individuals within a viable faculty with a variation in contribution, interests, geographic status, longevity, financial status and need. Because of the importance of the contribution of these individuals and their appropriate compensation, certain specific arrangements, that are exceptions to the foregoing, can be made only

a) with the approval of the respective department head,

b) with the approval of the Executive Committee,

b) Procedural Motions

Robert's Rules of Order will be accepted as final authority for parliamentary procedures.

b. The Executive Committee of the Advisory Council

i) Composition

The Executive Committee shall consist of:

a) Three (3) officers and

b) Five (5) members, one of whom shall be a representative of the Tulsa Medical College PPP Faculty.

ii) Officers

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

iii) Members

The Advisory Council shall annually elect from its membership an Executive Committee.

iv) Meetings and Quorum

The Executive Committee shall meet at least every other month and upon call of the Chairperson or any five (5) members of the Advisory Council. A quorum shall consist of no less than five (5) members.

v) Duties

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

c. Ad Hoc Committees

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

d. Annual Meeting of Members

Annually, at a time to be determined by the Executive Committee, there shall be a meeting of the full membership of

c) with the approval of the Dean of the College of Medicine, and

d) with contractual approval by the President and the Board of Regents of the University of Oklahoma.

PROFESSIONAL PRACTICE IN THE FAMILY MEDICINE CLINICS

The purpose of this policy is to establish a uniform and fair policy governing professional practice in the Family Medicine Clinics of the University of Oklahoma. It is appropriate that these clinics be staffed to varying degrees with part-time faculty members, who unlike the full-time faculty, are not eligible for participation in the University's Professional Practice Plan. It is necessary, however, that the professional fees generated by all faculty assist in supporting the professional activities in the clinics and of the Departments of Family Medicine of the College of Medicine. It is desirable and equally necessary that the part-time faculty as well as the full-time faculty be fairly compensated for their professional efforts; and it is essential that the College be able to determine its revenues so that it can properly budget to meet its expenditures.

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

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

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

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

e. Departmental Restrictions

Nothing contained herein shall be construed to prevent the contributing members within any department from suggesting such additional department restrictions as they may wish, but without conflict with the general plan. Departmental business practice policies will be implemented by the chairperson of each department as indicated under Section I of this policy.

f. Miscellaneous Provisions

1) Policy Amendments

The policy for the operation and governance of the Professional Practice Plan may be amended by the Regents of the University of Oklahoma. Proposed amendments will be submitted to the Advisory Council for advice and comment. In addition, amendments to the Policy may be proposed or initiated for the consideration of the Regents by:

a) proposal to the Advisory Council by the Executive Committee, or by petition of any twenty (20) members, followed by

b) presentation by the Advisory Council to the full membership, and requiring

c) ratification by two-thirds (2/3) of the members present at an annual or special meeting and thence forwarding the proposed amendment through the Dean of the College of Medicine, Provost-Health Sciences Center to the President for approval for submission to the Board of Regents of the University of Oklahoma.

11) Exceptions

It is recognized that there are and should be a wide spectrum of individuals within a viable faculty with a variation in contribution, interests, geographic status, longevity, financial status and need. Because of the importance of the contributions of these individuals and their appropriate compensation, certain specific arrangements, that are exceptions to the foregoing, can be made only:

a) with the approval of the respective department head,

b) with the approval of the Executive Committee,

c) with the approval of the appropriate Dean, the Provost, and

d) with contractual approval by the President and the Board of Regents of the University of Oklahoma.