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THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
July 17, 2000

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**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
JULY 17, 2000**

A regular meeting of the Board of Regents governing The University of Oklahoma, Cameron University, and Rogers State University was called to order in the Pavilion at the Noble Conference Center, 2510 Highway 199E, Ardmore, Oklahoma on Monday, July 17, 2000, beginning at 9:10 a.m.

The following Regents were present: Regent C.S. Lewis III, Chairman of the Board, presiding; Regents Robin Siegfried, Mary Jane Noble, G.T. Blankenship, Stephen F. Bentley, Christy Everest, and Paul D. Austin.

Others attending all or a part of the meeting included Mr. David L. Boren, President of The University of Oklahoma, Provosts Nancy L. Mergler and Joseph J. Ferretti, Interim Vice President Brian Maddy, Vice President Mark E. Lemons, Joseph Harroz, Jr., General Counsel, and Dr. Chris A. Purcell, Executive Secretary of the Board of Regents.

Those attending the meeting from Cameron University were Dr. Don Davis, President of the University, Provost Terral McKellips, and Vice Presidents Don Sullivan and John Sterling.

Attending the meeting from Rogers State University were Dr. Joe A. Wiley, President of the University, Vice Presidents Danette Boyle, Ray Brown, and Tom Volturo and Assistant Vice President Brett Campbell.

Notice of the time, date, and place of this meeting were submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 9:00 a.m. on July 14, 2000, both as required by 25 O.S. 1981, Section 301-314.

MINUTES

Regent Everest moved approval of the Minutes of a regular meeting held on June 21-22, 2000 as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

CAMERON UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

CAMSTEP a Success

After a year in operation in Stephens County, Cameron's Secondary Teacher Education Program (CAMSTEP) has proven to be well-received by residents

there. Participants cited the convenience of offering classes via OneNet at the Duncan Higher Ed Center, the use of mentors and the availability of teaching internships in the local public schools as three of the greatest assets of the program. Now in its sixth year of operation, CAMSTEP prepares individuals who have college degrees in areas of science, mathematics, history, foreign languages, English and art for secondary teaching positions in the public schools. Students can receive both their Oklahoma teaching certification and a master of arts degree in teaching within a year.

Oklahoma College PR Awards

Three Cameron departments walked away with honors from the Oklahoma College Public Relations Association's annual awards contest, announced last week during the organization's annual summer conference in Oklahoma City. Sports Information Director Steve Doughty received the OCPRA *Award of Achievement* for his expertise in sports writing, the Office of the Registrar garnered an honorable mention for production of the Spring 2000 class schedule, and Information Technology Services earned an honorable mention for design of the University's Internet web site. Cameron Media and Public Relations Director Keith Mitchell was elected to a one-year term as OCPRA Vice President at the conference.

Educational Summer

Whether it's space, sports, science or speech and broadcast activities, area youngsters from kindergarten through 12th grade have enjoyed a busy and fulfilling summer, thanks to Cameron staff. A group of teenage Kiowa tribal members is visiting the Johnson Space Center in Houston, Texas, this week as part of Cameron's annual space camp activities. Earlier this summer, participants in a CU-sponsored Young Astronauts organization and the Upward Bound program participated in camps. Cameron sponsors 3-4 camps each summer through its C.E. Page Endowed Chair and its involvement in the NASA Space Grant Consortium. The camps explore innovative ways to teach science and math to Southwest Oklahoma youngsters. Meanwhile, a series of summer basketball and volleyball camps staged by Aggie coaching staffs taught the fundamentals of their respective sports to athletes ranging in age from 5-17. In June, nearly 100 students spent a week studying a variety of life sciences at Cameron under the guidance of 20 instructors. Funded by grants from the National Science Foundation and the Oklahoma Teacher Education Collaborative, the workshop gave area fourth, fifth and sixth graders from 28 Southwest Oklahoma schools new experiences in science while providing training opportunities for students in Cameron's teacher education programs. Cameron's 26th annual Speech-Debate-Broadcast Camps attracted approximately 575 teachers and students from more than 100 schools across six states. Students from Colorado, Iowa, Kansas, Missouri, Pennsylvania and Texas joined Oklahoma teenagers for the camps, the last of which is in session this week. Most students use the camps to prepare for upcoming high school debate tournaments and to learn public speaking and broadcasting skills. Each camp ends with a speech tournament, practice debates and a broadcasting showcase.

27071-27116

Lawton-Fort Sill Leadership Award

John Veal Jr., Cameron's Acting Dean of Students, received Leadership Lawton-Fort Sill's alumni award during the graduation of the organization's tenth class in June. The award is presented to a graduate of the program who demonstrates exemplary leadership. In addition to his duties at Cameron, Mr. Veal serves on Leadership Lawton-Fort Sill's governing board and is active in such groups as the PTA, Chamber of Commerce, YMCA, the American Red Cross and the Comanche County Industrial Development Authority.

Newest PLUS Participants

Twenty Southwest Oklahoma high school graduates have been selected as participants in Cameron's Presidential Leaders and University Scholars (PLUS) program for the 2000-2001 academic year. PLUS participants are chosen during their senior year in high school on the basis of academic record, college entrance scores and leadership experiences. Scholarship winners may remain in the program for up to four years. The newest group of scholars was selected from 10 high schools in Comanche, Cotton, Kiowa and Tillman counties.

Student Named to State Regents' Advisory Board

Cameron student Michael T. Bucher is one of seven Oklahoma college and university students elected to serve one-year terms as members of the Student Advisory Board to the Oklahoma State Regents for Higher Education. Mr. Bucher, a senior economics major at CU, and the other advisory board members were elected by delegates of the Oklahoma Student Government Association. The board represents students' views and concerns to the coordinating board of control for Oklahoma higher education. Mr. Bucher served as President of the Cameron Student Government Association during the 1999-2000 academic year.

APPOINTMENT OF ACTING DEAN OF THE SCHOOL OF BUSINESS

Dr. Sylvia Burgess has served as Assistant Provost and Assistant Professor at Cameron since 1995. As Assistant Provost she has been responsible for research, codification and interpretation of institutional policies and procedures, managing personnel grievances, advising on matters pertaining to unemployment compensation, workers compensation, benefits, terminations and numerous other human resource issues. She has regularly conducted training for administrators, faculty, staff and students on a wide variety of human resource and legal issues including ADA, sexual harassment, copyright and intellectual property rights, and laws pertaining to the electronic delivery of information and services. She has leadership roles in the revision of the Faculty Handbook and the self-study for continued accreditation by the North Central Association.

Dr. Burgess has regularly taught courses in two schools, the School of Liberal Arts in the Department of Politics, Sociology and Criminal Justice and the School of Graduate and Professional Studies in the Department of Business. Her teaching assignments have included courses in employment law, tax planning, research, criminal law, criminal procedure and constitutional procedure.

She has 17 years of experience as an attorney in the private sector in the firm Burgess & Burgess, Inc. which emphasizes business law, employee benefits, real estate, estate and tax law. In that practice she had supervisory responsibility for paraprofessional and clerical staff, including employment negotiations, hiring and terminations. She has a wide range of experience in advising businesses on legal issues, particularly with respect to employment issues, and in training upper and mid-level managers on legal issues.

Dr. Burgess is well known and respected in the Lawton area for service she contributes to non-profit and public-sector organizations. That service has included membership on boards and advisory committees, issues research on tax exempt status, grant writing assistance, leadership training workshops, and long-range planning for several large budget community organizations. She currently is a member of the Community Advisory Board of Directors for Bank First in Lawton.

She holds the B.A. in Speech from Cameron University, J.D. from the University of Oklahoma School of Law and LL.M. in Taxation from Southern Methodist University.

President Davis recommended the Board of Regents approve the appointment of Dr. Sylvia Burgess to the position of Acting Dean of the School of Business.

Regent Bentley moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

APPOINTMENT OF DEAN OF THE SCHOOL OF LIBERAL ARTS

Over the last six months, a national search was conducted for candidates for the position of Dean of the School of Liberal Arts. A screening committee composed of all department chairs, assistant department chairs, and several faculty members from the School of Liberal Arts, the deans of the other two academic schools, the associate provost and the provost reviewed the twenty-six applications which were received by the Personnel Office. Three candidates, one from Cameron and two from other universities, were selected for on-campus interviews but one of the candidates accepted another position and withdrew his application. Following the interviews, the committee recommended that the position be offered to Dr. Sally Soelle who is currently Associate Dean of Liberal Arts and a professor in the Department of History and Humanities at Cameron.

Dr. Soelle has been a member of the history faculty at Cameron for thirteen years and has served as served as associate dean for four years. She holds a B.A. in history from Cameron and M.A. and Ph.D. degrees in history from OU. She is also a registered nurse and has college level teaching experience in nursing and administrative and clinical experience in both medical and psychiatric nursing. She taught history and art history for City Colleges of Chicago in Augsburg and Munich, West Germany. She served as artifacts interpreter for the Fruitlands Museums at Harvard, Massachusetts.

Her scholarship includes publications on New Deal art in Oklahoma and the Great Plains and service as an editor for the two volume *Encyclopedia of Oklahoma History* and the *Great Plains Journal*. In recent years, she has been developing archives of materials and artifacts pertaining to the history of Cameron University. She has been publishing segments of her planned book on the history of Cameron University in *Cameron Today*.

Dr. Soelle has served on numerous community boards and committees, particularly organizations that promote the arts and humanities. She is a recipient of the Citizen of the Humanities Award presented by the Lawton Arts and Humanities Council. In addition, she has served as a consultant on public projects involving the designation of historic sites and buildings.

Her many awards and honors at Cameron include the McCasland Foundation Endowed Chair in the Humanities, and the Distinguished Faculty Award by Phi Kappa Phi. She has served as the coordinator of two of Cameron's four academic festivals.

As associate dean, Dr. Soelle has led the school's efforts to develop comprehensive outcomes assessment programs, and to integrate assessment, budgeting and planning. She has had the primary responsibility for leadership on campus and off campus for activities involving participation by University groups in public events and performances.

President Davis recommended the Board of Regents approve the appointment of Dr. Sally Soelle to the position of Dean of the School of Liberal Arts.

Regent Noble moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

APPOINTMENT OF ACTING DEAN OF THE SCHOOL OF EDUCATION AND BEHAVIORAL SCIENCES

Dr. Judy Neale is currently an associate dean in the School of Graduate and Professional Studies and an associate professor in the Department of Education. During her eleven years at Cameron, she has had a variety of administrative assignments including, coordinator of field experiences, coordinator of the secondary teacher education program, coordinator of CAMSTEP, and she currently coordinates the graduate programs in education. She is also leading the self-study and preparation process for the upcoming evaluation of Cameron's teacher education programs by the National Council for the Accreditation of Teacher Education (NCATE).

At the baccalaureate level, Dr. Neale holds a degree in English and is certified to teach in secondary schools which she did for seven years in the state of Texas. Her M.Ed. and Ph.D. degrees are both in special education and were earned at Texas Women's University.

Dr. Neale has a long list of professional publications, presentations and successful grant proposals both for the support of her research and for the development of innovative curricula and programs. She was primarily responsible for the development of the CAMSTEP program, a program which was identified by NCATE as "exemplary" and "worthy of recognition as a national model." She also wrote the grant proposals which provided the funding for CAMSTEP for the first several years of its existence.

She has served on most of the major governance committees at Cameron including the Teacher Education Council and the Graduate Council.

Dr. Neale is well known and respected in area public schools for her workshops for teachers, the internship program which is central to CAMSTEP, her work with Teacher Cadets and the training of public school teachers to serve as mentors for student teachers.

President Davis recommended the Board of Regents approve the appointment of Dr. Judy Neale to the position of Acting Dean of the School of Education and Behavioral Sciences.

Regent Everest moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

REORGANIZATION OF THE SCHOOL OF GRADUATE AND PROFESSIONAL STUDIES

Since the School of Graduate and Professional Studies was organized in 1996, a substantial number of events have occurred which have increased the complexity of the organization, the scope of administrative responsibilities and the requirements for interaction between school administrators and external constituencies and regulatory and accrediting agencies. State level oversight of teacher education programs is now shared by the Oklahoma State Regents for Higher Education, the State Department of Education, and the Oklahoma Commission on Teacher Preparation. Title II of the Higher Education Act establishes a new federal level of oversight to be fully implemented by October of 2001, the Teacher Preparation Report Card, which includes reporting requirements for states and individual institutions. The National Council for the Accreditation of Teacher Education has once more revised its accreditation and reporting requirements and Cameron will be one of the first universities in the nation to be evaluated under the new requirements. The Director of Teacher Education and other faculty members with administrative assignments involving the training of teachers have requested on several occasions that the administrative organization which includes teacher education be restructured so that the dean has greater responsibility for teacher education and is more clearly identified as the dean of education.

The Department of Business has expressed similar sentiments on the basis that the present structure does not provide adequate support for external representation. Since 1996, the MBA program has been restructured so that it is now delivered on-campus, off-campus by electronic means at five sites in Oklahoma and at eight sites in Europe in collaboration with the University of Oklahoma. The department recently achieved national accreditation for all of its programs and maintaining that accreditation requires additional reports and participation in the meetings and activities of the accrediting body. The recent statewide review of business programs resulted in requirements for new academic plans and annual reports on the achievement of the goals which resulted from the review. Expectations for participation in economic development initiatives by the faculty and administration of the school have risen sharply in recent years. In addition to consulting services provided by individual members of the faculty, the department will be required to provide degree programs, training and research services as a portion of the mission of the new Center for Excellence in Advanced Computing. Other new developments include an external advisory board composed of business leaders and

an enhanced internship program for students. These new undertakings as well as the activities of the Business Research Center require the support of an organization which is more strongly focused on the needs and capabilities of the business faculty, students and services.

Implementation of this recommendation will essentially re-establish the structure which existed prior to 1996; however, some additional refinement will be proposed based on recommendations by the new deans and their faculties. The School of Education and Behavioral Sciences will include the Department of Education, the Department of Psychology and Human Ecology and the Department of Health and Physical Education. The School of Business had two prior internal administrative structures and may return to one of those structures; however, the substantial growth in both enrollment and delivery sites of the MBA program will necessitate more administrative support than existed under either of the former School of Business configurations.

The Office of Graduate Studies will be re-established and managed by a person with the title of dean. The plan is to reassign someone currently involved in graduate studies administration to that position; however, that recommendation will be developed and presented at a later meeting of the Board.

President Davis recommended the Board of Regents approve reorganizing the School of Graduate and Professional Studies to establish the School of Education and Behavioral Sciences, the School of Business and the School of Graduate Studies.

Regent Austin moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

ANNUAL AUDIT PLAN FOR 2000-2001, CAMERON UNIVERSITY

The proposed annual audit plan for fiscal year 2001 is enclosed. The plan has been discussed with the Audit Committee and continues with a four-year audit cycle. Each unit in the audit universe will be audited at least once every four years. Some areas will be audited more often due to certain inherent risks identified in our risk analysis process or because of an external mandate. Any proposed changes to the plan will be discussed with the Audit Committee.

The areas proposed for internal audit during 2000-20001 are as follows:

- Academic Administration
- Agency Funds (Custodial Funds)
- Alternate System for Settlement of Health Education Miscellaneous Claims
- Athletics, Compliance Audit
- Athletics, General
- Computing/Telecommunications
- Disbursements
- Endowments
- Physical Plant
- Printing
- School of Liberal Arts

Sponsored Programs
Student Services
Travel
University Development

In addition to the above listed audits, approximately 10 percent of the available audit hours will be reserved for unforeseen items and post-audit reviews will be performed when necessary.

President Davis recommended that the Board of Regents approve the annual audit plan for 2000-2001.

Regent Austin moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

ASSOCIATE OF APPLIED SCIENCE IN EARLY CHILDHOOD EDUCATION AND CARE

In order to continue to qualify for federal funding beginning in the year 2003, an associate degree will be the minimum required credential for a large category of teaching personnel employed in Head Start and Early Head Start programs. Specifically, by September 30, 2003, at least half of all Head Start teachers in center-based programs must have an associate, baccalaureate or advanced degree in Early Childhood Education or a degree in a related field, with pre-school teaching experience. (The Head Start Act, as amended, 42 U.S.C. 9831 et seq.)

Cameron currently offers programs which meet this requirement at the baccalaureate degree level and at the masters degree level; however, a survey conducted by Cameron faculty personnel under the auspices of the Lawton/Fort Sill United Way agency, produced strong evidence that in Lawton/Fort Sill and the surrounding counties there is an urgent need for access to a degree program at the associate degree level. That survey and endorsement letters from the State of Oklahoma Department of Human Services, the Lawton Public Schools, area Head Start centers, and other organizations involved in the support of improved child care and educational programs strongly support the need for a program designed to be completed in two years and structured to provide the opportunity to continue in degree programs at the baccalaureate level.

In response to this need, Cameron's faculty and administration made a decision to initiate the approval process for an Associate in Applied Science (AAS) degree in Early Childhood Education and Care. A letter of intent was submitted to the Oklahoma State Regents for Higher Education on April 15, 1999 and reaffirmed with a follow-up letter dated June 5, 2000.

One of the distinguishing characteristics of AAS degrees is that they are planned to provide specific employment credentials at the associate degree level. In general, articulation to baccalaureate degree programs is not a structural requirement for AAS degree programs; however, AAS degree programs may be planned to provide articulation to specific baccalaureate programs so that the higher degree can be completed within additional years. This proposed degree includes that feature.

The curriculum for this program prepares students for careers as teachers in Head Start and child care facilities, teacher aides, caregivers or directors in early childhood programs. Objectives of this program include understanding child growth and development, designing safe and healthy age-appropriate environments, designing curriculum to nurture the education and development of young children, and understanding the importance of relationships among children, family and community. Students will learn the principles of pedagogy, the fundamental principles of early childhood education, and will become proficient in using best practices in an early childhood setting. Basic skills and workplace competencies are integrated throughout the curriculum.

The curriculum meets the standards for associate in applied science degree programs as specified by the Oklahoma State Regents for Higher Education and the National Early Childhood Associate Degree Program Approval System. Additional faculty resource requirements for the new degree program can be met by reassigning an existing position currently assigned to elementary education in the Department of Education. The proposal has been reviewed and recommended by the Cameron University Curriculum Committee and the Provost.

A program description and a listing of added courses to support this program were included in the agenda.

President Davis recommended the Board of Regents approve a new program request for an Associate of Applied Science Degree in Early Childhood Education and Care.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

ACADEMIC PERSONNEL ACTIONS

APPOINTMENTS:

Barger, Jennifer L., J.D., Assistant Professor, Department of Business, annual rate of \$40,000 for 9/10 months, August 14, 2000 through May 13, 2001. New tenure track faculty.

Scott, Tony, M.S., (Ph.D. candidate), Assistant Professor, Department of Agriculture. Base salary for this appointment will be \$42,000 for the academic year 2000-2001 if all requirements for doctorate have been completed by reporting date to Cameron University. If doctorate has not been completed by reporting date, the base salary will be \$40,000 until receipt of official notification that degree has been completed, at which time the salary will be adjusted to \$42,000. New tenure track faculty.

Walton, Justin, M.A., Assistant Professor, Department of Communications, annual rate of \$33,500 for 9/10 months, August 14, 2000 through May 13, 2001. New tenure track faculty.

CHANGES:

Burgess, Sylvia, LL.M., Assistant Provost, title changed to Acting Dean, School of Business, salary changed from annualized rate of \$75,000 for 12 months (\$6,250.00 per month) to annualized rate of \$80,000 for 12 months (\$6,666.67 per month), August 1, 2000.

Neale, Judy, Ph.D., title of Associate Dean changed to Acting Dean of the School of Education and Behavioral Sciences, effective August 1, 2000. Salary changed from annualized rate of \$69,636 for 12 months (\$5,803.00 per month) to annualized rate of \$80,000 for 12 months (\$6,666.66 per month).

Soelle, Sally Ph.D., title of Associate Dean, School of Liberal Arts and Professor of History , changed to Dean, School of Liberal Arts and Professor of History, effective August 1, 2000. Salary changed to an annual rate of \$80,000 for 12 months.

RESIGNATION:

Methvin, Sharon, Associate Professor, Department of Politics, Sociology and Criminal Justice, July 1, 2000.

President Davis recommended approval of the above academic personnel actions.

Regent Everest moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

PRESIDENT'S COMPENSATION

This item was included in the agenda for a possible executive session for the purpose of a discussion of President Davis' annual salary.

Regent Blankenship moved that President Davis be given a 4.9% increase in base compensation for fiscal year 2000-01. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

LITIGATION

This item was included in the agenda for the purpose of meeting with General Counsel in executive session for a report on pending and possible litigation. No executive session was held and there was no report.

ROGERS STATE UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Wiley expressed appreciation to President Don Davis and Cameron University for donating approximately 30,000 volumes which were duplicates in the CU Library. Most of them are still current and will be very useful to RSU. He said this kind of cooperation is certainly appreciated.

Dr. Wiley said he wanted the Board to be aware that RSU will be working very actively to bring improvements to campuses in Claremore, Pryor and Bartlesville with the recent allocation of bond money by the Republican leadership. The bond funds are in excess of \$9 million and are from a bond program this year and another in 1998.

STUDENT RESIDENTIAL FACILITIES

The University currently has an insufficient number of residential units for on-campus students and the shortage is expected to grow as the University transitions from a community college to a regional university. The University received proposals from four private companies who were willing to construct and/or operate residential facilities on campus using private funds. The two firms that submitted the best proposals have been interviewed. The University is ready to negotiate a land-lease with one or the other of the two firms pending agreement on the construction and management specifications.

President Wiley recommended the Board of Regents:

- I. Approve the design development phase plans for construction of student residential facilities; and
- II. Authorize the President to negotiate and sign a land-lease agreement for the purpose of developing student residential facilities on campus, subject to legal counsel review and subsequent report to the board.

President Wiley told the Board his administration has looked at a number of options and the option being recommended today is a form of partnership with a private company, Century Development. No investment will be required on the part of the University. This will be a privatized process whereby a company will come in, build and then manage the housing for the number of years required to pay off the bond indebtedness. Once the indebtedness has been paid, the facility becomes the property of Rogers State University.

The President of Century Development, Mr. Wayne Sramek, was present to discuss his company, the facility, funding and answer any questions the Regents might have. Century Development has been in business since 1953 and has 500 employees. They are based in Houston but have an office in Oklahoma City, with 12 years of experience in privatized student housing in 10 states. The facility proposed for RSU would have 260 beds and cost roughly \$7.7 million. A not-for-profit corporation is formed and the corporation issues the bonds, with Century Development signing a contract with the corporation to build a facility. Century guarantees the facility will be completed on time and on budget and when it is finished, Century's management company will staff the facility and work with the RSU administration to develop a complete residence life and student program. After the debt is paid, the facility is conveyed to RSU at no cost or obligation.

In response to Regents questions, Mr. Sramek said the term of the bonds would be 30 years and under IRS rules, there would be a 15-year management contract that would be renewed each year thereafter for the term of the bonds, based on the mutual agreement of the University and the management company. General Counsel Harroz stated he will be involved in the process that goes forth. Mr. Sramek said repairs and maintenance costs are built into the economics of this project. The construction will be bid out to a general contractor and parking and landscaping will be included. The target date for completion is August 2001.

Regent Bentley moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

ANNUAL AUDIT PLAN FOR 2000-2001, ROGERS STATE UNIVERSITY

The proposed annual audit plan for fiscal year 2001 was provided to the Regents with their agendas. The plan has been discussed with the Audit Committee and continues with a four-year audit cycle. Each unit in the audit universe will be audited at least once every four years. Some areas will be audited more often due to certain inherent risks identified in our risk analysis process or because of an external mandate. Any proposed changes to the plan will be discussed with the Committee.

The areas proposed for internal audit during 2000-20001 are as follows:

- Alternate System for Settlement of Health Education Miscellaneous Claims
- Auxiliary Services
- Computing/Telecommunications
- Disbursements
- Physical Plant
- Plant Funds
- President's Office
- Student Affairs
- Travel
- Utilities

In addition to the above listed audits, approximately 10 percent of the available audit hours will be reserved for unforeseen items and post-audit reviews will be performed when necessary.

President Wiley recommended that the Board of Regents approve the annual audit plan for 2000-2001.

Regent Everest moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

ACADEMIC PERSONNEL ACTIONS

APPOINTMENT:

Rambally, Gerard, Dr., Professor of Computer Science, annual rate of \$82,000 for 10 months, tenured track position effective August 2000.

Ph.D., Department of Computer and Information Science, University of Oregon,
Eugene, Oregon

M.Math, Faculty of Mathematics, University of Waterloo, Ontario, Canada

B.Ed., Faculty of Mathematics Education, University of Saskatchewan, Canada

B.Sc., Mathematics, University of Saskatchewan, Canada

Last Position: Assistant Vice President for Academic Affairs and Information
Technology and Tenured, Full Professor of Computer Science

Years-Teaching Experience: 22

CHANGE:

Carroll, Johnny G., Dr., Associate Professor of Computer Science, salary changed from annualized rate of \$72,313 for 12 months to annualized rate of \$82,000 for 12 months, July 1, 2000 through June 30, 2001. (Equity, merit)

President Wiley recommended the Board of Regents approve the academic personnel actions listed above.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

LITIGATION

This item was included in the agenda for the purpose of meeting with General Counsel in executive session for a report on pending and possible litigation. No executive session was held and there was no report.

PRESIDENT'S COMPENSATION

This item was included in the agenda for a possible executive session for the purpose of a discussion of President Wiley's annual salary.

Regent Austin moved the Regents meet in executive session. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved. The executive session began at 10:20 a.m. in the same location.

The meeting resumed in regular session at 10:35 a.m.

Regent Siegfried moved that President Wiley be given an 8.2% increase in base compensation for fiscal year 2000-01 and a \$10,000 bonus upon RSU's accreditation by the North Central Association. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

THE UNIVERSITY OF OKLAHOMA

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Boren invited Athletic Director Joseph Castiglione to come forward with an announcement of the first balanced Athletic Department budget in 11 years. Mr. Castiglione said he is excited to bring this news to the Regents and he expressed his appreciation to his staff and coaches who have budget oversight. Mr. Castiglione said the department has focused on cost containment and revenue enhancement with a great deal of energy and for the end of FY00, there was a positive balance of \$125,045. He said the budget for FY01 is projected to balance also. One factor is a sixth home game for the football team, which will provide significant additional revenue. Mr. Castiglione also recalled telling the Board of Regents last year that a great challenge ahead was to create a reserve for the operating budget. The actual reserve at the end of this fiscal year is \$800,000, a great start towards creating a reserve of ten percent of the annual operating budget. Also, the loan from the University for last year in the amount of \$261,000 was repaid with FY00 funds. Mr. Castiglione stated the department is in a position to have another great year during 2000-01.

President Boren announced Mr. Russ Pitman of Bellaire, Texas, a University of Oklahoma benefactor whose family's gifts have enriched such diverse areas as engineering, landscaping, physical therapy and music, is making a personal gift of \$1.5 million to endow six professorships on the Norman Campus. His gift will create endowed positions in areas in which he has a specific interest and where he feels his gift would have significant impact. The gift will establish two professorships each in the College of Architecture and the College of Fine Arts and one professorship each in the Michael F. Price College of Business and Honors College. The University will request matching funds from the Oklahoma State Regents for Higher Education Endowment Program for the six new professorships, which will be named in honor of Pitman, his family members, and friends.

The positions are: Kenneth and Bernadine Russell Professorship of Music (History or Theory); H. Russell Pitman Professorship of Urban Design; H. Russell Pitman Professorship of Art and Art History; W. Edwin Bryan, Jr. Professorship of Architecture; Milus E. Hindman Professorship of Banking and Finance; Donald Keith Jones Professorship of Honors.

President Boren said this is a remarkable gift which will touch the University in many different ways.

SECURITY SERVICES FOR SCHUSTERMAN AND SHERIDAN FACILITIES (TULSA)

Schusterman Health Sciences Center Operations Department has solicited bids for security services at the Schusterman Health Sciences Center and the Sheridan Clinic. The security services traditionally have been outsourced on the Schusterman campus. Security services for the Sheridan campus have been University employees and will continue to be. However, additional services are required to secure the buildings on the Sheridan campus after housekeeping leaves in the late evening hours. It is believed that security services should be brought "in-house", and this contract will be active until employees are transitioned during this fiscal year.

A Request for Proposal was issued and forwarded to five vendors with proposals received as follows:

Burns International Security Services Tulsa	\$199,892 per year
Pinkerton Security Tulsa	\$206,752 per year
Protective Services of Tulsa, Inc. Tulsa	\$216,692 per year
Wackenhut Corporation Tulsa	\$217,681 per year plus .21 per mile for vehicle usage

Evaluations of the proposals indicated Burns International Security Services submitted the proposal that represented both the lowest and best value to the University. They have on-site experience on the Schusterman Campus and have trained supervisory and security personnel on their payroll at the Schusterman site.

Administration requests authorization to issue a purchase order to Burns International Security Services for security services in the approximate amount of \$16,660 per month through June 30, 2001, and authorize renewals annually up to five (5) years if in the best interest of the University. The amount of this contract will decrease, as employees are transitioned to the University payroll. Funds are available from State funds, Organization ADM970.

President Boren recommended the Board of Regents authorize the President or his designee to:

- I. Issue a purchase order to Burns International Security Services for security services in the approximate amount of \$16,660 per month beginning July 1, 2000, through June 30, 2001; and,
- II. Authorize renewals annually up to five (5) years if in the best interest of the University.

Regent Everest moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

PURCHASE OF COMPUTER EQUIPMENT AND IDX USER LICENSES

The competitive healthcare market, growth in the clinical practice volumes and the rapidly changing technology environment require the University Physicians Medical Group (UPMG) to improve its information system in order to remain competitive, meet practice growth demands and take advantage of the competitive technology pricing environment. For the past several years UPMG has used the IDX system to manage patient scheduling and accounts receivables. IDX remains the leading software provider to the academic and non-academic physician market. In November of 1996, UPMG entered into an agreement with Dean McGee Eye Institute to provide to UPMG (as sub licensee) the hardware, software and support necessary to move from a timeshare arrangement to an in-house system. This flexibility and control have provided many operational benefits over the past several years.

As the technology vendor environment has continued to change, it has become apparent that it would be financially and operationally advantageous to negotiate an agreement directly with IDX for the purchase of a new hardware platform utilizing existing software licenses with minor additions for growth.

Preliminary cost estimates project significant savings over current budgeted expenditures. Under the existing contract through the Dean McGee Eye Institute, additional 64 user licenses were quoted at \$464,342. In preliminary discussions with IDX, where the University would contract directly, the pricing lists the same 64 user licenses at \$96,000. Monthly maintenance expenses through the Dean McGee contract for FY 2001 are estimated at \$67,285. Monthly maintenance expenses are estimated around \$35,000 per month range if the University contracts directly with IDX. The projected savings on these two items would be \$368,342 (64 licenses) and \$387,420 (12 months' maintenance) for a total savings of \$755,762 in year one. The purchase of a new hardware platform, including estimated consulting required for the migration, is in the \$625,000 range. The estimated annual savings from contracting directly with IDX and purchasing a new hardware platform utilizing existing software licenses, plus the additional 64 licenses, is estimated to be \$130,763 annually.

President Boren recommended the Board of Regents approve the negotiation of a five-year annually renewable sole-source contract with IDX Systems Corporation for the purchase of hardware, software and consulting services.

The action proposed by President Boren was amended by Vice President Lemons, with President Boren's consent, as follows:

President Boren recommended the Board of Regents approve the negotiation of a five-year annually renewable sole-source contract with IDX Systems Corporation for the purchase of hardware, software and consulting services *not to exceed \$700,000 annually*.

Regent Everest moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

REMODELING AND RENOVATION AT THE MARINA CLINIC FOR THE DEPARTMENT OF FAMILY MEDICINE - TULSA

For approximately 20 years, the College of Medicine-Tulsa, Department of Family Medicine, has leased space from Murphy Properties, Inc. as a site for its clinical residency program. Approximately 10 years ago, the Department of Family Medicine faculty practices and administrative support services were moved from the Sheridan campus to the Marina Shopping Center, which is owned by Murphy Properties. The purpose of the move was to allow for the expansion of the Obstetrics/Gynecology, Internal Medicine and Pediatrics ambulatory teaching clinics on the Sheridan campus. Over the last several years, the Department of Family Medicine clinical activities have expanded with increased participation in the Oklahoma Health Care Authority's Sooner Care Program. The Department of Family Medicine is projecting a substantial growth in Sooner Care patient visits for the academic year 2000-01. In order to meet the expected growth in patients, the department must expand its exam rooms and clinic space.

The additional space needed by the Department of Family Medicine must have extensive renovation. Murphy Properties will make the renovations to meet the department's needs and will bid all phases of construction. Murphy Properties will either take the lowest bid, or provide justification as to why the low bid was not acceptable. It is estimated that the renovation will cost approximately \$50 per square foot. Even though this is a major investment for the College of Medicine-Tulsa, the cost to renovate is less expensive than relocating the clinic and its administrative and faculty offices at this time. This action will bring the total square feet, leased by the University from Murphy Properties, to 20,050 square feet.

President Boren recommended that the Board of Regents approve (1) leasing approximately 7,425 square feet of additional space for the Department of Family Medicine at a cost of \$10 per square foot, and (2) approve issuing a Purchase Order to Murphy Properties, owner of the property, in an amount not to exceed \$ 371,250 for renovation of the space.

The action proposed by President Boren was amended by Vice President Lemons, with President Boren's consent, as follows:

President Boren recommended that the Board of Regents approve (1) leasing approximately 7,425 square feet of additional space for the Department of Family Medicine at a cost of \$10 per square foot, *authorize renewals annually up to five years with annual approval by the Board*, and (2) approve issuing a Purchase Order to Murphy Properties, owner of the property, in an amount not to exceed \$ 371,250 for renovation of the space.

Regent Austin moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

CENTRAL PLANT OPERATIONS FOR THE SCHUSTERMAN CAMPUS (TULSA)

The Operations Department has solicited bids for Central Plant operations services at the Schusterman Health Sciences Center. Central Plant operations traditionally have been outsourced on this campus. It is believed that Central Plant operations should ultimately be brought in-house. However, this contract will remain active until new employees are hired and placed on the University payroll.

A Request for Proposal was issued and forwarded to four vendors with proposals received as follows:

Natkin Services Tulsa	\$525,480	per year
CB Richard Ellis, Inc. Tulsa	\$543,060	per year
Trane Services Tulsa	\$598,320	per year

Evaluation of the proposals shows that CB Richard Ellis, Inc. submitted the proposal that represented the best value to the University. Although they were not the low bidder, the low bidder does not operate any central plants throughout the United States. The Schusterman campus is a very complex facility and must provide continuous service to the campus and BPAmoco tenants. CB Richard Ellis, Inc. currently operates the system and possesses knowledge of the equipment. They train and license supervisory personnel and license first class stationary.

Administration requests authorization to issue a purchase order to CB Richard Ellis, Inc. for Central Plant operations in the approximate amount of \$45,255 per month through June 30, 2001, and authorize renewals annually up to five (5) years, if in the best interest of the University. The amount of this contract will decrease as personnel are located and hired on the University payroll. Funds are available from State funds, Organization ADM970.

President Boren recommended the Board of Regents authorize the President or his designee to:

- I. Issue a purchase order to CB Richard Ellis, Inc. for Central Plant operations in the approximate amount of \$45,255 per month beginning July 1, 2000, through June 30, 2001; and,
- II. Authorize renewals annually up to five (5) years if in the best interest of the University.

During the discussion of this item, General Counsel Joseph Harroz stated he is comfortable with this recommendation of CB Richard Ellis, Inc.

Regent Bentley moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

STUDENT CENTER CONSTRUCTION FUND - HSC

In 1995, the Board of Regents authorized the issuance of \$2 million in revenue bonds for the construction of a Student Center at Health Sciences Center campus. Currently, \$58,230.69 has been determined as excess construction funds and must be utilized in accordance with the Bond Resolution at the direction of the Board. According to the resolution, excess funds remaining in the Construction Fund may be used for any lawful purpose of the OUHSC.

In May 2000, the Board approved an increase in Facility Use Fees for the purpose of renovating and expanding the current student facilities at the Health Sciences Center. The projected costs for the renovation and expansion projects are estimated at \$3.4 million. The HSC Student Association has agreed to fund the cost of the projects through the Facility Use Fee, which will result in an increase from \$2.75 per credit hour to \$7.30 per credit hour when the projects are completed. Using excess construction funds toward the cost of the projects would reduce the amount necessary to finance and may provide an offset, although minimal, to the projected increase in student fees.

President Boren recommended the Board of Regents approve the use of excess funds in the Student Center Construction Fund for future Student Center expansion projects.

Regent Everest moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

HOUSEKEEPING SERVICES FOR SCHUSTERMAN AND SHERIDAN FACILITIES (TULSA)

Schusterman Health Sciences Center Operations Department has solicited bids for housekeeping services at the Schusterman Health Sciences Center and the Sheridan Clinic. The housekeeping services traditionally have been outsourced on both campuses. The bid emphasized the need to decrease the services as buildings on the Sheridan campus are sold and vacant areas of the Schusterman campus become occupied

A Request for Proposal was issued and forwarded to 17 vendors with proposals received as follows:

ABM Janitorial Services Tulsa	\$441,206.04 per year
C&C Services Broken Arrow	\$307,079.76 per year
Custom Cleaning Tulsa	\$350,220.00 per year
First Maintenance Company Tulsa	\$395,409.96 per year
Myriad Property Services Tulsa	\$353,962.92 per year
Service Master Tulsa	\$575,949.96 per year
WFF St. Louis, MO	\$453,624.00 per year

Evaluations of the proposals indicated C&C Services submitted the proposal that represented both the lowest and best value to the University. They have on-site experience on the Schusterman Campus, currently own all of the required housekeeping equipment and have trained supervisory and cleaning personnel on their payroll at the Schusterman site.

It is anticipated the amount of this contract will decrease by approximately \$26,650 per year as buildings on the Sheridan Campus are sold. Also during the term of the contract, the annual amount may increase for the Schusterman Campus. This amount should not exceed 10% of the original bid.

Administration requests authorization to issue a purchase order to C&C Services for housekeeping services in the approximate amount of \$25,589.98 per month through June 30, 2001, and authorize renewals annually up to five (5) years if in the best interest of the University. Funds are available from various Tulsa funds.

President Boren recommended the Board of Regents authorize the President or his designee to:

- I. Issue a purchase order to C&C Services, Inc. for housekeeping services in the approximate amount of \$25,589.98 per month beginning July 1, 2000, through June 30, 2001; and,
- II. Authorize renewals annually up to five (5) years if in the best interest of the University.

Regent Bentley moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

PROFESSIONAL SERVICE AGREEMENTS - HSC

Renewal -

Office of the Dean, College of Medicine and Physician Manpower Training Commission (no increase from the previous year)	\$1,096,881
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Family Medicine Residency Program

Renewal -

Office of the Dean, Tulsa, College of Medicine and Physician Manpower Training Commission (no increase from the previous year)	\$1,161,683
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Family Medicine Residency Program

President Boren recommended that the Board of Regents approve the professional service agreements for the Health Sciences Center as set forth above.

Regent Noble moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

QUARTERLY REPORT OF PURCHASES - HSC

At the March 2000 meeting, the Board of Regents approved the revisions to the Provision and Acquisition of Goods and Services policy. The policy now states that all purchases over \$125,000 must be referred to the Board for approval. In addition, the policy states that a quarterly report summarizing the items listed below is to be provided to the Board as an information item. The quarterly report was included with the agendas.

- I. Purchase obligations from \$75,000 to \$125,000;
- II. Acquisition of Goods and Services Pursuant to and Funded by Sponsored Grants and Contracts between the amounts of \$125,000 and \$300,000, and;
- III. Sole Source procurements in excess of \$35,000.

This report was presented for information. No action was required.

PROPOSALS, CONTRACTS AND GRANTS

In accord with Regents' policy, a list of awards and/or modifications in excess of \$100,000 or that establish or make policy for the University, or that otherwise involve a substantial or significant service to be performed by the University was included in the agenda. Comparative data for fiscal years 1994 through 1997, and current month and year-to-date was also included.

The Provisions of Goods and Services policy (amended December 4, 1992) provides that new contracts and grants in excess of \$100,000 must be referred to the Board of Regents for ratification. In addition, in those cases where a contract, grant, document, or arrangement involved would establish or make policy for the University, or otherwise involve a substantial or significant service to be performed by the University, that contract, arrangement, or document shall be referred to the Board of Regents for approval.

President Boren recommended that the Board of Regents ratify the awards and/or modifications for May 2000 as submitted.

Regent Everest moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

ENERGY CONSERVATION HVAC PROJECT - NC

The completion of energy conservation projects to improve or replace heating/ventilation/air conditioning (HVAC) systems in specific buildings is one of the utility

infrastructure improvements identified in the Campus Utility Master Plan prepared by Frankfurt-Short-Bruza (FSB) engineering consultants and funded from Utility System Revenue Bonds, Series 1999. \$25.2 million in Utility System Revenue Bonds, Series 1999, were sold. To date, \$13.5 million has been spent.

The project documents and scope of work were prepared by the Engineering Firm, Huitt-Zollars in May, 2000. This firm was previously approved by the Board of Regents to provide engineering services for all HVAC improvements identified in the Campus Utility Master Plan.

The building, North Campus 210, is occupied by various departments from the College of Engineering. The portion of the building to undergo the improvements was constructed in the 1960's. The building has been well maintained, but few, if any, improvements have been made to the original mechanical system. The existing constant volume, double duct HVAC system will be converted to variable volume, and direct digital controls will be installed. Additionally, the chiller and boiler will be replaced with new high efficiency models.

Invitations to Bid were sent to four contractors and four plan rooms. The invitation was also advertised in the *Norman Transcript*. Evaluation criteria included cost, conformance to specifications, and the ability to meet project time constraints.

Bid responses were received from two vendors as follows:

<u>Company</u>	<u>Amount</u>
R&M Mechanical Contractors, Inc. Norman, OK	\$153,000
Saker Mechanical, Inc. Del City, OK	\$163,900

The evaluation committee consisted of the following individuals:

Gary Ward, Director, Physical Plant
 Don Carter, General Manager, Engineering, Physical Plant
 Brent Everett, Energy Conservation Engineer, Physical Plant
 Flavel Chastain, Engineer, Huitt-Zollars, Consulting Engineer
 George Horn, Assistant Director, Procurement Service

Funding for the project will come from Utility System Revenue Bonds, Series 1999.

President Boren recommended the Board of Regents approve award of a purchase order in the amount of approximately \$153,000 to R&M Mechanical Contractors, Inc., the low bidder, to provide energy conservation improvements to the heating/ventilation/air conditioning system in North Campus Building 210.

Regent Everest moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

ANNUAL AUDIT PLAN FOR 2000-2001, THE UNIVERSITY OF OKLAHOMA

The proposed annual audit plan for fiscal year 2001 was included in the agenda. The plan has been discussed with the Finance and Audit Committee and continues with a four-year audit cycle. Each unit in the audit universe will be audited at least once every four years. Some areas will be audited more often due to certain inherent risks identified in our risk analysis process or because of an external mandate. Any proposed changes to the plan will be discussed with the Finance and Audit Committee.

The areas proposed for internal audit during 2000-2001 are as follows:

Health Sciences Center

Academic Administration
Agency Funds (Custodial Funds)
Alternate System for Settlement of Health Education Miscellaneous Claims
Anesthesiology
Animal Resources
Biochemistry & Molecular Biology
Bursar Billing and Collection Systems
College of Dentistry
College of Medicine-Tulsa Dean and Administration
College of Medicine-Tulsa Residency Program
College of Public Health
Computing/Telecommunications
Dermatology
Disbursements
Endowments
Obstetrics & Gynecology
Office of Student Services
Ophthalmology
Pathology
Radiation Safety & Environmental Health Safety
Site Support
Sponsored Program Compliance
Travel
University Affairs/Development

Norman Campus

Academic Administration
Agency Funds (Custodial Funds)
Alternate System for Settlement of Health Education Miscellaneous Claims
Athletic Ticketing and Post-Season Activities
Athletics, Compliance Audit
Athletics, Financial and General
Bursar Billing and Collection Systems
College of Engineering
College of Fine Arts
Computing/Telecommunications
Disbursements
Endowments
Goddard Health Center and Counseling Services

Honors College
Oklahoma Museum of Natural History
Physical Plant
Printing
Sponsored Programs
Student Life
Travel
University Affairs/Development
University Food Service
University of Oklahoma Press

In addition to the above listed audits, approximately 10 percent of the available audit hours will be reserved for unforeseen items and post-audit reviews will be performed when necessary.

President Boren recommended that the Board of Regents approve the annual audit plan for 2000-2001.

Regent Austin moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

RADIO EQUIPMENT FOR THE OKLAHOMA UNIVERSITY POLICE DEPARTMENT - NC

The Oklahoma University Police Department (OUPD) has an opportunity to access a new million-dollar 800-megahertz trunked communications system recently purchased by the City of Norman (the State of Oklahoma has already moved to this type of system). The benefit of this system is that it significantly increases the number of frequencies/talk groups available to users and allows for wide area coverage from Norman to Tulsa. With the proposed system, OUPD will have access to 800 frequencies versus 10 frequencies with the existing system.

To interface with the City's new system, OUPD needs to purchase new mobile and base station radio equipment. The equipment must be acquired from Motorola, Inc. on a sole source basis so that compatibility with the City of Norman is ensured. The basis for pricing was predetermined by a competitive bid awarded by the City of Norman to Motorola, Inc. Joseph Lester, Director of Public Safety, Robert Voeller, Police Lieutenant for OUPD, and Florian Giza, Senior Buyer for Procurement Services, reviewed the award on behalf of the University and agreed with its competitiveness.

Funding for the equipment will come from OUPD account 134-7304.

President Boren recommended the Board of Regents approve award of a sole source purchase order in the amount of \$361,585 to Motorola, Inc. for the purchase of mobile and base station radio equipment for the Oklahoma University Police Department.

Regent Austin moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

APPOINTMENT OF BOND COUNSEL AND FINANCIAL ADVISOR - NC

At their February, March, and May 2000 meetings, the University of Oklahoma Board of Regents authorized the University Administration to propose Concurrent Resolutions to the Oklahoma Legislature allowing for the issuance of revenue bonds for the construction, renovation, remodeling, and expansion of various University facilities, including parking, athletic, and student usage facilities. The result was Concurrent Resolution No. 96 and Concurrent Resolution No. 97 that were adopted by the State Senate on May 15, 2000 and the House of Representatives on May 18, 2000.

A Bond Counsel and Financial Advisor are now needed to assist with these projects. Thus, an RFP for Bond Counsel services was distributed to 19 firms identified by the State Bond Advisor as experienced in the issuance of debt by higher education institutions. The RFP for Financial Advisor services was distributed to 27 firms identified by the State Bond Advisor as experienced in the issuance of debt by higher education institutions. The responses were reviewed and evaluated by a team consisting of Chris Kuwitzky, Controller, Courtenay Sobral, Legal Counsel, and George Horn, Assistant Director of Procurement Services. The results of this evaluation and the recommendations of the evaluation team are as follows:

I. BOND COUNSEL

Proposals were received from the following firms:

Maximum Fees and Expenses by Project

	<u>Parking</u>	<u>Athletic</u>	<u>Student Usage</u>	<u>Total</u>
Floyd Law Firm	\$13,500	\$13,500	\$13,500	\$ 40,500
Hawkins, Delafield, & Wood	\$39,800	\$39,800	\$37,925	\$117,525

Evaluation of the proposals submitted by these firms was based upon the following criteria.

- General response to RFP specifications
- Experience and performance
- Fees and expenses

The evaluation team concluded that the proposals met or exceeded all criteria contained in the RFP and that either firm could provide excellent bond counsel services to the University. Therefore, the determining criterion was the fees and expenses proposed by each firm. Payment of the fees will occur only upon the successful closing of project financing.

II. FINANCIAL ADVISOR

Proposal were received from the following firms:

Maximum Fees and Expenses by Project

	<u>Parking</u>	<u>Athletic</u>	<u>Student Usage</u>	<u>Total</u>
Governmental Finance of Oklahoma	\$10,500	\$10,500	\$10,500	\$31,500
Leo Oppenheim	\$17,500	\$17,500	\$17,500	\$52,500

Evaluation of the proposals submitted by these firms was based upon the following criteria.

- General response to RFP specifications
- Experience and performance
- Fees and expenses

The evaluation team concluded that the proposals met or exceeded all criteria contained in the RFP and that either firm could provide excellent financial advisor services to the University. Therefore, the determining criterion was the fees and expenses proposed by each firm. Payment of the fees will occur only upon the successful closing of project financing.

The State Bond Advisor's Office has advised the University that they have no concerns about the Floyd Law Firm or Governmental Finance of Oklahoma that would preclude their selection to provide Bond Counsel and Financial Advisor services for these projects. The State Bond Advisor has also indicated that the proposed fees and expenses are not excessive. The University has recent and favorable experience with each firm (1998 Multiple Facility Revenue Bonds, 1999 Utility System Revenue Bonds, and the 1999 University Press Loan) and the proposed pricing is comparable to past Bond Counsel and Financial Advisor solicitations.

III. THE NEXT STEP – PREPARATION OF THE DISCLOSURE STATEMENTS AND PLANS OF FINANCING

Preparation of the disclosure statements (often referred to as the preliminary Official Statements) will be coordinated by the Financial Advisor with direction and input from the University's administration, Bond Counsel, and the State Bond Advisor. They will be submitted to the appropriate oversight organizations for approval and utilized by the financing team to determine appropriate plans of financing each project. The recommended plans of financing will be brought to the Regents for review and approval prior to execution.

President Boren recommended the Board of Regents:

- I. Appoint the Floyd Law Firm to provide Bond Counsel services for the issuance of debt to finance the parking, athletic, and student usage facility projects described above at a cost of \$13,500 per project;
- II. Appoint Governmental Finance of Oklahoma to provide Financial Advisor services for the issuance of debt to finance the parking, athletic, and student usage facility projects described above at a cost of \$10,500 per project; and,

III. Authorize the University's administration to prepare and distribute the documents necessary to disclose material information on the purpose of the debt and how it will be repaid. These documents will serve as a basis for determining appropriate plans of financing each project.

Regent Everest moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

ON-CALL CONSTRUCTION RELATED SERVICES CONTRACT - NC

In March 1998, the Board of Regents authorized the administration to award a contract for on-call construction related services on the Norman campus to PI Construction. At that time, it was indicated that the administration would provide to the Board at each of its meetings a report of the work completed since the last report. In addition, it was indicated that the administration would seek prior Board approval for any project that had an estimated cost of \$100,000 or greater.

COMPLETED SINCE LAST REPORT:

<u>Building/Location</u>	<u>Project</u>	<u>Estimated Cost of Work</u>
Sarkeys Energy Center	Install Keck Foundation Frame (Hydraulic Crusher) in Room C101.	\$92,626
Sarkeys Energy Center	Floor and Wall Replacement on Lower Level to Correct a Settlement Problem.	\$54,835
George Lynn Cross Hall	Remove Existing Fume Hood in Greenhouse.	\$1,604
Ceramics Lab	Extend Utilities and Install Exhaust Fan.	\$1,605

This item was reported for information only. No action was required.

ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT - NC AND HSC

In June 1996, the Board of Regents authorized a group of architectural and engineering firms to provide professional services for small projects on an on-call basis to the University. It was indicated that the administration would provide a quarterly report to the Board of the work completed by each architect or engineer. Some of the firms in this group are now completing work authorized prior to June 30, 1999.

In June 1999, the Board authorized a new group of architectural and engineering firms to provide the professional services required for small projects. Work completed during the fourth quarter of Fiscal Year 2000 by on-call architectural and engineering firms in both the 1996 and the 1999 selection groups is summarized below.

1996 Selection Group

<u>Firm Name</u>	<u>Date Initiated</u>	<u>Work Performed</u>	<u>Fee</u>
For the Norman Campus:			
Miles Associates Oklahoma City, OK	March 5, 1999	Construction Documents (Fred Jones Art Museum Skylight Replacement)	\$ 8,954

For the Health Sciences Center:

None

1999 Selection Group

<u>Firm Name</u>	<u>Date Initiated</u>	<u>Work Performed</u>	<u>Fee</u>
For the Norman Campus:			
Thomas Davis Architects Edmond, OK	September 22, 1999	Conceptual Design and Architectural Design (Carson Engineering Ctr, Rooms 117, 119 and 121)	\$ 24,500
Cardinal Engineering/ Lemke Land Surveying Norman	September 14, 1999	Topographic Survey (Lloyd Noble Center Expansion)	\$ 7,489
	December 10, 1999	Boundary Survey (Maple Street)	\$ 600
	December 15, 1999	Topographic Survey (Lloyd Noble Center South Driveway)	\$ 2,000
Frankfurt-Short-Bruza Associates, P.C. Oklahoma City	December 8, 1999	Mechanical and Electrical Engineering (Sarkeys Energy Ctr AC 10th Floor)	\$ 11,351
For the Health Sciences Center:			
Cobb Engineering Oklahoma City	January 31, 2000	Survey (Greenhouse)	\$ 3,300

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OJC Company Tulsa	March 28, 2000	Civil-Structural Engineering (George Nigh Rehab Center)	\$ 5,364
Smith-Roberts and Associates, Inc. Oklahoma City	April 3, 2000	Engineering Design (Campus Landscape Plan, Phase 2)	\$ 574

This was reported for information only. No action was required.

QUARTERLY REPORT OF PURCHASES - NC

In April 2000, the Board of Regents' policy governing acquisition of goods and services was revised. The policy now states that all purchases over \$125,000 must be referred to the Board for approval. Additionally, the policy states that a report summarizing the items below is to be provided quarterly to the Board as an information item. The report was included in the agenda.

- I. Purchase obligations from \$75,000 to \$125,000,
- II. Acquisition of goods and services pursuant to and funded by sponsored grants and contracts between the amounts of \$125,000 and \$300,000, and
- III. Sole source procurements in excess of \$35,000.

This report was presented for information. No action was required.

REGENTS' MEETING DATES FOR 2001

Dates for calendar year 2001 Board of Regents' regular meetings have been compiled for consideration by the Regents as follows:

February 6-7	Tuesday & Wednesday
March 27-28	Tuesday & Wednesday
May 10-11	Thursday & Friday
June 19-20	Tuesday & Wednesday
July 30	Monday
September 11-12	Tuesday & Wednesday
October 30-31	Tuesday & Wednesday
December 4-5	Tuesday & Wednesday

Regent Noble moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

**ACADEMIC PERSONNEL ACTIONS
ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS
REVIEW OF PRESIDENT'S COMPENSATION
LITIGATION**

Regent Austin moved the Board meet in executive session for the purpose of discussing personnel-related issues and pending litigation as listed above. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

The executive session was held in the same location and began at 11:45 a.m.

The Regents reconvened in regular session at 12:27 p.m.

ACADEMIC PERSONNEL ACTIONS

Health Sciences Center:

APPOINTMENTS OR REAPPOINTMENTS:

Akbarali, Hamid I., Ph.D., Associate Professor of Physiology, annualized rate of \$95,000 for 12 months (\$7,916.67 per month), August 1, 2000 through June 30, 2001. Tenurable base salary \$66,500. (Tenure credentials are under review)

Amador, Luis Felipe, M.D., Assistant Professor of Geriatric Medicine and The Donald W. Reynolds Endowed Chair in Geriatric Medicine, and Assistant Professor of Medicine, annualized rate of \$100,000 for 12 months (\$8,333.34 per month), July 1, 2000 through June 30, 2001. Includes \$35,000 supplement while serving as endowed chair. Base salary \$65,000. (New consecutive term faculty)

Gallucci, Randle Michael, Ph.D., Assistant Professor of Pharmaceutical Sciences, annualized rate of \$63,000 for 12 months (\$5,250.00 per month), August 15, 2000 through June 30, 2001. (New tenure track faculty)

Jackman, Janet R., M.B.A., Instructor in Medicine, annualized rate of \$90,000 for 12 months (\$7,500.00 per month), July 1, 2000 through June 30, 2001.

Lustgarten, Daniel L., M.D., Assistant Professor of Medicine, annualized rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 2000 through June 30, 2001. (New tenure track faculty)

Machado, Linda J., M.D., Assistant Professor of Medicine, annualized rate of \$80,000 for 12 months (\$6,666.67 per month), July 1, 2000 through June 30, 2001. (New tenure track faculty)

Meixel, Steven A., M.D., Professor of Family Medicine – Tulsa, annualized rate of \$106,000 for 12 months (\$8,833.33 per month), August 1, 2000 through June 30, 2001. (New consecutive term faculty)

Morales, Kari L., Clinical Instructor in Medicine, annualized rate of \$63,860 for 12 months (\$5,321.67 per month), July 1, 2000 through June 30, 2001.

Nawar, Ola, M.D., D.P.H., Clinical Assistant Professor of Psychiatry and Behavioral Sciences, annualized rate of \$70,000 for 12 months (\$5,833.34 per month), September 15, 2000 through June 30, 2001.

Robertson, Madeline J., M.D., J.D., Associate Professor of Health Administration and Policy, annualized rate of \$65,000 for 9 months (\$7,222.22 per month), August 15, 2000 through May 15, 2001. (New tenure track faculty)

Saban, Ricardo, D.V.M., Associate Professor of Physiology, annualized rate of \$92,500 for 12 months (\$7,708.33 per month), September 15, 2000 through June 30, 2001. Tenurable base salary \$64,750. (Tenure credentials are under review)

Sannito, Michael J., M.A., L.P.C., LMFT, Assistant Professor of Family Medicine – Tulsa, annualized rate of \$50,000 for 12 months (\$4,165.66 per month), August 1, 2000 through June 30, 2001. (New consecutive term faculty)

West, Candida C., Ph.D., Assistant Professor of Occupational and Environmental Health, FTE: \$62,500, annualized rate of \$50,000 for 12 months (\$4,166.67 per month), July 1, 2000 through June 30, 2001. (New tenure track faculty)

CHANGES:

Brauchi, John T., Clinical Professor of Psychiatry – Tulsa, salary changed from annualized rate of \$35,000 for 12 months (\$2,916.67 per month) .33 time, to without remuneration, June 30, 2000.

Cornelison, Raymond L., title changed from Clinical Professor of Dermatology to Professor of Dermatology and Interim Chair of Dermatology, salary changed from annualized rate of \$30,000 for 12 months (\$2,500.00 per month) .50 time, to annualized rate of \$130,000 for 12 months (\$10,833.32 per month), full-time, July 1, 2000 through June 30, 2001. Includes \$50,000 administrative supplement while serving as Interim Chair. Base salary \$80,000. (New consecutive term faculty)

Cowan, Linda, George Lynn Cross Research Professor of Biostatistics and Epidemiology, Adjunct Associate Professor of Neurology, Professor of Research, Center for American Indian Health Research, College of Public Health, title Vice Chair of Biostatistics and Epidemiology deleted, July 1, 2000 through June 30, 2001.

Fuller, Vicki A., Assistant Professor of Dental Hygiene and Coordinator, Continuing Education, College of Dentistry; salary changed from annualized rate of \$45,750 for 12 months (\$3,812.50 per month) to \$46,250 for 12 months (\$3,854.17 per month), July 1, 2000 through June 30, 2001.

Budget correction.

Henthorn, Randall, title changed from Associate Professor of Anesthesiology to Clinical Associate Professor of Anesthesiology, salary changed from annualized rate of \$61,500 for 12 months (\$5,125.01 per month) to without remuneration, June 30, 2000 (with accrued leave through August 16, 2000).

Laszik, Zoltan G., title changed from Clinical Assistant Professor of Pathology to Assistant Professor of Pathology, salary changed from annualized rate of \$49,892 for 12 months (\$4,165.17 per month) to annualized rate of \$55,000 for 12 months (\$4,583.33 per month) July 1, 2000 through June 30, 2001. (New consecutive term faculty)

Salinas, Robert C., title changed from Clinical Instructor in Geriatric Medicine and Clinical Instructor in Family and Preventive Medicine to Assistant Professor of Geriatric Medicine, The Donald W. Reynolds Endowed Chair in Geriatric Medicine and Assistant Professor of Family and Preventive Medicine, salary changed from annualized rate of \$58,000 for 12 months (\$4,833.33 per month) to annualized rate of \$100,000 for 12 months (\$8,333.34 per month), July 1, 2000 through June 30, 2001. Includes \$35,000 supplement while serving as Endowed Chair. Base salary \$65,000. (New consecutive term faculty)

Tilak, Monala D.V., title changed from Clinical Instructor in Anesthesiology to Associate Professor of Anesthesiology; salary changed from without remuneration to annualized rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 2000 through June 30, 2001. (New consecutive term faculty)

Tucker, Susan Bell, Adjunct Assistant Professor of Occupational Therapy, given additional title Coordinator of Recruitment, Office of Academic and Student Services, College of Allied Health, July 1, 2000 through June 30, 2001.

Venkatappa, Siddhartha, Assistant Professor of Medicine, changed from consecutive term to tenure track, July 1, 2000 through June 30, 2001.

Weiner, David E., Associate Professor of Periodontics; given additional title Director, Predoctoral Periodontics, College of Dentistry; salary changed from annualized rate of \$61,881 for 12 months (\$5,156.75 per month) to annualized rate of \$68,356 for 12 months (\$5,696.33 per month), July 1, 2000 through June 30, 2001. Includes administrative supplement of \$4,000 while serving as Director.

RESIGNATIONS AND/OR TERMINATIONS:

Dolan, Robert W., Assistant Professor of Otorhinolaryngology, July 31, 2000 (with accrued leave through September 15, 2000).

Ewell, Mark G., Associate Professor of Anesthesiology, June 30, 2000 (with accrued leave through July 7, 2000).

Karnes Jr., Howard L., Assistant Professor of Occupational Therapy, June 2, 2000 (with accrued leave through June 15, 2000).

Pryor, Madeline S., Assistant Professor of Nursing, June 30, 2000.

Ronck, John W., Clinical Associate Professor of Family and Preventive Medicine, June 30, 2000 (with accrued leave through July 26, 2000).

Soderstrom-Hopper, Gene, Adjunct Instructor in Family Medicine, College of Medicine and Chief Information Officer, Information Technology and Director of Telemedicine, October 1, 1999. (Correction to records)

Valdmanis, Vivian G., Assistant Professor of Health Administration and Policy, June 30, 2000.

RETIREMENT:

Rhoades, Everett R., Clinical Professor of Medicine, titles Associate Dean for Community Affairs, College of Medicine, Associate Dean for Community Affairs, College of Public Health, and Professor of Research, Center for American Indian Health Research, College of Public Health, deleted, salary changed from annualized rate of \$102,597 for 12 months (\$2,209.33 per month) to without remuneration, June 30, 2000 (with accrued leave through August 30, 2000).

Norman Campus:

LEAVES OF ABSENCE:

Gordon, B. Brent, Associate Professor of Mathematics, leave of absence without pay, August 16, 2000 through May 15, 2001. To serve as a rotating program officer (a highly visible position within the mathematical research community) at the National Science Foundation in the Algebra and Number Theory Section of the Division of Mathematical Sciences.

Smith, Patricia L., Associate Professor of Educational Psychology, leave of absence with pay, August 16, 2000 through May 1, 2001 and leave of absence without pay, May 2, 2001 through May 15, 2001. Short-term disability.

Trafalis, Theodore B., Associate Professor of Industrial Engineering, leave of absence without pay, January 1, 2001 through May 15, 2001. To develop a new laboratory in the School of Industrial Engineering and conduct concentrated research and writing at Akita Prefectural University in Japan and Technical University of Crete, in Greece and travel to other research sites.

APPOINTMENTS OR REAPPOINTMENTS:

Bernd, Lisa, Ph.D., Assistant Professor of Drama, annualized rate of \$36,000 for 9 months (\$4,000.00 per month), August 16, 2000 through May 15, 2001. New tenure-track faculty.

Brewster, Keith A., reappointed Senior Research Scientist, salary remains at annualized rate of \$67,000 for 12 months (\$5,583.33 per month), July 1, 2000 through June 30, 2001. Paid from grant funds; subject to availability of funds.

Brown, Adam W., Assistant Professor of Art, annualized rate of \$38,000 for 9 months (\$4,222.22 per month), August 16, 2000 through May 15, 2001. New tenure track faculty.

Butzer, Hans E., Assistant Professor of Architecture, annualized rate of \$40,700 for 9 months (\$4,522.22 per month), August 16, 2000 through May 15, 2001. New tenure-track faculty.

Duncan, Jr., John C., Visiting Associate Professor, College of Law, annualized rate of \$102,000 for 9 months, (\$11,333.34 per month), August 16, 2000 through May 15, 2001.

Heirman, Donald N., reappointed Senior Research Scientist and Adjunct Professor, Industrial Engineering, salary changed from annualized rate of \$37,800 for 12 months (\$3,150.00 per month), .30 time, to annualized rate of \$38,934 for 12 months (\$3,244.50 per month), .30 time, July 1, 2000 through June 30, 2001. Paid from grant funds; subject to availability of funds.

Hix, Jr., Harry L., reappointed Engleman/Livermore Professor of Community Journalism, Journalism and Mass Communication, salary changed from annualized rate of \$52,530 for 9 months (\$5,836.67 per month) to annualized rate of \$54,106 for 9 months (\$6,011.77 per month), August 16, 2000 through May 15, 2001.

Horowitz, Edward M., Assistant Professor of Communication, annualized rate of \$45,000 for 9 months, (\$5,000.00 per month), August 16, 2000 through May 15, 2001. New tenure-track faculty.

Jones, Louise A., Assistant Professor of Art, annualized rate of \$36,000 for 9 months (\$4,000.00 per month), August 16, 2000 through May 15, 2001. New tenure-track faculty.

Kloesel, Kevin A., reappointed Research Associate, Oklahoma Climatological Survey, salary changed from annualized rate of \$70,000 for 12 months (\$5,833.34 per month) to annualized rate of \$73,500 for 12 months (\$6,125.01 per month), July 1, 2000 through June 30, 2001. Paid from grant funds; subject to availability of funds.

Kwiatkowski, John T., reappointed Research Scientist, Meteorology, salary changed from annualized rate of \$60,000 for 12 months (\$5,000.00 per month) to annualized rate of \$63,000 for 12 months (\$5,250.00 per month), July 1, 2000 through December 31, 2000. Paid from grant funds; subject to availability of funds.

Lloyd-Jones, Brenda, Assistant Professor of Human Relations, \$15,000 for 9 months (\$1,666.69 per month), .50 time, August 16, 2000 through May 15, 2005. Non tenure-track, 5-year renewable term appointment.

Maddox, Robert A., reappointed Visiting Senior Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annualized rate of \$50,004 for 12 months (\$4,167.00 per month), .49 time, July 1, 2000 through June 30, 2001. Paid from grant funds; subject to availability of funds.

Penn, III, Melvin L., reappointed Instructor and Corporate and External Relations Executive, Michael F. Price College of Business, salary remains at annualized rate of \$67,000 for 12 months (\$5,583.33 per month), July 1, 2000 through June 30, 2001.

Ramos, Antonio C., Research Associate, Geology and Geophysics, annualized rate of \$75,000 for 12 months (\$6,250.00 per month), July 31, 2000 through November 30, 2000.

Schaefer, Shawn M., Interim Director of Architecture Programs and Adjunct Assistant Professor of Architecture, University Center at Tulsa, \$60,000 for 12 months (\$5,000.00 per month), July 1, 2000 through June 30, 2001.

Schmidtke, David W., Ph.D., Assistant Professor of Chemical Engineering and Materials Science, annualized rate of \$58,000 for 9 months (\$6,444.44 per month), August 16, 2000 through May 15, 2001. New tenure track faculty.

Weber, Daniel B., reappointed Research Scientist, Center for the Analysis and Prediction of Storms, salary remains at annualized rate of \$65,000 for 12 months (\$5,416.67 per month), July 1, 2000 through June 30, 2001. Paid from grant funds; subject to availability of funds.

Willis, William J., Ph.D., Visiting McMahan Centennial Professor, Journalism and Mass Communication, annualized rate of \$63,000 for 9 months (\$7,000.00 per month), August 16, 2000 through May 15, 2001.

CHANGES:

Agrawal, Ajay K., Associate Professor of Aerospace and Mechanical Engineering, salary changed from annualized rate of \$56,580 for 9 months (\$6,286.66 per month), to annualized rate of \$57,587 for 9 months (\$6,398.55 per month), August 16, 2000. Merit increase.

Atiquzzaman, Mohammed, Associate Professor of Computer Science, annualized rate of \$80,000 for 9 months (\$8,888.89 per month), award of tenure recommended June 29, 2000. New faculty member.

Baldwin, James D., Assistant Professor of Aerospace and Mechanical Engineering, salary changed from annualized rate of \$50,773 for 9 months (\$5,641.44 per month) to annualized rate of \$53,770 for 9 months (\$5,974.45 per month), August 16, 2000. Merit increase.

Baron, Edward A., Associate Professor of Physics and Astronomy, salary changed from annualized rate of \$51,398 for 9 months (\$5,710.89 per month) to annualized rate of \$54,402 for 9 months (\$6,044.67 per month), August 16, 2000. Merit/compression increase.

Bert, Charles W., George Lynn Cross Research Professor of Aerospace and Mechanical Engineering and Perkinson Chair in Engineering, salary changed from annualized rate of \$87,985 for 9 months (\$9,776.11 per month) to annualized rate of \$89,693 for 9 months (\$9,965.94 per month), August 16, 2000. Merit increase.

Branch, David R., George Lynn Cross Research Professor of Physics and Astronomy, salary changed from annualized rate of \$91,274 for 9 months (\$10,141.56 per month) to annualized rate of \$95,852 for 9 months (\$10,650.22 per month), August 16, 2000. Merit/compression increase.

Bridge, Gavin, Assistant Professor of Geography, salary changed from annualized rate of \$45,972 for 9 months (\$5,180.00 per month) to annualized rate of \$55,000 for 9 months (\$6,111.11 per month), July 1, 2000. Counter offer.

Busenitz, Lowell W., Associate Professor of Management, given additional title OU Associates Research Fellow, salary temporarily changed from annualized rate of \$85,846 for 9 months (\$9,538.44 per month) to annualized rate of \$89,752 for 9 months (\$9,972.44 per month), August 16, 2000 through May 15, 2001. Temporary title and salary increase.

Chang, Kuang H., Assistant Professor of Aerospace and Mechanical Engineering, salary changed from annualized rate of \$55,208 for 9 months (\$6,134.22 per month) to annualized rate of \$56,012 for 9 months (\$6,223.55 per month), August 16, 2000. Merit increase.

Chiodo, John J., Professor of Instructional Leadership and Academic Curriculum, given title Interim Chair of the Department of Instructional Leadership and Academic Curriculum, correcting salary from annualized rate of \$102,866 for 12 months (\$8,572.19 per month) to annualized rate of \$102,145 for 12 months (\$8,512.08 per month), July 15, 2000.

Cifelli, Richard L., Professor of Zoology and Curator of Vertebrate Paleontology, Sam Noble Oklahoma Museum of Natural History, salary changed from annualized rate of \$64,340 for 12 months (\$5,361.67 per month) to annualized rate of \$66,120 for 12 months (\$5,510.00 per month), July 1, 2000. Merit increase.

Cowan, John J., Professor of Physics and Astronomy, salary changed from annualized rate of \$70,275 for 9 months (\$7,808.33 per month) to annualized rate of \$74,853 for 9 months (\$8,317.00 per month), August 16, 2000. Merit/compression increase.

Damphousse, Kelly R., Assistant Professor of Sociology, salary changed from annualized rate of \$43,775 for 9 months (\$4,863.89 per month) to annualized rate of \$48,025 for 9 months (\$5,336.11 per month), August 16, 2000. Retention.

Doezema, Ryan E., Professor of Physics and Astronomy and Chair of the Department of Physics and Astronomy, salary changed from annualized rate of \$106,898 for 12 months (\$8,908.17 per month) to annualized rate of \$112,493 for 12 months (\$9,374.42 per month), July 1, 2000. Merit/compression increase.

Ehlen, Timothy J., Ph.D., Assistant Professor of Music, correcting appointment dates from August 16, 2000 through August 16, 2001 to August 16, 2000 through May 15, 2001.

Furneaux, John E., Professor of Physics and Astronomy, salary changed from annualized rate of \$63,477 for 9 months (\$7,053.00 per month) to annualized rate of \$66,910 for 9 months (\$7,434.44 per month), August 16, 2000. Merit/compression increase.

Ghosh, Dipankar, Associate Professor of Accounting, given additional title John and Mary Nichols Faculty Fellow, salary temporarily changed from annualized rate of \$102,820 for 9 months (\$11,424.44 per month) to annualized rate of \$110,632 for 9 months (\$12,292.50 per month), August 16, 2000 through May 15, 2001. Temporary title and salary increase.

Gollahalli, Subramanya R., Professor and Lesch Centennial Professor of Aerospace and Mechanical Engineering, salary changed from annualized rate of \$104,950 for 9 months (\$11,661.12 per month) to annualized rate of \$106,988 for 9 months (\$11,887.54 per month), August 16, 2000. Merit increase

Griffith, David A., Assistant Professor of Marketing, given additional title OU Associates Teaching Fellow, salary temporarily changed from annualized rate of \$72,100 for 9 months (\$8,011.11 per month) to annualized rate of \$76,006 for 9 months (\$8,445.11 per month), August 16, 2000 through May 15, 2001. Temporary title and salary increase

Gutierrez, Phillip, Associate Professor of Physics and Astronomy, salary changed from annualized rate of \$50,891 for 9 months (\$5,654.56 per month) to annualized rate of \$53,895 for 9 months (\$5,988.33 per month), August 16, 2000. Merit/compression increase.

Henry, Richard C., Professor of Physics and Astronomy, salary changed from annualized rate of \$59,130 for 9 months (\$6,570.00 per month), to annualized rate of \$63,708 for 9 months (\$7,078.67 per month), August 16, 2000. Merit/compression increase.

Hinshaw, M. Joseph, Assistant Professor of Journalism and Mass Communication, salary changed from annualized rate of \$40,560 for 9 months (\$4,506.67 per month) to annualized rate of \$45,560 for 9 months (\$5,062.22 per month), August 16, 2000. Counteroffer.

Kantowski, Ronald, Professor of Physics and Astronomy, salary changed from annualized rate of \$70,604 for 9 months (\$7,844.89 per month) to annualized rate of \$74,793 for 9 months (\$8,310.33 per month), August 16, 2000. Merit/compression increase.

Knox, Robert C., Professor and Interim Director, Civil Engineering and Environmental Science, salary changed from annualized rate of \$101,843 for 12 months (\$8,486.92 per month) to annualized rate of \$103,676 for 12 months (\$8,601.42 per month), July 1, 2000. Merit increase.

Kolar, Randall L., Assistant Professor of Civil Engineering and Environmental Science, salary changed from annualized rate of \$57,169 for 9 months (\$6,352.11 per month) to annualized rate of \$58,279 for 9 months (\$6,475.44 per month), August 16, 2000. Merit Increase.

Lindberg, Jeremy A., Assistant Professor of Dance, salary changed from annualized rate of \$35,020 for 9 months (\$3,891.11 per month) to annualized rate of \$37,020 for 9 months (\$4,113.00 per month), August 16, 2000. Compression increase.

Linn, Scott C., Professor of Finance and Director of the Division of Finance, given additional title John and Mary Nichols Faculty Fellow, salary temporarily changed from annualized rate of \$133,372 for 12 months (\$11,114.33 per month) to annualized rate of \$141,184 for 12 months (\$11,765.38 per month), July 1, 2000 through June 30, 2001. Temporary title and salary increase.

Marsh-Matthews, Edith C., Assistant Professor of Zoology and Assistant Curator of Ichthyology, Samuel Noble Oklahoma Museum of Natural History, salary changed from annualized rate of \$44,546 for 12 months (\$3,712.08 per month) to annualized rate of \$50,000 for 12 months, (\$4,166.67 per month), July 1, 2000. Retention.

Marzban, Caren, Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, correcting title to Research Scientist, annualized rate of \$61,172 for 12 months (\$5,097.67 per month), July 1, 2000 through June 30, 2001. Paid from grant funds; subject to availability of funds.

Mason, Bruce, Associate Professor of Physics and Astronomy, salary changed from annualized rate of \$50,532 for 9 months (\$5,614.67 per month) to annualized rate of \$52,330 for 9 months (\$5,814.44 per month), August 16, 2000. Merit/compression increase.

Michaelsen, Larry K., Professor of Management, given additional title John and Mary Nichols Faculty Fellow, salary temporarily changed from annualized rate of \$84,893 for 9 months to annualized rate of \$92,705 for 9 months, (\$10,300.61 per month), August 16, 2000 through May 15, 2001. Temporary title and salary increase.

Milton, Kimball A., Professor of Physics and Astronomy, salary changed from annualized rate of \$78,166 for 9 months (\$8,685.11 per month) to annualized rate of \$81,210 for 9 months (\$9,023.33 per month), August 16, 2000. Merit/compression increase.

Mooney, Michael A., Assistant Professor of Civil Engineering and Environmental Science, salary changed from annualized rate of \$53,181 for 9 months (\$5,909.00 per month) to annualized rate of \$54,214 for 9 months (\$6,023.78 per month), August 16, 2000. Merit increase.

Morrison, Michael A., David Ross Boyd Professor of Physics and Astronomy, salary changed from annualized rate of \$82,568 for 9 months (\$9,174.22 per month) to annualized rate of \$86,757 for 9 months (\$9,639.67 per month), August 16, 2000. Merit/compression increase.

Muraleetharan, Kanthasamy K., Associate Professor of Civil Engineering and Environmental Science, salary changed from annualized rate of \$59,134 for 9 months (\$6,570.44 per month) to annualized rate of \$60,243 for 9 months (\$6,693.67 per month), August 16, 2000. Merit increase.

Myers, Matthew B., Assistant Professor of Marketing, given additional title OU Associates Teaching Fellow, salary temporarily changed from annualized rate of \$72,100 for 9 months (\$8,011.11 per month) to annualized rate of \$76,006 for 9 months (\$8,445.11 per month), August 16, 2000 through May 15, 2001. Temporary title and salary increase.

Nairn, Robert W., Assistant Professor of Civil Engineering and Environmental Science, salary changed from annualized rate of \$51,140 for 9 months (\$5,682.22 per month) to annualized rate of \$52,133 for 9 months (\$5,792.56 per month), August 16, 2000. Merit increase.

Nayar, Nandkumar, Associate Professor of Finance, given additional title John and Mary Nichols Faculty Fellow, salary temporarily changed from annualized rate of \$113,300 for 9 months (\$12,588.89 per month) to annualized rate of \$121,112 for 9 months (\$13,456.94 per month), August 16, 2000 through May 15, 2001. Temporary title and salary increase.

Papavassiliou, Dimitrios V., Assistant Professor of Chemical Engineering and Materials Science, salary changed from annualized rate of \$55,620 for 9 months (\$6,180.00 per month) to annualized rate of \$58,500 for 9 months (\$6,500.00 per month), August 16, 2000. Merit increase.

Parker, Gregory A., Professor of Physics and Astronomy, salary changed from annualized rate of \$78,924 for 9 months (\$8,679.33 per month) to annualized rate of \$83,502 for 9 months (\$9,278.00 per month), August 16, 2000. Merit/compression increase.

Parthasarathy, Ramkumar N., Associate Professor of Aerospace and Mechanical Engineering, salary changed from annualized rate of \$54,131 for 9 months (\$6,014.55 per month) to annualized rate of \$56,131 for 9 months (\$6,236.78 per month), July 1, 2000. Merit increase.

Patterson, James R., Professor of Architecture, delete Director of Masters of Architecture Program, University Center at Tulsa, add title Associate Dean, College of Architecture, salary changed from annualized rate of \$98,092 for 12 months (\$8,174.33 per month) to annualized rate of \$101,035 for 12 months (\$8,419.58 per month), August 1, 2000. Changing to Academic Administrator. Shifted from Tulsa campus budget to Norman campus budget.

Pender, Judith M., Associate Professor of Drama, salary changed from annualized rate of \$36,050 for 9 months (\$4,005.56 per month) to annualized rate of \$37,050 for 9 months (\$4,116.67 per month), August 16, 2000. Compression increase.

Raadschelders, Jozef C., Associate Professor of Political Science, given title Henry Bellmon Chair in Public Service, salary changed from annualized rate of \$50,818 for 9 months (\$5,646.44 per month) to annualized rate of \$80,000 for 9 months (\$8,888.89 per month), August 16, 2000.

Razook, Jr., Nim M., Associate Professor of Legal Studies, given additional title Energy Management Advisor, Michael F. Price College of Business, salary temporarily changed from annualized rate of \$63,860 for 9 months (\$7,095.56 per month) to annualized rate of \$67,860 for 9 months (\$7,540.00 per month), August 16, 2000 through May 15, 2001. Temporary title and salary increase.

Rieger, Melissa M., Assistant Professor of Chemical Engineering and Materials Science, salary changed from annualized rate of \$58,720 for 9 months (\$6,524.45 per month) to annualized rate of \$59,000 for 9 months (\$6,555.56 per month), August 16, 2000. Merit increase.

Roath, Anthony S., Assistant Professor of Marketing, beginning date changed from August 16, 2000 to January 1, 2001. Did not complete Ph.D., by August 1, 2000.

Romanishin, William, Associate Professor of Physics and Astronomy, salary changed from annualized rate of \$50,460 for 9 months (\$5,606.67 per month) to annualized rate of \$52,258 for 9 months (\$5,806.44 per month), August 16, 2000. Merit/compression increase.

Ryan, Stewart R., Associate Professor of Physics and Astronomy, salary changed from annualized rate of \$55,923 for 9 months (\$6,213.67 per month) to annualized rate of \$58,315 for 9 months (\$6,479.44 per month), August 16, 2000. Merit/compression increase.

Sabatini, David A., Professor of Civil Engineering and Environmental Science, salary changed from annualized rate of \$69,939 for 9 months (\$7,771.00 per month) to annualized rate of \$71,297 for 9 months (\$7,921.89 per month), August 16, 2000. Merit increase.

Santos, Michael B., Associate Professor of Physics and Astronomy, salary changed from annualized rate of \$53,295 for 9 months (\$5,921.67 per month) to annualized rate of \$56,299 for 9 months (\$6,255.44 per month), August 16, 2000. Merit/compression increase.

Skubic, Patrick L., Professor of Physics and Astronomy, salary changed from annualized rate of \$62,204 for 9 months (\$6,911.56 per month) to annualized rate of \$65,637 for 9 months (\$7,293.00 per month), August 16, 2000. Merit/compression increase.

Strevett, Keith A., Assistant Professor of Civil Engineering and Environmental Science, salary changed from annualized rate of \$54,732 for 9 months (\$6,081.33 per month) to annualized rate of \$55,795 for 9 months (\$6,199.44 per month), August 16, 2000. Merit increase.

Sutton, William H., Associate Professor and Interim Director of the School of Aerospace and Mechanical Engineering, salary changed from annualized rate of \$57,267 for 9 months (\$6,363.00 per month) to annualized rate of \$83,856 for 12 months (\$6,988.00 per month), May 16, 2000 through June 30, 2000, salary changed to annualized rate of \$86,148 for 12 months (\$7,179.00 per month), July 1, 2000 through June 30, 2001. Correcting salary rates and dates.

Tabb, William M., Professor and Associate Dean, College of Law, salary changed from annualized rate of \$117,407 for 12 months (\$9,783.91 per month) to annualized rate of \$117,407 for 9 months (\$13,045.21 per month), July 1, 2000. Changing from a 12-month to a 9-month appointment. Off payroll July 1, 2000 through August 15, 2000. Merit/Retention.

Trafalis, Theodore B., Associate Professor of Industrial Engineering, salary changed from annualized rate of \$58,716 for 9 months (\$6,524.02 per month) to annualized rate of \$60,716 for 9 months (\$6,746.22 per month), August 16, 2000. Merit increase.

Van Fleet, Connie J., Associate Professor of Library and Information Studies, annualized rate of \$50,000 for 9 months (\$5,555.56 per month), award of tenure recommended June 29, 2000. New faculty member.

Vieux, Baxter E., Professor of Civil Engineering and Environmental Science, salary changed from annualized rate of \$64,925 for 9 months (\$7,213.89 per month) to annualized rate of \$66,108 for 9 months (\$7,345.33 per month), August 16, 2000. Merit increase.

Vitt, Laurie J., Professor of Zoology and Curator of Herpetology, Samuel Noble Oklahoma Museum of Natural History, salary changed from annualized rate of \$70,393 for 12 months (\$5,866.08 per month) to annualized rate of \$72,343 for 12 months (\$6,029.00 per month), July 1, 2000. Merit increase.

Wallace, Danny P., Professor and Director of the School of Library and Information Studies, annualized rate of \$91,000 for 12 months (\$7,583.33 per month), award of tenure recommended June 29, 2000. New faculty member.

Wallace, Steven W. Professor of Drama and Director, School of Drama, salary changed from annualized rate of \$96,206 for 12 months (\$8,017.16 per month) to annualized rate of \$98,206 for 12 months (\$8,183.83 per month), July 1, 2000. Compression increase.

Watson, Deborah K., Professor of Physics and Astronomy, salary changed from annualized rate of \$68,535 for 9 months (\$7,615.00 per month) to annualized rate of \$72,357 for 9 months (\$8,039.67 per month), August 16, 2000. Merit/compression increase.

Yuan, May, Associate Professor of Geography, salary changed from annualized rate of \$53,912 for 9 months (\$5,990.22 per month) to annualized rate of \$56,000 for 9 months (\$6,222.22 per month), August 16, 2000. Retention.

Zaman, Mohammed Musharraf, Professor of Civil Engineering and Environmental Science, salary changed from annualized rate of \$74,297 for 9 months (\$8,255.22 per month) to annualized rate of \$75,740 for 9 months (\$8,415.56 per month), August 16, 2000. Merit increase.

Zmud, Robert W., Professor and Michael F. Price Chair in Management, given title Director of Division of Management Information Systems, correcting salary from annualized rate of \$175,654 for 9 months (\$19,517.11 per month) to annualized \$234,205 for 12 months (\$19,517.08 per month), August 16, 2000. Changing from 9-month faculty to 12-month academic administrator.

RESIGNATIONS AND/OR TERMINATIONS:

Anderson, Steven D., Assistant Professor of Journalism and Mass Communication, June 12, 2000.

Black, Elena V., Assistant Professor of Mathematics, June 6, 2000.

Gowda, M.V. Rajeev, Associate Professor of Political Science and Research Fellow, Science and Public Policy, August 15, 2000.

Green, Julie L., Assistant Professor of Art, August 15, 2000.

Kennison, Shelia, Assistant Professor of Psychology, August 4, 2000.

Schubert, Karel R., George Lynn Cross Professor of Botany and Microbiology, August 14, 2000.

Ward, Christia S., Assistant Professor of Drama, August 15, 2000.

President Boren recommended the Board of Regents approve the academic personnel actions shown above

Regent Bentley moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Health Sciences Center:

APPOINTMENT:

Brunski, Katarina, Enterprise Systems Manager, Information Technology, annualized rate of \$63,500 for 12 months (\$5,291.66 per month), June 21, 2000. Professional Staff.

CHANGES:

Jones, Gayle, title changed from Director of Development to Senior Director of Development, Department of Development, June 12, 2000.

Manzelli, Paul, Director of Finance and Technology for the College of Pharmacy, salary changed from annualized rate of \$64,584 for 12 months (\$5,382.00 per month) to annualized rate of \$67,167 for 12 months (\$5,597.25 per month), July 1, 2000.

McBee, Gala, title changed from Speech Services Director to Facility Administrator of George Nigh Rehabilitation Institute, salary changed from annualized rate of \$60,124 for 12 months (\$5,010.29 per month) to annualized rate of \$63,000 for 12 months (\$5,250.00 per month), July 1, 2000.

RESIGNATIONS AND/OR TERMINATIONS:

Bertschinger, Jane, Breast Health Institute Director, Breast Health Institute, July 1, 2000.

Dixon, Karissa, Clinical Therapist, George Nigh Rehabilitation Institute, leave of absence with pay, March 20, 2000 through May 18, 2000, leave of absence without pay, May 19, 2000 through May 30, 2000, and return from leave of absence May 31, 2000. Resigned June 1, 2000.

Norman Campus:

REAPPOINTMENTS:

Duca-Snowden, Sylvia V., Program Director, NASA Space Consortium Income, salary changed from annualized rate of \$60,551 for 12 months (\$5,045.91 per month) to annualized rate of \$63,578 for 12 months (\$5,298.20 per month), July 1, 2000.

Hatlelid, Carl M., Special Project Consultant, Computational Geosciences, salary remains at annualized rate of \$66,150 for 12 months (\$5,512.50 per month), July 1, 2000.

Ragan, Jim, Head Golf Coach, Athletic General Operations, annualized rate of \$75,000 for 12 months (\$6,250.00 per month), July 1, 2000.

CHANGES:

Adkins, Arthur M., Associate Director, University Press, salary changed from an annualized rate of \$84,872.04 for 12 months (\$7,072.67 per month) to an annualized rate of \$87,344.04 for 12 months (\$7,278.67 per month), July 1, 2000.

Anderson, Scott, Head Trainer, Athletic Department, salary changed from annualized rate of \$59,700 for 12 months to annualized rate of \$62,000 for 12 months. *Performance/retention.*

Armentrout, Connie M., Director of Technology Transfer, Office of Technology Development, salary changed from annualized rate of \$77,250 for 12 months (\$6,437.50 per month) to annualized rate of \$80,250 for 12 months (\$6,687.50 per month), July 1, 2000. *Probationary increase.*

Bradley, Clifton D., Assistant Dean/Director, Center for Student Life, salary changed from annualized rate of \$51,500 for 12 months (\$4,291.67 per month) to annualized rate of \$64,000 for 12 months (\$5,333.33 per month), August 1, 2000.

Buwick, Rebecca, Head Coach, Women's Gymnastics, Athletic Department, review of compensation and contract of employment.

*Castiglione, Joseph R., Athletic Director, Athletic Department, review of compensation and contract of employment.

*Cochell, Larry, Head Coach, Men's Baseball, Athletic Department, review of compensation and contract of employment.

* See additions to Recommendation, pp. 27114-5.

*Coale, Sherri, Head Coach, Women's Basketball, Athletic Department, review of compensation and contract of employment.

Dewitt, Donald L., Librarian III, University Libraries, salary changed from annualized rate of \$71,899 for 12 months (\$5,991.58 per month) to annualized rate of \$79,056 for 12 months (\$6,587.99 per month), July 1, 2000

Evans, Randy, Head Coach, Women's Soccer, Athletic Department, review of compensation and contract of employment.

*Gasso, Patty, Head Coach, Women's Softball, Athletic Department, review of compensation and contract of employment.

Gurney, Gerald, Associate Athletic Director, Athletic Department, review of compensation and contract of employment.

Heeney, Robert N., College Development Director, Engineering Dean's Office, salary changed from annualized rate of \$65,617 for 12 months (\$5,468.08 per month) to annualized rate of \$68,898 for 12 months (\$5,741.50 per month), July 1, 2000.

Hynes, Marita, Associate Athletic Director/Senior Women's Administrator, Athletic Department, salary changed from annualized rate of \$77,200 for 12 months to annualized rate of \$81,000 for 12 months, July 1, 2000. *Equity/performance.*

Johnson, Mark, Head Coach, Women's Tennis, Athletic Department, review of compensation and contract of employment.

Lancaster, Jill, Head Coach, Track, Athletic Department, review of compensation and contract of employment.

Lockwood, Paul, Head Coach, Men's Tennis, Athletic Department, review of compensation and contract of employment.

Lopes, Ray, Assistant Coach, Men's Basketball, Athletic Department, salary changed from annualized rate of \$85,000 for 12 months to annualized rate of \$95,000 for 12 months, July 1, 2000. *Performance/retention.*

Ludvigson, Carol, Head Coach, Women's Golf, Athletic Department, salary changed from annualized rate of \$47,500 for 12 months to annualized rate of \$60,000 for 12 months, July 1, 2000. *Equity/performance.*

Mahi, Kalani, Head Coach, Women's Volleyball, Athletic Department, review of compensation and contract of employment.

McPherson, Renee A., Assistant Director, Oklahoma Climatological Survey, salary changed from annualized rate of \$59,174 for 12 months (\$4,931.12 per month) to annualized rate of \$60,322 for 12 months (\$5,026.88 per month), July 1, 2000.

* See additions to Recommendation, pp. 27114-5.

Naifeh, Lawrence E., Associate Director of Athletics, Athletic Department, review of compensation and contract of employment.

Price, Rodney, Head Coach, Track, Athletic Department, review of compensation and contract of employment.

*Purcell, Chris, Executive Secretary of the Board of Regents, Secretary of The University of Oklahoma, Cameron University and Rogers State University, Adjunct Assistant Professor of Human Relations and of Educational Leadership and Policy Studies; review of title.

Renfroe, Karen B., Director of Prospective Student Services, title changed to Executive Director of Recruitment Services, salary changed from annualized rate of \$51,984 for 12 months (\$4,332.00 per month) to annualized rate of \$69,000 for 12 months (\$5,750.00 per month), July 1, 2000.

*Sampson, Kelvin, Head Coach, Men's Basketball, Athletic Department, review of compensation and contract of employment.

Shaw, Jim, Assistant Coach, Men's Basketball, Athletic Department, salary changed from annualized rate of \$75,000 for 12 months to annualized rate of \$85,000 for 12 months., July 1, 2000. Performance/retention.

Spates, Jack, Head Coach Men's Wrestling, Athletic Department, salary changed from annualized rate of \$70,400 for 12 months to annualized rate of \$73,400 for 12 months., July 1, 2000. Performance/retention.

Tirrell, Peter B., Associate Director, Sam Noble Oklahoma Museum of Natural History, salary changed from an annualized rate of \$73,875 for 12 months (\$6,156 per month) to an annualized rate of \$80,000 for 12 months (\$6,667 per month), July 1, 2000.

Van de Velde, Bruce, Senior Associate Athletic Director, Athletic Department, salary changed from annualized rate of \$134,000 for 12 months to annualized rate of \$140,000 for 12 months., July 1, 2000. Performance/retention/end probationary period.

Williams, Mark, Head Coach, Men's Gymnastics, Athletic Department, review of compensation and contract of employment.

Wolfenbarger, J. Michael, Senior Software Engineer, Oklahoma Climatological Survey, salary changed from an annualized rate of \$59,000 for 12 months (\$4,916.67 per month) to an annualized rate of \$61,950 for 12 months (\$5,162.51 per month), July 1, 2000.

President Boren recommended the Board of Regents approve the administrative and professional personnel actions shown above.

Chairman Lewis stated there are several additions to these personnel items as follows:

Castiglione, Joseph R., Modify employment agreement and increase base salary by 6% annually, set the term at five years and grant a one-time bonus of \$25,000 for superior performance.

* See additions to Recommendation, pp. 27114-5.

President Boren is authorized, with the assistance of General Counsel, to make any contract amendments to facilitate this action.

Cochell, Larry, Modify employment agreement and increase base salary from \$96,900 to \$99,807 annually, for the term of five years with current additional and outside compensation and incentive bonuses, including up to three months' base salary for a National Championship. President Boren and Athletic Director Castiglione are authorized, with the assistance of General Counsel, to execute a contract including such terms.

Coale, Sherri, Modify employment agreement and increase base salary from \$100,100 to \$140,000 annually, for the term of five years with additional and outside income estimated at \$25,000 and incentive bonuses, including up to four months' base salary for a National Championship and other performance bonuses. President Boren and Athletic Director Castiglione are authorized, with the assistance of General Counsel, to execute a contract including such terms.

Gasso, Patty, Modify employment agreement and increase base salary from \$64,800 to \$89,100 annually, for a term of two years with an option for an additional year, with additional and outside compensation estimated at \$5,000 and incentive bonuses, including up to two months' base salary for a National Championship and other performance bonuses. President Boren and Athletic Director Castiglione are authorized, with the assistance of General Counsel, to execute a contract including such terms.

Sampson, Kelvin, Modify employment agreement and increase base salary from \$155,000 to \$165,000 annually, the term to remain at eight years from July 1, 1999, with additional and outside compensation modified to allow Coach Sampson to retain earnings from camps and speaking engagements, and incentive bonuses including up to four months' base salary for a National Championship and other performance bonuses. President Boren and Athletic Director Castiglione are authorized, with the assistance of General Counsel, to execute a contract including such terms.

Purcell, Chris, title changed from Executive Secretary of the Board of Regents to Vice President for University Governance, with reporting to remain to the Board of Regents.

Regent Blankenship moved approval of the administrative and professional personnel actions as modified above. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

REVIEW OF PRESIDENT'S COMPENSATION

This item was included in the agenda for a possible executive session for the purpose of a discussion of President Boren's annual salary.

Chairman Lewis recommended the Board of Regents modify President Boren's compensation to increase his base salary by \$50,000 annually.


Regent Austin moved approval of the recommendation. The following voted yes on the motion: Regents Siegfried, Noble, Blankenship, Bentley, Everest and Austin. The Chair declared the motion unanimously approved.

The Regents expressed their appreciation to President Boren for his dedication, job performance, and his strong, student-oriented leadership. President Boren responded that he deeply appreciates the vote of confidence and expressions of support. He said he will be contacting the Executive Director of The University of Oklahoma Foundation to give back to the University through the Foundation the portion of this compensation increase which exceeds the three percent raise given to faculty members for FY 2001.

LITIGATION

This item was included in the agenda for the purpose of meeting with General Counsel in executive session for a report on pending and possible litigation. A discussion was held in executive session but there was no report in open meeting.

There being no further business, the meeting adjourned at 12:45 p.m.


Chris A. Purcell
Executive Secretary of the Board of Regents