

**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
JUNE 18-19, 2002**

A regular meeting of the Board of Regents governing The University of Oklahoma, Cameron University, and Rogers State University was called to order at 8:00 a.m. on Tuesday, June 18, 2002 in the Wichita Room of the Shepler Center on the Cameron University Campus.

The following Regents were present: Regent G. T. Blankenship, Vice Chairman of the Board, presiding; Regents Stephen F. Bentley, Christy Everest, Paul D. Austin, Tom Clark and Jon R. Stuart.

Absent from the meeting was Mary Jane Noble, Chairman of the Board.

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, Vice Presidents Nick Hathaway, Brian Maddy, Dave Maloney, Ken Rowe, Dennis Aebersold and Catherine Bishop; Brad Avery, Director of Internal Auditing; 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 Don Sullivan, Vice Presidents Anthony Pokorny and Linda Dzialo and Accounting Manager Ninette Carter.

Attending the meeting from Rogers State University were Dr. Joe A. Wiley, President of the University and Vice President Tom Volturo.

Notice of the time, date and place of this meeting was 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 June 17, 2002, both as required by 25 O.S. 1981, Section 301-314.

APPOINTMENT OF A PRESIDENT

Regent Bentley moved the Board meet in executive session for the purpose of discussing Cameron University item 10, Appointment of a President. The following voted yes on the motion: Regents Bentley, Everest, Austin, Clark and Stuart. The Vice Chair declared the motion unanimously approved.

The executive session was held in the same location beginning at 8:05 a.m. The executive session moved to the Will Rogers Room of the Shepler Center at 9:00 a.m., adjourned at 3:10 p.m. and reconvened at 7:00 p.m. in the Executive Dining Room of the Lawton Country Club, 4601 Gore Boulevard, Lawton, and ended at 11:00 p.m.

The regular session of the Board of Regents began at 9:10 a.m. on Wednesday, June 19 in the Mezzanine of the Shepler Center on the Cameron University campus, Lawton.

CAMERON UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

OCAST Approves Seventh Intern Partnership with Cameron

The Oklahoma Center for the Advancement of Science and Technology has authorized yet another research and development intern partnership with Cameron University – the seventh such program approved in the past four years. The latest agreement, approved in May, places two undergraduate student interns with Halliburton Energy Services to develop a tool for detecting errors in software currently in use in the company's Duncan facility. OCAST also authorized 12-month extensions for two ongoing CU research internships. One is a molecular modeling project to reduce the environmental impact of Halliburton's drilling operations, while the other continues a mentoring program between Cameron's chemistry department and Cosmetic Specialty Lab that began in 1998. OCAST has more internship agreements with Cameron than with any other higher ed institution in Oklahoma.

Early Fall Enrollment Remains Ahead of 2001 Pace

Early enrollment for the Fall 2002 semester at Cameron resumed May 28, and data compiled last week by the university's information technology department show enrollment remains ahead of last year's pace. As of June 12, overall fall enrollment is 10 percent – more than 200 students – ahead of a comparable period in 2001. Undergraduate enrollment is up 8 percent, while graduate enrollment is up more than 40 percent. The total number of credit hours in which students have enrolled is up a comparable amount.

Dean Named to Teacher Preparation Commission Post

Dr. Judy Neale, dean of the School of Education and Behavioral Sciences, has been appointed to the Oklahoma Commission for Teacher Preparation's program accreditation committee. The appointment began June 1 and will continue through May 2004. The OCTP was established to develop and implement a new competency-based teacher preparation system in the state. As a member of the committee, Neale will participate in the oversight of all aspects of the accreditation process, specifically the approval of each teacher preparation unit's programs, as well as the portfolio assessment process and the actual accreditation of state institutions.

Student Magazine Wins Top Honors

The *Wichita*, Cameron's student magazine, earned top honors at the spring conference of the Oklahoma Interscholastic Press Association in Norman. The *Wichita* received a "highest honors" award and the "sweepstakes award," recognizing it as the best collegiate magazine in Oklahoma. Nine CU students won individual honors – including seven first place finishes – in the statewide competition. Entries came from the Fall 2001 issue of the *Wichita*.

Four Participate in First Class of Women's Leadership Program

Four CU students were part of the inaugural class of the National Education for Women's Leadership Oklahoma, a program sponsored by the Carl Albert Congressional Research and Studies Center at The University of Oklahoma. Journalism major Dana Attocknie, criminal justice major Myrissa Berry, public relations major Leslie Blair and political science major Sharon Rivera attended the five-day summer institute, held May 17-21 in Norman. The NEW Leadership program educates and empowers young women to participate actively in politics and public policy making. The program connects students to the worlds of policy makers and community activists to engage them in shaping the public agenda. As a part of the program, participants spent a half-day at the State Capitol and attended a reception honoring women in government.

Honors Group Recognizes Excellence in Family & Consumer Sciences

Six Cameron students were recently initiated into the university's newest honors organization, one that recognizes excellence in the family and consumer sciences. The Gamma Eta chapter of Phi Upsilon Omicron was established by the CU Department of Psychology and Human Ecology with an initiation ceremony and officer installation on April 18. The nationwide honor society, with more than 80,000 members, celebrates academic excellence while developing qualities of professional and personal leadership. It also provides opportunities for service to the profession and encourages professional and personal commitment to advance family and consumer sciences and related areas.

Professor's Film Selected for Competition

A documentary by CU assistant communication professor Dr. Matt Jenkins has been selected for official competition in the Dahlonga International Film Festival. Jenkins' film, "B and Below: We're Not in Hollywood Anymore" profiles three low budget movie producers, Pat Bishow of Amusement Films, Steve Bentley of Dark Talisman Productions, and Richard Catt of Cattskill Productions. The Dahlonga International Film Festival, which promotes the concept of a totally filmmaker-friendly event, runs June 27-30.

Halterman Picked to Lead Lady Aggies Basketball Program

Dick Halterman, who spent 19 seasons directing Oklahoma State University's women's basketball program, was picked to lead the Lady Aggies on June 3. Halterman was selected from a pool of more than 70 applicants for the position, which became vacant earlier this year when Adrian Wiggins stepped down to accept a position as assistant coach at Fresno State. Under Halterman's leadership, the OSU women advanced to the Sweet 16 of the NCAA national basketball championships in 1991 and set a school record for victories. He was named the Big Eight Coach of the Year that season as his squad earned the school's first-ever conference championship and national rankings. In all, he produced seven 20-win seasons during his time in Stillwater.

Student-Athletes Compile Overall 3.02 GPA

Six of Cameron's eight athletic squads posted team grade point averages higher than 3.0 during the recently completed 2001-2002 academic year. Leading the list was the women's tennis squad, which had a team GPA of 3.41. Close behind were the women's volleyball and basketball squads, at 3.24 and 3.23, respectively. Also posting GPAs above 3.0 were the men's tennis team (3.1), the golf squad (3.02) and the softball team (3.01). Rounding out the list were the baseball team at 2.85 and the men's basketball team at 2.78. Cameron's student athletes compiled an overall GPA of 3.02 during the year. More than half of the group made the school's honor roll. They were led by the university's women tennis players, 88 percent of whom are honor students.

Tennis Player Earns Postseason Honor

CU men's tennis player Christian Glaser was named to the 2002 Verizon Academic All-District VI college division at-large team on May 17, putting him into contention for Academic All-America honors. A junior from Nurnberg, Germany, Glaser is a biology major studying pre-medicine. While helping CU to a third straight appearance in the NCAA regional championships and a No. 28 national ranking, Glaser compiled a 13-8 record at the No. 1 doubles position for the Aggies. He is a two-time academic all-conference selection in the Lone Star Conference and is a member of the Tri Beta biology honor society. Glaser is the second Cameron athlete to earn Academic All-District honors this school year. In November, women's volleyball player Kim Pletcher also was named to the All-District first team.

2002-2003 EDUCATIONAL AND GENERAL AND AUXILIARY BUDGETS

The Cameron University 2002-2003 Educational and General Budget has been prepared based on the state allocation of \$19,596,317 and a revolving fund estimate of \$11,319,324, for a total budget of \$30,915,641. The total budget amount includes the recent tuition increase approved by the Oklahoma State Regents for Higher Education and the special fee increases requested by Cameron University and previously approved by this governing board. Included in the revolving funds estimate are fee waiver scholarships totaling \$1,144,550 that are reported in this format at the direction of the Oklahoma State Regents for Higher Education. The estimate is based on 121,817 student credit hours enrollment.

The schedules that follow and the information provided separately summarize the Educational and General and Auxiliary budgets proposed for Cameron University for the 2002-2003 academic year. The following paragraphs briefly describe the highlights of each budget.

Educational and General

Compensation increases for assignment changes, credential improvements, faculty promotions and equity adjustments for some faculty, professional and staff positions are included in the salary schedules that accompany this agenda. These adjustments for 17 positions total nearly \$50,322. This budget also includes \$450,000 for a one-time, merit-based stipend not to

exceed three percent (3%) of annual base salary for persons employed continuously in a faculty, professional or staff position by Cameron University during the period beginning August 13, 2001, and ending September 1, 2002. The stipend shall be paid in one lump sum with the September payroll.

Operating budgets remain unchanged except for those unavoidable increases for such mandatory expenditures as computer maintenance contracts, utilities, payroll taxes, contributions to the Oklahoma Teachers' Retirement System, medical insurance, state risk management and property insurance charges, and other similar expense items. Guidelines for the state-mandated purchasing freeze will remain in effect for the coming fiscal year.

Auxiliary (Including Student Activity)

Again this year, Cameron University students participated meaningfully in the development of the Student Activity Budget. A broad-based committee conducted budget hearings during the winter and spring, and presented recommendations to the administration, which developed the budget in general accordance with suggestions.

Auxiliary Enterprises operating revenues and investment income will exceed the Auxiliary expenses.

President Davis recommended the approval of the 2002-2003 Educational and General Budget and Auxiliary Budget.

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

ROOM AND BOARD CHANGES FOR 2002-2003

The following schedule of proposed room and board rates reflects a \$32 increase each semester, which is necessary to offset a \$16 increase in Cameron's service contract with Sodexo for board plans and a \$16 increase in the contract with Lawton Cablevision for its cable television services.

<u>Meal Plan/Room Type</u>	<u>Room & Board Rates 2002-2003</u>	<u>Proposed Room & Board Rates for 2002-2003</u>
20 Meal/Double Room	\$1,415	\$1,447
15 Meal/Double Room	\$1,373	\$1,405
10 Meal/Double Room	\$1,338	\$1,370
20 Meal Flex/Double Room	\$1,461	\$1,493
15 Meal Flex/Double Room	\$1,415	\$1,447
10 Meal Flex/Double Room	\$1,415	\$1,447
8 Meal Flex/Double Room	\$1,415	\$1,447
20 Meal/Single Room	\$1,755	\$1,787
15 Meal/Single Room	\$1,713	\$1,745
10 Meal/Single Room	\$1,678	\$1,710
20 Meal Flex/Single Room	\$1,801	\$1,833
15 Meal Flex/Single Room	\$1,755	\$1,787
10 Meal Flex/Single Room	\$1,755	\$1,787
8 Meal Flex/Single Room	\$1,755	\$1,787

President Davis recommended the Board of Regents approve the schedule of room and board charges for the 2002-03 academic year.

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

DELIVERY OF CAMERON UNIVERSITY MBA AT OKLAHOMA CITY COMMUNITY COLLEGE

This item was pulled from consideration.

CURRICULUM CHANGES

The Oklahoma State Regents for Higher Education confer upon each institution the authority to add, modify, and delete courses, and require that the changes be communicated to them for information only. The course additions and deletion itemized below have been approved by the Provost of Cameron University, upon recommendation of the cognizant departments and deans, and approved by the Curriculum Committee and Graduate Council.

COURSE ADDITIONS

<u>Prefix No.</u>	<u>Title</u>
PSYCH 2373	Introduction to Health Psychology
SOCI 2503	Popular Culture
SOCI 3733	Sociology of Gender
SOCI 4303	Globalization and Development
CS 3100	Computer Science Internship

COURSE DELETION

<u>Prefix No.</u>	<u>Title</u>
SOCI 4033	Socio-Legal Aspects of the Family

President Davis submitted the course additions and deletion itemized above to the Board of Regents for information only.

SELECTION OF A CONSTRUCTION MANAGEMENT FIRM

In response to advertised and mailed solicitations, proposals to provide construction management services were received from Flintco Constructive Solutions, Manhattan Construction Company, and M L Young Construction Company. Each of the proposals was reviewed by a campus committee of President Davis, Provost B. Don Sullivan and Harold Robinson, Director of Physical Facilities, using objective criteria. Flintco was the unanimous first recommendation of the committee.

President Davis recommended the Board of Regents authorize appropriate administrators of Cameron University to enter into an agreement with Flintco Constructive Solutions for construction management services for the construction of the Clarence L. Davis Student Union and renovation of the Physical Sciences Building and Aggie Gymnasium, with the advice of Legal Counsel. The three projects will be conducted through the use of the partnering concept implemented in connection with construction of the Sciences Complex.

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

ANNUAL AUDIT PLAN FOR 2002-2003 - CAMERON UNIVERSITY

The proposed annual audit plan for fiscal year 2003 is enclosed. The plan 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 brought to the Audit Committee for approval.

The areas proposed for internal audit during 2002-2003 are as follows:

Alternate System for Settlement of HEdu Misc Clms
Alumni Relations
Architectural and Engineering Services
Athletics, Compliance Audit
Athletics, General
Business Office
Cashiering
Computing/Telecommunications
Employee Benefits
Financial Aid and Scholarships
KCCU-FM Radio Station
Procurement and Receiving
Public Affairs
Recreation Programs
School of Business
Sponsored Program Compliance

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

President Davis recommended the Board of Regents approve the annual audit plan for 2002-2003.

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

ACADEMIC PROMOTION AND TENURE ACTIONS

Cameron's faculty evaluation process for promotion and tenure culminates annually in April. Each of the recommended actions will be effective upon approval of the faculty member's 2002-2003 academic year appointment. Promotion in rank includes a \$500.00 increase in the academic year salary base for each faculty member effective at the next appointment.

ACADEMIC PROMOTIONS AND TENURE**SCHOOL OF BUSINESS:**

Ms. Kimberly Merritt	Promote to Assistant Professor
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SCHOOL OF EDUCATION AND BEHAVIORAL SCIENCES:

Dr. Sharon Brady	Promote to Assistant Professor
Dr. Isolete De Almeida	Promote to Associate Professor and Grant Tenure
Dr. Philip Lanasa	Promote to Full Professor and Grant Tenure
Dr. Bud Leveron	Promote to Assistant Professor
Dr. Rebecca Pazoureck	Promote to Professor

SCHOOL OF LIBERAL ARTS:

Mr. Gil Hernandez	Grant Tenure
Mr. Scott Hoffman	Promote to Associate Professor
Ms. Janice Logan	Promote to Assistant Professor
Ms. Edna Williams	Promote to Associate Professor

SCHOOL OF SCIENCE AND TECHNOLOGY:

Dr. Richard Braley	Promote to Professor and Grant Tenure
Ms. Karen Hardin	Grant Tenure
Dr. Danny McGuire	Promote to Assistant Professor
Mr. Ron Gaines	Promote to Temporary Assistant Professor

LIBRARY:

Ms. Barbara Pickthorn	Promote to Associate Professor
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President Davis recommended approval of the faculty personnel actions shown above.

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

ACADEMIC PERSONNEL ACTIONS**APPOINTMENTS:**

Guthridge, Carla J., Assistant Professor, Department of Biology, annualized rate of \$41,500 for 9/10 months, August 12, 2002 through May 12, 2003. New tenure track faculty.

Watts, Harrison, Assistant Professor, Department of Criminal Justice and Sociology, annualized rate of \$37,000 for 9/10 months, August 12, 2002 through May 12, 2003.

CHANGES:

Buckley, Gary, Ph.D., title of Acting Dean, School of Science and Technology, changed to Dean, School of Science and Technology, effective July 1, 2002. No change in salary.

Rokh, David, Ph.D., Associate Professor, appointment changed from the Department of Mathematical Sciences to the Department of Technology and the Center of Excellence for Academic Computing Technology. Reappointment, promotion and tenure track status will be evaluated in the Department of Technology. No change in salary.

RESIGNATION:

Coletta, Michelle, Assistant Professor, Department of Music and Theatre Arts, May 12, 2002.

President Davis recommended approval of the academic personnel actions listed above

Regent Austin moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, Everest, Austin, Clark and Stuart. The Vice 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 on this item, and there was no report.

AGREEMENT FOR THE PURCHASE OF NATURAL GAS

This item was pulled from consideration.

NEW BUSINESS

Appointment of Dickie Halterman, Head Women's Basketball Coach, Department of Athletics, salary of \$42,500 (\$75% from Athletics, 25% from Health and Physical Education), effective June 3, 2002.

President Davis recommended approval of the personnel action shown above.

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

APPOINTMENT OF A PRESIDENT

Regent Stuart moved the Board meet in executive session for the purpose of discussing the appointment of a president for Cameron University. The following voted yes on the motion: Regents Bentley, Everest, Austin, Clark and Stuart. The Vice Chair declared the motion unanimously approved.

The executive session was held in the same location beginning at 9:30 a.m.

The meeting reconvened at 9:45 a.m.

APPOINTMENT OF A PRESIDENT

Regent Everest moved that Dr. Cindy Ross be appointed as President of Cameron University, with a base compensation of \$150,000 per year, and total salary estimated at \$163,000 with benefits and an initial housing allowance, effective August 1, 2002. The following voted yes on the motion: Regents Bentley, Everest, Austin, Clark and Stuart. The Vice Chair declared the motion unanimously approved.

Regent Bentley said, "I want to thank the Board for their hard work and especially the search committee. Dr. Kingsley, I would like to thank you, your committee and the community leaders that worked many long hours. I was truly pleased with the number of applications we had and especially pleased with the final five. It was very hard for the Board to make this decision last night but I feel we are in total support of Dr. Ross. I look forward for this community and myself to be working with her. Thank you."

Regent Blankenship stated, "I would like to say what a wonderful group of candidates we had. All of them were of the highest quality. It was a difficult decision from that standpoint, but not so difficult that we could not make a final selection." He then called on outgoing President Don Davis to make comments.

President Davis commented, "I have absolutely enjoyed my association with Cameron University that began in 1957. This has been a wonderful way for me to spend my life to date. On behalf of my father, who was president here, my mother who was first lady and is still active in Cameron University affairs, my wife Beverly and my two sons, Casey and Josh, I want to thank this Board for your support over the years and for allowing me to achieve a lot of things that my family set out to do. It's been a wonderful experience that I will certainly always treasure."

"Dr. Cindy Ross is an excellent choice among outstanding applicants. She brings a career of strong and diverse academic experience in both the campus and state arenas. Her presidency at Cameron will be a capstone for more than 20 years of professional preparation for such an assignment. Through her work as Vice Chancellor for Academic Affairs at the Oklahoma State Regents for Higher Education, Dr. Ross has earned the respect and admiration of college and university presidents and chief academic officers throughout the state. She has been the architect of most of the quality statewide academic initiatives in recent years. Dr. Ross has keen insight into both what needs to be done and what can be done on a college campus. Cameron University's greatest contribution to our community, state and nation comes through being an outstanding academic institution. I am confident that Dr. Ross shares the vision of an interactive university and the commitment to providing quality education that permeates the Cameron community. I am comfortable in passing to her the torch that represents the work of my professional lifetime."

Regent Blankenship asked Dr. Ross if she would like to comment and she replied, "This is very exciting. I want to express my thanks to the Board for their vote of confidence. I know this was a very tough decision. There were many qualified applicants, and I am humbled by your expression of confidence in me. I am also very proud to follow Dr. Don Davis as President of this institution, given the many years he has contributed to it. Cameron University is a great university. It is now my job to take it to use my expertise and my experience to take it

to the next level. I am thrilled to have the opportunity to become an integral part of the Cameron community, as well as the Lawton community. I'm also excited for the opportunity for Lawton to meet my family, and I'd like to begin by introducing my husband of 32 years, and my biggest supporter, Dale Ross. I'm excited. I'm ready to roll up my sleeves and get started."

ROGERS STATE UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

The summer enrollment has been finalized and the summer head count is up 31% over last summer and 48% from two years ago. Enrollment continues to grow as we move forward in transitioning to our new mission as we function as a regional university. Fall pre-enrollment numbers stand 80% ahead of the same time last year. Those numbers will drop some, but it is an indication that enrollment will be up for the fall, also.

President Wiley also reported on the possible donation of a facility in Bartlesville and a letter from the State Fire Marshall regarding steps to be taken in securing that facility relative to State fire codes. The administration feels we are getting much closer on negotiations to accept the donation and will keep the RSU committee informed.

President Wiley gave each of the Board members the text of legislation signed by the Governor in June, Senate Bill 1391. The bill reconstitutes the Oklahoma Center for the Advancement of Science and Technology (OCAST) as the Oklahoma Science Research and Technology Development board. The board will govern OCAST as well as a new creation, the Oklahoma Institute of Technology. The members of the board now include President David Boren of The University of Oklahoma, and the legislation calls for RSU to be responsible for coordinating and delivering higher education distance learning technology to the state and in particular rural areas. With Cameron's super computer, RSU's lead status in coordinating the delivery of higher education, and President Boren on the board, this Board's three institutions are going to play a major role in the enhancement of science and technology in the state.

FISCAL YEAR 2003 BUDGET

The Executive Summary and Budget document was provided to the Regents with their agendas.

President Wiley recommended the Board of Regents approve the Operating Budget for Fiscal year 2003 as presented.

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

SUBSTANTIVE PROGRAM CHANGES

The Oklahoma State Regents for Higher Education require that all substantive changes in degree programs be presented to the institution's governing board for approval before being forwarded to the State Regents for consideration. The changes in academic programs itemized below have been approved by the appropriate faculty, academic units and deans, the Curriculum Committee, the Academic Council, and the Executive Vice President and Vice President for Academic Affairs. The changes are being submitted to the Board of Regents for approval prior to submission to the State Regents.

In 1998 the Oklahoma Legislature created Rogers State University in Claremore as part of a plan to deliver higher educational services to residents of northeastern Oklahoma. The new institution was charged as a regional university with the responsibility of developing baccalaureate degree programs and graduate programs below the doctoral level. Baccalaureate programs are being developed around the strength of the faculty and the University's desire to create unique programs with potential for significant growth. In November of 1999, the Board of Regents approved four baccalaureate degree programs, including the Bachelor of Technology in Applied Technology, the Bachelor of Science in Business Information Technology, the Bachelor of Arts in Liberal Arts, and the Bachelor of Science in Social Sciences. RSU attained accreditation at the baccalaureate level in August of 2000; subsequently, the Board of Regents approved a Bachelor of Science in Biology in 2001. The University now proposes a Bachelor of Science in Business Administration to meet a critical need for baccalaureate programs in business.

RSU proposes to delete the Associate in Applied Science degree in Social and Behavioral Studies. The proposal also includes deletion of the option in Alcohol and Drug Abuse Counseling.

The University also proposes a name change of the AA in Elementary Education and resulting curricula revisions based on student need and comprehensive review of other programs.

1. PROGRAM: BS in Business Administration
Option: Management
Accounting

PROPOSED CHANGE: Program addition.

COMMENTS: The proposed program is central to RSU's new mission. With the proposed options in Management and in Accounting, the program will meet critical and rapidly expanding needs in business and industry in Northeast Oklahoma. Student and community demand is well documented internally by RSU student surveys, enrollment trends and student profile and demographic data. External sources include employer demand, occupational outlook, census data, community surveys, high school student surveys and an assessment of community needs.

2. PROGRAM: AAS in Social and Behavioral Studies (095)
Option: Alcohol and Drug Abuse Counseling

PROPOSED CHANGE: Program deletion.

COMMENTS: The State of Oklahoma has raised requirements for certification to include a bachelor's degree in a social science. Since this program is no longer adequate for certification in the field, deletion of the program is

recommended. Twenty students are currently enrolled in this program and will be advised into other more suitable program alternatives, such as the BS in Social Science with a minor in alcohol and drug abuse counseling. Students not wishing to pursue the bachelor's degree will be able to complete the program as it is phased out.

3. PROGRAM: AA in Elementary Education (011)

PROPOSED CHANGE: Program name change to AA in Early Childhood/Elementary Education. Related non substantive changes in General Education Requirements, Program Requirements and Support Courses are listed below.

Delete the following courses from program requirements:

EDUC 2200 Teachers Aide Program for Students (TAPS)

PSY 2113 Introduction to Human Behavior

HLTH 1813 First Aid

Delete support and related courses:

BUSA 1103 Keyboarding I

CS 1113 Microcomputer Application

EDUC 2113 American Education

BUSA 1113 Word Processing I

Change in general education requirements:

Students are required to take the following course as general education requirement: HIST 2483 American History to 1877. ENGL 2613 Introduction to Literature may not be taken to fulfill general education requirements.

Change in program requirements to:

Introduction to Literature ENGL 2613

Human Geography GEOG 2243

American History since 1877 HIST 2493

Math Structures II MATH 3413

Foreign Language:

Beginning Spanish I and SPAN 1113

Beginning Spanish II SPAN 1223

or

Cherokee I and NAMS 2503

Cherokee II NAMS 2623

Child Psychology PSY 3043

or

First Aid HLSC 1813

(21 credit hours)

Free Elective (3 credit hours)

COMMENTS: Changes in the name and structuring of the degree program are based a comprehensive review of teacher education programs and student needs.

President Wiley recommended the Board of Regents approve the proposed changes in the Rogers State University academic programs.

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

NONSUBSTANTIVE PROGRAM CHANGES

The Oklahoma State Regents for Higher Education confer upon each institution the authority to approve modifications that are nonsubstantive, but require the changes to be communicated to them for information only. The program modifications itemized below have been approved by the President and the Executive Vice President and Vice President for Academic Affairs, based on the recommendation of the appropriate department and faculty, Curriculum Committee, and the Academic Council. They are being forwarded to the Board for information only.

PROGRAM MODIFICATIONS

1. PROGRAM: AA in Secondary Education (012)

PROPOSED MODIFICATIONS:

Deletion of the following from program requirements:
Choose 15 hours from major area of interest

Addition to program requirements:
Students are required to take the following course as a general education requirement.

HIST	2483	American History to 1877
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Change in program requirements to:

HIST	2493	American History since 1877
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GEOG	2243	Human Geography
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Choose 12 hours, in consultation with your advisor, from major area of interest (choose from Art, Business, English, History, Math, Natural Science or Social Science).

Deletion of the following Support and Related courses from program:

EDUC	2200	Teacher Aid Program for Students (TAPS)
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EDUC	2113	American Education
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SPCH	1123	Interpersonal Communication
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ECON	2113	Economics I-Macroeconomics
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BUSA	1103	Keyboarding I
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BUSA	1113	Word Processing I
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CS	1113	Microcomputer Applications
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Addition of free elective course of three hours.

COMMENTS: Change based on restructuring and enhancement of degree program, student program needs, and comprehensive review of other programs.

2. PROGRAM: BA in Liberal Arts (109)

PROPOSED MODIFICATIONS:

Changes to include the following:

Changes in program core requirements:

Students in the program are required to take courses other than HUM 2113, HUM 2223, under "Humanities," and HUM 3633 from the selections under "Global Studies" in the General Education Requirements.

Humanities I	HUM	2113
Humanities II	HUM	2223
Western Art History 1400-1850	ART	3013
Advanced Topics in Composition	ENGL	3123
Comparative Religion	HUM	3633
Literary Traditions	ENGL	4453
Senior Capstone Project/Portfolio	HUM	4013
Seminar in Humanities	HUM	4993
		(24 credit hours)

Changes in areas of concentration are as follows:

Choose two areas of concentration

ENGLISH (12 hours) 9 hours must be upper-level

World Literature I	ENGL	2313
British Literature I	ENGL	2543
American Literature I	ENGL	2773
Advanced Technical Writing	ENGL	3113
The Novel	ENGL	3423
Native American Literature	NAMS	4123
Fiction Writing	ENGL	4133
Poetry Writing	ENGL	4143

FINE ARTS (12 hours) 9 hours must be upper-level

Communications Graphics I	ART	1223
Western Art History to 1400	ART	2713
Fundamentals of Music	MUSC	2563
Graphics Media	ART	3103
Western Art History 1850-Present	ART	3213
Art Theory I	ART	3313
History of Music	MUSC	3723
Art Theory II	ART	4313

GLOBAL HUMANITIES (12 hours) 9 hours must be upper-level

Introduction to Philosophy	PHIL	1113
International Relations	POLS	3053
Philosophy of Law	PHIL	3213
Social Ethics	SOC	3043
Contemporary Native American Issues	NAMS	3113
Multi-Media Communications	HUM	4003
International Cinema	HUM	4113

WORLD LANGUAGES (3 hours)

(Students are required to take SPAN 1113 before taking the following SPAN courses, and NAMS 2503 before NAMS 2623, or meet the requirements through testing)

Beginning Spanish II	SPAN	1223
Intermediate Spanish I	SPAN	2113

Intermediate Spanish II	SPAN	2223
Beginning Cherokee II	NAMS	2623

Change in program electives to 18-24 hours.
(18 hours of additional Liberal Arts courses, at least 9 of which must be upper-level, or a university approved minor of 18-24 hours.)

Change in free electives up to 6 hours.

COMMENTS: Based on department review, student needs, and curricula enhancement.

3. PROGRAM: BS in Social Sciences (110)

PROPOSED MODIFICATION:

Addition of the following courses to the course distribution of the Psychology/Sociology Emphasis:
PSY 3033 Developmental Psychology
PSY 3043 Child Psychology

COMMENTS: Based on department review and student need.

4. PROGRAM: Minor in Business Administration

PROPOSED COURSES:

Requirements:

The Business Administration minor is intended for pre professional preparation for graduate programs in business or related fields (including law school). The student is advised to contact the graduate school of his/her choice for specific requirements.

ACCT	2103	Accounting I – Financial
ACCT	2204	Accounting II – Managerial
BADM	3013	Principles of Management
BADM	3113	Principles of Marketing
BADM	3323	Legal Environment of Business
FINA	3503	Principles of Finance
ECON	2113	Macroeconomics
ECON	2123	Microeconomics
TOTAL CREDIT HOURS: 24		

Not open to Bachelor of Science in Business Administration students.

COMMENTS: Based on department, Curriculum Committee, and Academic Council recommendation.

5. PROGRAM: Minor in Chemistry

PROPOSED COURSES:

Requirements:

CHEM	1315	General Chemistry I
CHEM	1415	General Chemistry II

CHEM 3125	Organic Chemistry I
CHEM 3225	Organic Chemistry II
TOTAL CREDIT HOURS: 20	

COMMENTS: Based on department, Curriculum Committee, and Academic Council recommendation.

6. PROGRAM: Minor in Art

PROPOSED COURSES:

Core Courses: (9 hours)

ART 1003	Art Foundations I
ART 1203	Art Foundations II
ART 1413	Drawing I

Electives (12 hours, 9 of which must be upper division)

ART 1833	Introduction to Black/White Photography
ART 1913	Printmaking I
ART 2113	Life Drawing I
ART 2213	Watercolor I
ART 2413	Three-dimensional Art I
ART 2453	Wheel-throwing I
ART 2813	Painting I
ART 3013	Western Art History 1400-1850
ART 3113	Life Drawing II
ART 3213	Western Art History 1850-Present
ART 3313	Art Theory I
ART 4313	Art Theory II
TOTAL CREDIT HOURS: 21	

Not open to students choosing Fine Arts concentration in Bachelor of Arts in Liberal Arts.

COMMENTS: Based on department, Curriculum Committee, and Academic Council recommendation.

7. PROGRAM: Minor in English

PROPOSED COURSES:

Core (9 hours)

ENGL 2613	Introduction to Literature
ENGL 3123	Topics in Advanced Composition
ENGL 4453	Literary Traditions

Electives (9 hours, 3 of which must be upper division)

ENGL 2023	Creative Writing
ENGL 2313	World Literature I
ENGL 2333	Technical Writing
ENGL 2543	British Literature I
ENGL 2613	Introduction to Literature
ENGL 2653	British Literature II
ENGL 2773	American Literature I

ENGL	2883	American Literature II
ENGL	2933	World Literature II
ENGL	3113	Advanced Technical Writing
ENGL	3423	The Novel
ENGL	4133	Fiction Writing
ENGL	4143	Poetry Writing
NAMS	4123	Native American Literature
		TOTAL CREDIT HOURS: 18

Not open to students choosing English concentration in Bachelor of Arts in Liberal Arts.

COMMENTS: Based on department, Curriculum Committee, and Academic Council recommendation.

8. PROGRAM: Minor in History

PROPOSED COURSES:

Requirements:
18 hours in history

Core (6 hours)

HIST	2483	American History to 1877
HIST	2493	American History since 1877

Electives (12 hours)

12 hours in history classes (HIST prefix) of which 9 hours must be at the 3000 level or above.

TOTAL CREDIT HOURS: 18

COMMENTS: Based on department, Curriculum Committee, and Academic Council recommendation.

Not open to Bachelor of Science in Social Science majors with History/Political Science emphasis.

9. PROGRAM: Minor in Political Science

PROPOSED COURSES:

Requirements:

Eighteen hours of courses with a political science prefix, nine hours required in the core, and nine hours of electives, with at least six hours of upper-division course work.

Core (9 Hours):

POLS	2043	Introduction to Comparative Politics
POLS	2023	Introduction to Political Theory
POLS	3023	Introduction to Public Administration

Electives (9 Hours):

Select nine hours from the following, of which six must be in upper-division:

POLS	2013	American Legal Systems
POLS	2153	Civil Rights and Liberties
POLS	2890	Topics in Politics
POLS	3013	State and Local Government
POLS	3033	Introduction to Public Policy
POLS	3053	International Relations
POLS	4013	Campaigns, Elections, and Voting
POLS	4023	Theories of Democracy
POLS	4033	American Foreign Policy
POLS	4043	The Media and Politics

Not open to Bachelor of Science in Social Science majors with History/Political Science emphasis.

TOTAL CREDIT HOURS: 18

COMMENTS: Based on department, Curriculum Committee, and Academic Council recommendation.

10. PROGRAM: Minor in Alcohol and Drug Abuse Counseling

PROPOSED COURSES:

Requirements:

SOC	2133	Drug Abuse
CA	1213	Intervention Strategies
CA	2243	Practicum I in Alcohol & Drug Abuse Counseling
CA	2253	Practicum II in Alcohol & Drug Abuse Counseling
CA	2323	Professional Seminar in Substance Abuse Counseling
CA	3023	Counseling Practices
SOC	3033	Marriage and the Family
PSY	3013	Abnormal Psychology
		TOTAL CREDIT HOURS: 24

COMMENTS: Based on department, Curriculum Committee, and Academic Council recommendation.

11. PROGRAM: Minor in Computer Science

PROPOSED COURSES:

Requirements:

IT	1411	Orientation to Information Technology
CS	1213	Introduction to Computers
CS	2223	Programming I
CS	2323	Programming II
CS	3223	Data Modeling
CS	3333	Object-Oriented Technology
CS	3623	Human-Computer Interface Development
		TOTAL CREDIT HOURS: 19

COMMENTS: Based on department, Curriculum Committee, and Academic Council recommendation

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

CURRICULUM CHANGES

The Oklahoma State Regents for Higher Education confer upon each institution the authority to delete, modify and add courses, but require that the changes be communicated to them for information only. The course deletions, additions and modifications itemized in the attached pages have been approved by the President and the Executive Vice President and Vice President for Academic Affairs, upon recommendation of the appropriate department and faculty, the Curriculum Committee, and the Academic Council.

COURSE DELETIONS:

<u>PREFIX/NO.</u>	<u>TITLE</u>
ART 2533	Communication Design and Illustration
ART 2763	History of American Art
CA 1113	Helping Skills
CA 2213	Introduction to Group Dynamics
CA 2233	Prevention & Chemical Abuse
CA 2316	Practicum III in Alcohol and Drug Abuse
CA 2433	Health Related Issues in Counseling
EDUC 2113	American Education
EDUC 2200	Teacher Aid Program for Students (TAPS)
ENGL 2370	Seminar in English
ENGL 3133	Advanced Creative Writing
HUM 4023	Capstone Project/Portfolio II
NAMS 1133	Pre-European America
NAMS 2253	Native American Theatre

COURSE ADDITIONS:

<u>PREFIX/NO.</u>	<u>TITLE</u>
ACCT 3113	Intermediate Accounting I
ACCT 3123	Intermediate Accounting II
ACCT 3133	Cost Accounting
ACCT 3143	Individual Income Tax Accounting
ACCT 4123	Internal Auditing
ACCT 4323	Not-For-Profit and Governmental Accounting
CA 3023	Counseling Practices
COMM 3751	Advanced Audio Practicum
COMM 3761	Advanced Video Practicum
COMM 3771	Advanced Mass Media Practicum
COMM 4203	Media Management
COMM 4253	Audio Communication Internship
COMM 4263	Video Communication Internship
COMM 4273	Mass Media Internship
ENGL 3423	The Novel
ENGL 4453	Literary Traditions

ENGL	4710	Directed Studies
HUM	4113	International Cinema
MATH	3413	Mathematical Structures II
MGMT	3303	Organizational Behavior
MGMT	3313	Human Resources Management
MGMT	3413	Production/Operations Management
MGMT	3423	Management Information Systems
MGMT	4033	Entrepreneurship
MGMT	4413	Quantitative Methods
MGMT	4813	Strategies and Policies
PHIL	3213	Philosophy of Law
PSY	3043	Child Psychology

COURSE MODIFICATIONS:

<u>PREFIX/NO.</u>	<u>TITLE</u>	<u>COMMENTS</u>
HUM 2633 (old) HUM 3633 (new)	Comparative Religion	Change in course number.
ART 2713 ART 2733 ART 3013 ART 3213	Western Art History to 1400 History of Non-Western Art Western Art History 1400-1850 Western Art History 1850-Present	Change in course prerequisites.
ART 2373 (old) ART 3313 (new)	Art Theory I Art Theory I	Change in course number, ART description, and prerequisite.
ART 2920 (old) ART 3910 (new)	Special Studies in Art Directed Studies	Change in course number, ART name, and description.
HUM 4993	Seminar in Humanities	Change in course description and prerequisite.
BMA 2333 (old) BADM 2843 (new)	Business Statistics Business Statistics	Change in course prefix, number, description and prerequisite.
BUS 2523 (old) BADM 2523 (new)	Business Communications Business Communications	Change in course prefix.
BMA 3013 (old) MGMT 3013 (new)	Principles of Management Principles of Management	Change in course prefix and prerequisites.
BMA 3113 (old) MKTG 3113 (new)	Marketing Principles of Marketing	Change in course prefix, title, and prerequisites.
BUS 3323 (old) BADM 3323 (new)	Business Law Legal Environment of Business	Change in course prefix and title.
BMA 3503 (old) FINA 3503 (new)	Principles of Finance Principles of Finance	Change in course prefix.

PSY	2613 (old)	Developmental Psychology	Change in course number.
PSY	3033 (new)		
CA	1213	Intervention Strategies	Change in course description.
CA	2253	Practicum II in Alcohol and Drug Abuse Counseling	Change in course description.
CA	2323	Professional Seminar in Social and Behavioral Studies (old) Professional Seminar in Substance Abuse Counseling (new)	Change in course title and description.
CS	3623	Human-Computer Interface	Change in course description and prerequisite.

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

REVISED CAMPUS MASTER PLAN LONG-RANGE PROJECTS

The revised campus master plan long-range projects reflect capital improvement needs for the University.

Library Expansion	\$ 6,000,000
Building Renovations	\$ 6,000,000
Bartlesville Classroom & Lab Building	\$ 2,000,000
Pryor Classroom & Laboratory Building	\$ 1,200,000
Technology & Equipment Improvements	\$ 1,000,000
Classroom/Laboratory Building Phase I	\$ 3,000,000
Distance Learning	\$ 2,500,000
ADA & Infrastructure	\$ 850,000
Student Services Center	\$ 1,700,000
Horse & Ranch Mgmt. Facility Relocation	\$ 1,200,000
Expansion of Maintenance Facility	\$ 100,000
Advanced Telecommunications	\$ 2,013,200
Classroom/Laboratory Phase II	\$ 3,000,000
Vehicles	\$ 300,000
HV/AC Retrofit	\$ 200,000
Street & Sidewalk improvements	\$ 700,000
Furniture, Fixtures, & Equipment	\$ 800,000
Campus Beautification	\$ 250,000
Infrastructure and Renovations	\$ 500,000
Renovations Meyer Hall & Preparatory Hall	\$ 750,000
Economic and Community Development Center	\$ 1,000,000
Environmental Conservation Education Center	\$ 500,000
TOTAL	\$ 35,563,200

President Wiley recommended the Board of Regents approve the above revised Campus Master Plan Long-Range Projects.

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

INTERNET COURSE SUPPORT SYSTEM

Rogers State University entered into the original contract with eCollege (formerly Real Education) in May 1997. Since that time, eCollege has provided the software platform and support services for all the University's Internet-based courses. The faculty using the eCollege instructor tools has developed the curriculum that supports four associate and three baccalaureate programs offered entirely via the Internet. Other platforms have been examined, and none offer the advantages of the eCollege system. The eCollege system is a comprehensive platform that includes instructional development tools, hosting services, and 24/7 technical support services. In addition, the RSU faculty is trained on the eCollege system and has developed curriculum that operates on that system. Students who elect to enroll in Internet-based courses pay an additional fee of \$40 per semester credit hour to offset the cost of eCollege services.

President Wiley recommended the Board of Regents authorize the President or his designee to negotiate and award a contract to eCollege.com in an estimated annual cost ~~of~~ **not to exceed** \$325,000 for software, maintenance and support services for a period of one year with an option for renewals for two additional one-year periods, including future upgrades as required, if in the best interests of the University.

Regent Everest moved approval of the recommendation as amended. The following voted yes on the motion as amended: Regents Bentley, Everest, Austin, Clark and Stuart. The Vice Chair declared the motion unanimously approved.

CONSTRUCTION OF LIBRARY AND CLASSROOM FACILITY

Rogers State University has developed a long-range capital improvement plan for the campus in Claremore. Included in the plan is the construction of a new building, which will include an expanded library, additional faculty offices and classrooms. This building is needed to meet the space demand for more library materials, computers for student research projects, and additional classrooms to accommodate the increased enrollment. This facility will be constructed on the west side of the campus next to the new residence housing complex. Three existing older buildings, which have been designated for demolition, will be removed and the site prepared for construction. Enclosed with the Board agenda was an architectural rendering of the library and proposed floor plans for three floors.

Dr. Wiley requests approval from the Board of Regents to proceed with the development of construction documents and authorize Dr. Wiley to issue bid documents.

President Wiley recommended the Board of Regents authorize Dr. Wiley to proceed with the development of construction documents for a new library and classroom facility and authorize Dr. Wiley to proceed with advertising for bids.

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

ANNUAL AUDIT PLAN FOR 2002-2003 - RSU

The proposed annual audit plan for fiscal year 2003 was presented. The plan 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 brought to the Audit Committee for approval.

The areas proposed for internal audit during 2002-2003 are as follows:

Agency Clearing & Custodial Accounts
 Alternate System for Settlement of HEdu Misc Clms
 Computing/Telecommunications
 Continuing Education & Community College Relations
 Employee Benefits
 Financial Aid and Scholarships
 Purchasing
 School of Math, Science & Health Science
 TRIO Programs

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

President Wiley recommended the Board of Regents approve the annual audit plan for 2002-2003.

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

QUARTERLY FINANCIAL ANALYSIS

The Third Quarter Financial Analysis reports for the period ending March 31, 2002 were submitted for review.

FINANCIAL ANALYSIS FOR THE PERIOD FROM JULY 1, 2001 TO MARCH 31, 2002

Schedule 1: Statement of Revenues and Expenditures – Education and General, Part I - Unrestricted

Total revenues collected year-to-date of \$13,042,644 represents 71.5% of the revised current year budget. Year-to-date expenditures totaled \$11,140,470 or 61.1% of the revised current year budget.

Schedule 2: Statement of Revenues and Expenditures – Education and General, Part II - Restricted

Total revenues collected year-to-date of \$6,525,179 represents 90.2% of the revised current year budget. Year-to-date expenditures totaled \$4,635,291 or 68.1% of the revised current year budget. Expenditures may exceed revenues since RSU must expend restricted funds before it can be reimbursed.

Schedules 3 and 3a: Auxiliary Revenues by Source and Auxiliary Expenditures by Type

Total revenues collected year-to-date of \$1,671,241 represents 77.3% of the revised current year budget. Year-to-date expenditures totaled \$1,080,165 or 50.6% of the revised current year budget.

Schedule 4: Schedule of Reserves

Reserves for Education and General, Part I were 22.1% of the total budget and represent discretionary funds at the beginning of the fiscal year which were not obligated for current year expenditures. As of March 31, 2002, the University has used \$42,387 of these reserve funds.

Reserves for Education and General, Part II includes federal, state, and private funds which are expended and later reimbursed by the granting agencies, therefore, no reserves are maintained.

Reserves for Auxiliary Enterprises and Plant Funds are considered discretionary and available for expenditures in accordance with applicable guidelines and limitations.

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

ACADEMIC PERSONNEL ACTIONS

APPOINTMENTS:

Bugajski, Ken A., Dr., Assistant Professor of English, annual rate of \$39,375 for 10 months, tenure track position effective August 2002.

Ph. D., Texas A&M University
M.A., Marquette University
B.A., University of Notre Dame

Years-Teaching Experience: Graduate Assistant and Part-Time Instructor

Gray, Laura L., Assistant Professor of English, annual rate of \$39,375 for 10 months, tenure track position effective August 2002.

Ph. D., Texas Women's University (anticipated June 2002)
M.A., University of North Texas
B.A., Louisiana Tech University

Years Teaching Experience: Graduate Assistant and Part-Time Instructor

Wiley, Joe A., Dr., President, annual review of compensation and contract of employment.

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

Regent Austin moved approval of the recommendation, with no action taken on President Wiley. The following voted yes on the motion: Regents Bentley, Everest, Austin, Clark and Stuart. The Vice 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 on this item, and there was no report.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTION

CHANGE:

Brown, Ray, Executive Vice President and Vice President for Academic Affairs, title changed to Vice President for Economic and Community Development at an annualized rate of \$103,000 for 12 months (\$8,583.33 per month), effective July 1, 2002.

President Wiley recommended the Board of Regents approval of the administrative and professional personnel action listed above.

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

AMENDMENT TO ROGERS STATE UNIVERSITY'S SUPPLEMENTAL RETIREMENT PLAN

Rogers State maintains the Supplemental Retirement Plan for Rogers State University (the "Plan"), a plan qualified under Section 401(a) of the Internal Revenue Code (the "Code"). The Plan is being amended to comply with Section 132(f)(4) of the Code which requires that compensation for Plan purposes must include qualified transportation fringe benefits provided to employees. This amendment is required for the Plan to retain its tax-qualified status under the Code.

Dr. Wiley requests approval from the Board of Regents to proceed with the 2002 First Amendment to the Supplemental Retirement Plan.

2002 FIRST AMENDMENT TO THE ROGERS STATE UNIVERSITY SUPPLEMENTAL RETIREMENT PLAN

Pursuant to the authority vested in the undersigned, the Rogers State University Supplemental Retirement Plan (the "Plan") is hereby amended as follows:

I.

Section 2.14 of the Plan is hereby amended to add the following:

"For limitation years beginning on and after July 1, 2001, Code Section 415 Salary paid or made available during such limitation years shall include elective amounts that are not includible in the gross income of the Employee by reason of Section 132(f)(4) of the Code."

II.

Section 2.40 of the Plan is hereby amended to add the following sentence:

“For limitation years beginning on and after July 1, 2001, Salary shall include elective amounts that are not includible in the gross income of the Employee by reason of Section 132(f)(4) of the Code.”

Except as otherwise provided in this 2002 First Amendment to the Rogers State University Supplemental Retirement Plan (“Amendment”), the Plan is hereby ratified and confirmed in all respects. This Amendment shall be effective as of July 1, 2001.

EXECUTED as of the ____ day of June, 2002.

ROGERS STATE UNIVERSITY

By _____
Chair, Board of Regents

President Wiley recommended the approval of the 2002 First Amendment to the Supplemental Retirement Plan for Rogers State University to be effective July 1, 2001.

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

NEW BUSINESS

Appointment of Dr. Richard E. Boyd, Vice President for Academic Affairs and tenured Professor of Speech and Mass Communications, at an annualized rate of \$110,000 for 12 months (\$9,166.66 per month), effective July 22, 2002.

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

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

MINUTES

Regent Bentley moved approval of the minutes of the regular meeting held on May 9-10, 2002, as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Bentley, Everest, Austin, Clark and Stuart. The Vice Chair declared the motion unanimously approved.

THE UNIVERSITY OF OKLAHOMA

REPORT OF THE PRESIDENT OF THE UNIVERSITY

As the first part of his Report, President Boren recognized Mr. E. Z. Million, who addressed the Board regarding his thoughts on the annual OU-Texas football game. Mr. Million feels this game should be played on a home-and-home basis, rather than played annually at the Cotton Bowl in Dallas, as an economic benefit to Norman and the state of Oklahoma.

The President then announced a \$1.5 million grant from the Sarkeys Foundation. One million dollars will be used for the new wing of the Fred Jones Jr. Museum of Art. (The new wing will be named for Fred Lester, who donated \$2.5 million and we hope to break ground in October. In addition, \$600,000 has already been raised toward a \$1 million goal for the upkeep of the Museum.) Another \$250,000 of the Sarkeys' gift will go toward new uniforms for the Pride of Oklahoma and is part of a \$1 million endowment for the band. The remaining \$250,000 is designated for scholarships in the College of Law. We thank the Sarkeys Foundation for all they have done for the University.

President Boren recognized Dave Maloney, Vice President for Development, and commended him for his hard work on the University's fundraising campaign. Because of everyone's hard work, the University has been awarded the CASE Award for Educational Fund Raising along with Harvard, Stanford, Notre Dame, the Universities of Virginia and Wisconsin, and Ohio State University. Mr. Maloney then discussed fundraising totals and goals toward creating a fundamentally sound development operation: maintaining alumni records, increasing the number of donors, asking for major gifts, moving planned gift and corporate gift programs to a new level, and stewarding existing donors. He listed some highlights and tangible effects of private gifts in FY2002: the \$12.2 million commitment of the Reynolds Foundation for the Holmberg Hall renovation and expansion; the \$7 million campaign for the Fred Jones Jr. Museum of Art addition; the addition of another 12 endowed faculty positions, bringing the total number of faculty endowments (including Presidential Professorships) to 340; reaching the \$9 million level for the Presidential Professors endowment, providing \$450,000 a year to support stipends for 62 professors; reaching \$83 million in the \$100 million Campaign for Sooner Sports; and securing \$12.3 million for the new \$18 million Michael F. Price College of Business addition.

FISCAL YEAR 2003 BUDGET

The FY2003 operating budget for The University of Oklahoma of one billion dollars was presented for consideration and approval by the Board of Regents. The budget is comprised of \$506 million for the Norman Campus and \$585 million for the Health Sciences Center.

In Oklahoma, State revenues for FY02 are estimated to come in \$350 million below previous estimates. On December 20, 2001, the Office of State Finance and the State Regents for Higher Education ordered the University to prepare for a mid-year 2% budget cut for FY02. In addition, the University's monthly allocations of State revenue were unexpectedly cut 16% in May and in June. This brought to 4% the total cut for the year on an annualized basis.

This year, a reduction of \$11 million was distributed through the State Regents program formula to higher education institutions, yielding the Norman Campus a reduction of \$2.6 million. The Norman Campus received earmarked appropriations of \$300,000 for Mesonet, \$100,000 for a Native American Curator, and \$2.4 million for Graduate Programs at Tulsa. OU will also receive about 80% of the \$9.5 million in state appropriations for matching funds for endowed chairs and professorships this year. Additional revenues for the Norman Campus were obtained from tuition and enrollment growth.

The Health Sciences Center received a reduction of \$1.7 million; with earmarked appropriations of \$750,000 for Nursing and Allied Health in Tulsa and \$250,000 for Pharmacy Distance Learning. Additional revenues were obtained from tuition and enrollment growth as well as increased overhead from clinical operations

Norman Campus

The combined impact of the FY02 cuts, the 2% annualized cut for FY03, along with significant increases in fixed costs including employee health benefits will require the University to make further cuts in departmental budgets. The FY03 budget presented reflects an additional 1.5% cut in academic areas and a 2% cut in all administrative units, as well as utilization of \$1.4 million in Student Affairs reserves and \$500,000 in Parking reserves.

The new budget, if adopted by the Board of Regents, sets priorities which reflect the priorities recommended by the Budget Council of the University. Faculty promotions are funded. The University has continued to modestly increase funding for academic areas and projects. In keeping with the University's determination to stay focused on our academic mission, the library has been spared from further reductions.

The University continues to make great strides in important areas. A community-wide effort led by Senator Cal Hobson and our legislative delegation resulted in the full funding of the National Weather Center project. Private funding earmarked for that purpose will also allow us to stay on schedule with the construction of a new multi-purpose research building that will provide critical space for growing research efforts that have outgrown available space. The private grant from the Reynolds Foundation and several private gifts to the Fred Jones Jr. Museum of Art will allow us to move forward with the restoration of Holmberg Hall and the new home for the School of Dance as well as the new wing of the Art Museum.

In spite of the economic slowdown, private donations to the University continue to break past records. While many of these gifts are earmarked by donors and cannot directly be used to help our operating budget, the increase of the endowment during the past few years has allowed for an increase in the OU Foundation's annual support to the University. This increased support contributed to our ability to spare the library from cuts this year. In addition, Foundation support will allow a continuation of the graduate fellowship program.

As provided in the ten-year plan of the Board of Regents, the budget also provides an increase of \$20,000 for athletic gender equity funding.

Health Sciences Center

The FY02 reduction, the annualized reduction for FY03, and increases in fixed costs will require the Health Sciences Center campus to make additional budget reductions of 3.5%. Available funds were reallocated for strategic priorities including the library, faculty promotions, new faculty positions, research compliance, research support services, and student services. The additional earmarked allocations to Nursing, Allied Health and Pharmacy programs will allow continued growth in these HSC academic programs on the Schusterman campus.

Indications of the success of private fundraising are ten newly established endowed chairs and professorships at the HSC in areas such as medical humanities, geriatric medicine, pediatrics and surgery. The HSC now has 114 endowed positions, reflecting an increase of 110 positions since 1988 when the State Regents' matching program was initiated.

Even in these difficult economic times, the clinical services of the OU Physicians group have grown. The opening of the \$26 million, 180,000-square-foot OU Physicians Building this spring allows for the most innovative and advanced care available in one campus location.

The Health Sciences Center also completed an extensive campus beautification project that has transformed a portion of Stanton L. Young Boulevard into the Stanton L. Young Walk. The Walk contains terraces, a fountain plaza, clock tower, outdoor rooms and works of art. As part of the campus beautification project, the Tree of Life Society was established. In its first year, 101 individuals joined, contributing \$1,000 each to the campus-wide tree project. In addition, the new third floor of the HSC Student Center is almost complete and will provide space to bring together all student government organizations beginning in the fall, 2002.

President Boren recommended approval of the operating budget for fiscal year 2003 as presented, including approval of academic promotions.

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

APPOINTMENT OF COLLEGE OF MEDICINE ADMISSIONS BOARD - (HSC)

Regents' policy provides that the Admissions Board of the College of Medicine is composed of:

- 10 members of the full-time faculty
- 10 members of the volunteer faculty
- 10 members of the student body of the College of Medicine
- 24 members selected from throughout the State to include four physicians from each of the six Congressional Districts

The slate of nominees for 2002-2003 is attached. The community physician nominees for the six congressional districts were solicited from the Oklahoma State Medical Association. All nominees have agreed to serve and are willing to participate in an orientation meeting. The nominations have been approved by the Executive Dean of the College of Medicine and the Senior Vice President and Provost.

ADMISSIONS BOARD 2002-2003

FULL TIME FACULTY

- Adesina, Adekunle, M.D., Ph.D. - Associate Professor of Pathology
- Barrett, James, M.D. - Associate Professor of Family and Preventive Medicine
- Brand, James, M.D. - Associate Professor of Family and Preventive Medicine
- Gleason, Ondria, M.D. - Assistant Professor of Psychiatry, Tulsa
- Hall, Nancy K., Ph.D. - Professor of Pathology
- Lamplsey, Vicki, M.D. - Assistant Professor of Geriatrics

Parke, Julie, M.D. - Professor of Neurology
Squires, Ron, M.D. - Associate Professor of Surgery
Tucker, Phebe, M.D. - Professor of Psychiatry and Behavioral Sciences
Yates, William, M.D. - Professor of Psychiatry, Tulsa

VOLUNTEER FACULTY

Bondurant, William, M.D. - Family Medicine
Coniglione, Tom, M.D. - Medicine
Hampton, James, M.D. - Medicine
Harmon, Susan, M.D. - Medicine
Ramgopal, Vadakepat, M.D. - Medicine
Rhinehart, Don, M.D. - Neurosurgery
Smith, William, M.D. - Family Medicine
Williams, Noel, M.D. - Obstetrics and Gynecology
Wilson, Frank, M.D. - Obstetrics and Gynecology
Zanovich, Terry, M.D. - Obstetrics and Gynecology

STUDENTS

Oklahoma City Campus:

Bell, Melissa
Benn, Jamila
Farmer, Kali
Orme, Bryan
Perez, Anna
Rucker, Rebecca
Samara, E.N. Shea
Yasin, Irim

Tulsa Campus:

Hamilton, Robert
Jeffy, Elon

CONGRESSIONAL DISTRICT REPRESENTATION

DISTRICT I

Calvert, Lynnette, M.D., Tulsa
Kline, Kristina, M.D., Tulsa
Sutterfield, Christopher, M.D., Tulsa
Woods, W. Michael, M.D., Ramona

DISTRICT II

Malati, Hani, M.D., Okmulgee
Minor, Danny, M.D., Tahlequah
Jesudass, Richard, M.D., Muskogee
Potts, David, M.D., Muskogee

DISTRICT III

Anderson, Gaynell, M.D., Shawnee
Anthony, Bobby, M.D., Stillwater
Emde, Gilbert, M.D., Stillwater
Stewart, Scott, M.D., Shawnee

DISTRICT IV

Belknap, Hal, M.D., Norman
Bellino, Rosemary, M.D., Lawton
Frantz, Robby, M.D., Norman
Garrett, Donald, M.D., Lawton

DISTRICT V

Magrini-Greyson, Marlene, M.D., OKC
Mitchell, Lynn, M.D., M.P.H., OKC
Sawyers, Olaseinde, M.D., OKC
Winzenread, Michael, M.D., OKC

DISTRICT VI

Blankenship, Jerry, M.D., Enid
McLeod, Wallace, M.D., OKC
Price, William, M.D., Enid
Walton, Greg, M.D., Enid

ALTERNATE ADMISSIONS BOARD
2002-2003

FULL TIME FACULTY

Beckman, Karen, M.D. - Professor of Medicine
Fluornoy, Dayl, Ph.D. - Professor of Pathology
Holliman, John, M.D. - Professor of Pathology
Jackson, Rhett, M.D. - Assistant Professor of Medicine
Johnson, Gary, M.D. - Assistant Professor of Obstetrics and Gynecology
McHale, Philip, Ph.D. - Associate Professor of Physiology
Mitchell, Debra, M.D. - Associate Professor of Radiological Sciences
Morgan, Carolyn, Ph.D. - Associate Professor of Sociology, Norman
Pennington, Larry, M.D. - Professor of Surgery
Smith, Ken, M.D. - Associate Professor of Family and Preventive Medicine
Tietze, Pamela, M.D.- Associate Professor of Family Medicine, Tulsa

VOLUNTEER FACULTY

Carpenter, JoAnn, M.D. - Family Medicine
Dimick, Susan, M.D. - Medicine
Gilcher, Ronald, M.D. - Medicine
Mehta, Kautilya, M.D. - Surgery
Parekh, Mukesh, M.D. - Obstetrics and Gynecology
Sigler, Scott, M.D.- Ophthalmology

STUDENTS

Oklahoma City Campus:

Birdsong, Mark
Boatsman, Erin
Earley, James
Harper, Jonathan
Mehta, Aneesh
Norman, Jennifer
Swann, Michael
Varahan, Subha

Tulsa Campus:

Clarke, Norah
Perry, Daniel

CONGRESSIONAL DISTRICT REPRESENTATION

District I

Ashcraft, Thomas, M.D., Tulsa
Calvert, Jon, M.D., Tulsa
Cavanaugh, Lamont, M.D., Tulsa
Elfrink, Don, M.D., Tulsa

District II

District III

Engles, Robert, M.D., Durant
Mirjanich, John, M.D., Midwest City
Swafford, Thomas, M.D., Stillwater
Willis, Renee, M.D., Stillwater

District IV

Baldwin, Donald, M.D., Lawton
Cobb, James, M.D., Norman
Mackie, Laura, M.D., Moore
Sieck, Chris, M.D., Norman

District V

Cannon, Jay, M.D., OKC
Coddling, Christine, M.D., OKC
Limbaugh, M. Carl, M.D., Edmond
Mosca, Phillip, M.D., OKC
Srouji, Nabil, M.D., OKC

DISTRICT VI

Amundson, Jerry, M.D., OKC
 Coleman, Brian, M.D., OKC
 Moore, Craig, M.D., Hobart

President Boren recommended the Board of Regents approve the individuals named above be appointed to the College of Medicine Admissions Board for 2002-2003. He also recommended approval of the alternates proposed.

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

COURSE ADDITIONS AND DELETIONS - HSC

The Oklahoma State Regents for Higher Education require that all course additions and deletions be presented to the institution's governing board before they are forwarded for their consideration. Attached is a list of all such course additions that have been approved by the Senior Vice President and Provost, Health Sciences Center, upon recommendation of the cognizant departments and colleges, the Graduate College when appropriate, and the Academic Program Council. In summary, this list of course changes includes:

Seven (7) course Additions to fill curricula deficiencies and respond to student interest, and

One (1) course Deletion to remove course duplication.

If approved by the Board of Regents and the Oklahoma State Regents for Higher Education, these changes will take effect with the Fall 2002 semester.

COURSE CHANGES 2002-2003Course Additions

AHS 5153 Foundations of Evidence-Based Practice
 FM 9553 Family Medicine Community Clerkship-Lawton
 INDT 8000 Journal Club
 MI 6101 Immunology Journal Club
 MI 6502 Principles of Flow Cytometry
 PHSC 5842 Pharmaceutical Sciences: Neurology
 PHYO 6407 Integrative Aspects of Physiological Systems

Course Deletions

ORSG 9454 Physical Medicine and Rehabilitation

President Boren recommended approval of the above course additions and deletions proposed for the Health Sciences Center campus.

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

REVISIONS TO COLLEGE OF MEDICINE FACULTY COMPENSATION PLAN

In 1996, the College of Medicine adopted a faculty compensation plan applicable to clinical faculty only. Per the current College of Medicine Faculty Compensation Plan the annual institutional compensation paid for an individual faculty member's service to the College of Medicine may consist of some, or all, of the following three components: University Base, Clinical Supplement, and Incentive. Per the current practice, the first two components of compensation, base and supplement, are negotiated annually during the University's budget process, and in most departments the base is guaranteed for that academic year.

During the past twelve months, the department chairs in the clinical and the basic science departments within the College of Medicine, and various University administrative staff, have discussed the current compensation plan and have proposed minor modifications. The proposed compensation structure will consist of the following four components: University Base, Departmental Salary, Department Supplement, and Incentive. The first three components of University compensation, (base, departmental salary, and department supplement), will be guaranteed for the academic year. The guaranteed salary will be determined annually, will be set forth in the written, annual compensation agreement between the faculty member and the department, and will be included in the annual budget that is submitted to the Board of Regents for approval.

The proposed modifications are intended to: apply to both clinical and basic science faculty; to more clearly denote the salary components contained in the annual agreement between the department and the faculty member; to standardize the procedures among the departments; and to provide a combination of stability and incentive to encourage faculty initiatives in teaching, research, and patient care. The Executive Committee of the Faculty Board of the College of Medicine has approved the proposed modifications. The proposed changes have been reviewed with Administration for possible implementation issues.

The College of Medicine Faculty Compensation Plan is attached. The proposed additions are noted by underline and the proposed deletions are noted by strike-through.

President Boren recommended the Board of Regents approve the proposed changes to the College of Medicine Faculty Compensation Plan to better define the components of total compensation. The proposed changes define these four components: University Base, Department Salary, Department Clinical Salary, and Incentives.

COLLEGE OF MEDICINE FACULTY COMPENSATION PLAN

I. COMPENSATION PLAN PURPOSE AND OBJECTIVES

A. Purpose

The purpose of the plan is to provide a basis for establishing compensation and incentives for the clinical and basic sciences faculty of The University of Oklahoma College of Medicine (COM).

B. Objectives

The Compensation Plan shall strive to achieve the following objectives:

- Be uncomplicated and understandable to participants.
- Provide adequate compensation to attract and retain faculty.
- Ensure fairness among faculty.
- Establish a structure to set compensation.
- Provide incentive to encourage clinical and research productivity.

- Provide for incentives to control expenses, improve quality, and strengthen the fiscal position of the departments, ~~University Physicians Medical Group~~ OU Physicians, and the COM.
- Create discretionary funds for program and faculty development.
- Provide funds for support of the COM.
- Be responsive to changes in the market.

II. APPLICABILITY

The Compensation Plan will:

Apply to all full-time and part-time clinical and basic sciences faculty.

Apply to all sources of collected revenue generated within a faculty member's scope of employment with the college, including, but not limited to, the following:

- a. Patient care fees and all other professional practice revenue wherever earned by the faculty members
- b. Professional consultation
- c. Medical legal consultation
- d. Honoraria
- e. Compensation for supervision of professional services

The following are not included within the scope of this Compensation Plan:

- a. Prizes and awards
- b. Faculty members' interest in:
 - i. Royalties
 - ii. Copyrights
 - iii. Patent rights
- c. Nonprofessional income
- d. Compensation received as a result of military duty
- e. Income earned while on a sabbatical or leave that has been approved by the Regents

III. OVERVIEW OF FACULTY COMPENSATION STRUCTURE

A. Introduction

Faculty compensation will be comprised of four possible components:

University base
~~Clinical supplement~~
Departmental Salary
Departmental Clinical Salary
Incentives

The term "Total Compensation" refers to the aggregate compensation derived from these four components.

Funds available to compensate faculty are derived from several sources:

College of Medicine
Hospital and affiliated agency support
Grant and contract support

Professional and/or medical legal consultation
Professional fee revenues
Fee-for-service (FFS)
Capitation and package price contracts.

Guaranteed Salary

The Guaranteed Salary (as noted in B1, B2, and B3 below) will be determined annually and will be set forth in the written, annual compensation agreement between the faculty member and the department and approved by the Board of Regents.

The Guaranteed Salary will be guaranteed by the department for the contract year.

For grant proposals to external agencies, the faculty members' salaries will be based on the annual Guaranteed Salary. For example—the Guaranteed Salary will serve as the basis for calculation of the "direct salary" included on NIH grant or cooperative agreement proposals or applications (as per Notice OD-01-013 from NIH, January 11, 2001, or as it may be subsequently modified).

1. University Base Compensation (X₁)

The University base is paid to all full-time faculty as part of employment with the college and to part-time faculty for specific services provided to the college.

The University base will be determined by a salary structure that considers rank and specialty.

The University base will be recommended by the department chair and approved by the COM Dean and University Board of Regents.

The University base for department chairs will be ~~determined~~ recommended by the COM Dean and approved by the University Board of Regents.

Except as provided in other University policies, the University Base (X₁) will stay the same or increase in subsequent years.

Sources for the University Base component may include the following: state appropriations, hospital support, clinical earnings, grant and contract support, fees from consulting, and affiliated agency support.

2. ~~Supplemental Compensation~~ Departmental Salary (X₂)

~~Supplemental compensation~~ The departmental salary will be based upon a faculty member's level of clinical income and support from grants and contracts.—contributions to the departmental mission.

~~The supplement will be paid to the extent clinical income or other support is available.~~

The Departmental Salary will be proposed by the chair of the department annually, based upon the faculty member's performance and the department's fiscal circumstances. The departmental salary will be reviewed and approved by

the COM Dean. The departmental salary may increase, decrease or stay the same in subsequent years.

The COM Dean and the University Board of Regents will approve the departmental salary for department chairs.

~~It is the intent of this plan that the University base and supplement departmental salary/supplement will make up approximately 60 percent of total compensation. However, this plan recognizes that some departments will require a higher percentage of compensation to be earned through incentives.~~

Sources for the Departmental Salary component may include the following: state appropriations, hospital support, clinical earnings, grant and contract support, and affiliated agency support.

~~Plans for distributing the supplement will be set by the department chair with the approval of the COM Dean and with the review and advice of the University Physicians Medical Group (UPMG) Management Committee.~~

Supplemental compensation plans
3. Departmental Clinical Salary (Y)

~~Supplemental compensation~~ The departmental clinical salary will be based upon a faculty member's level of clinical income and support from grants and contracts. contributions to the practice plan activities of the department.

~~The supplement will be paid to the extent clinical income or other support is available.~~

The Departmental Clinical Salary will be proposed by the chair of the department annually based upon the faculty member's performance and the department's fiscal circumstances. The departmental clinical salary will be reviewed and approved by the COM Dean. The departmental clinical salary may increase, decrease or stay the same in subsequent years.

The COM Dean and the University Board of Regents will approve the departmental clinical salary for department chairs.

~~It is the intent of this plan that the University base and supplement departmental salary/supplement will make up approximately 60 percent of total compensation.~~

~~However, this plan recognizes that some departments will require a higher percentage of compensation to be earned through incentives.~~

Sources for the Departmental Clinical Salary component may include only clinical earnings.

~~Plans for distributing the supplement will be set by the department chair with the approval of the COM Dean and with the review and advice of the University Physicians Medical Group (UPMG) Management Committee.~~

Supplemental compensation plans

Incentive Compensation (Z)

Faculty ~~will~~ may also be eligible for additional compensation in the form of an incentive.

~~It is the intent of the plan that incentives will constitute approximately 40 percent of a faculty member's total compensation, excluding benefits (University base, supplement, and incentive). However, this plan recognizes that some departments will require a higher or lower percentage of compensation to be earned through incentives.~~

Plans for distributing the incentive and formulas for determining incentives will be set by the department chair ~~with the approval of~~ and approved by the COM Dean ~~and review and advice of the UPMG Management Committee.~~

The COM Dean and University Board of Regents will approve the incentive component for department chairs.

Sources for the incentive component include the following: salary savings as part of the Sponsored Programs Research Incentive Plan, clinical and consulting earnings.

Review and Approval

All Department compensation distribution plans must adhere to the guidelines in the COM Compensation Plan, and all Department plans will be reviewed and approved by the Dean.

The COM Dean will approve the total compensation for each department chair on an annual basis. Monthly payments to chairs on the departmental salary/supplement and incentive components of total compensation will be approved by the Dean's Office.

The College of Medicine will review the overall reasonableness of a department's compensation plans as actual payments are made. When a faculty member's total compensation exceeds the 85th percentile of the most current AAMC Survey of Faculty Compensation, the Department will submit to the Dean's Office for review and approval a justification for the compensation level, including a detailed computation.

President Boren recommended the Board of Regents approve the proposed changes to the College of Medicine Faculty Compensation Plan to better define the components of total compensation. The proposed changes define these four components: University Base, Department Salary, Department Clinical Salary, and Incentives.

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

REVISIONS TO THE COLLEGE OF NURSING PROFESSIONAL PRACTICE PLAN

The College of Nursing professional practice plan was last approved by The University of Oklahoma Board of Regents in 1991. The College proposes minor modifications to the plan to address changes requested by the University auditors. Specifically, Section V (3) reflects changes to accommodate the Case Management program initiatives established since the plan was last approved, and Section V (5) recognizes those instances where professional practice activities are paid by direct deposit. The proposed changes are noted on the attached, with new material underlined and deleted material with strikethroughs.

Approved by the OU Board of Regents, 10/14/91

Reviewed by Faculty Board, 8/13/01

Amended by Faculty Board, 4/1/02

Approved by General Faculty, 4/22/02

UNIVERSITY OF OKLAHOMA COLLEGE OF NURSING PROFESSIONAL PRACTICE PLAN

I. PREAMBLE

The faculty of the College of Nursing is made up of both full-time and part-time faculty. This policy applies to those faculty who hold full-time appointments in the College.

Full-time members of the College of Nursing accept all rights, privileges and obligations of other University faculty as set forth in the University policies. Accordingly, a person who accepts full-time employment in The University of Oklahoma owes his first duty and his first loyalty to the University. The obligations of a faculty member are not limited to meeting classes, but include related activities of teaching, research or creative achievement, continuing education, professional service and University governance. Faculty are encouraged to engage, within the limits of the time available to them, in such income-producing activities as consulting work, sponsored research, professional nursing practice and other activities which are closely related to their University work. The decision to engage in such professional activities by the faculty members will be made with the knowledge and understanding that it must be done in accordance with the provisions of this policy.

There must be upper limits to the time spent and income derived from professional activities so that the primary goals of quality education and related activities are achieved with a fair mixture of professional capabilities and financial awareness. Active participation in professional activities requires of the faculty a significant commitment in terms of energy, emotional dedication, time and the assumption of personal liabilities in addition to those assumed in carrying out academic programs.

Adherence to this policy, as with all Regents' policies, is a condition of appointment for full-time faculty of the College of Nursing of The University of Oklahoma Health Sciences Center. Under this policy, the faculty is responsible to the Dean and the Dean, through the Provost, to the President.

II. OBJECTIVES

1. To provide a uniform procedure for professional accountability in matters of professional activities and the income generated by these activities.
2. To improve the patient care and consultative resources of the Health Sciences Center for the benefit of the public health.
3. To conduct discussions, seminars or workshops under the aegis of the College for the purpose of exchanging information and furthering the state of art of the profession.
4. To provide exemplary patient care and consultative models to meet the educational, research and service goals of the College of Nursing.
5. To enhance recruitment and retention of highly qualified faculty by providing a source of funds with which to supplement income.

6. To provide incentives to the faculty to engage in the practice of their professions, to maintain and improve professional skills, and to enhance faculty scholarship.
7. To provide a procedure for accounting, reporting and auditing of all generated income.
8. To provide a procedure for the disbursement of generated income.
9. To provide basic financial data which can be made available and visible to all who have a legal right to examine such information.

III. DEFINITION OF TERMS

1. Membership

All full-time faculty of the College of Nursing shall be members of the practice plan. Full-time faculty are those appointed with unmodified titles.

2. Base Salary

Salary paid to the faculty by the College of Nursing or by affiliated institutions within the Oklahoma Health Center shall be classified as base salary.

3. Supplemental Professional Earnings

Income generated by professional activities such as consulting or professional nursing practice.

a. Sources of Supplemental Professional Earnings

Sources of supplemental professional earnings include, but are not limited to, the following:

- Nursing practice fees wherever earned by the faculty member
- Professionally related consultation and community services
- Honoraria
- Continuing education fees
- Fees received for tutorial services

b. Income Exclusions

- Prizes and awards
- Faculty members interest in:
 1. Royalties
 2. Publication payments
 3. Copyrights
 4. Patent rights
- Nonprofessional income
- Compensation received as a result of military leave
- Income earned during leave without pay, winter and spring breaks for nine- and ten-month faculty, vacation and/or sabbatical
- Salary included under the definition of base salary.

IV. OPERATIONAL PROCEDURES

Any professional activity which will result in the generation of income in addition to that paid by the College of Nursing must be approved in advance by the Dean of the College.

- ~~1. All supplemental professional earnings must be deposited in The University of Oklahoma Health Sciences Center special agency account.~~

V. DISTRIBUTION OF SUPPLEMENTAL PROFESSIONAL EARNINGS

1. The first priority shall be the payment of the actual identified overhead cost associated with the generation of the income such as the cost of clerical help and supplies used in continuing education activities. The Dean shall cause these costs to be identified and shall review them periodically with the College's Faculty Board.
2. The operation of any business requires the maintenance of some reserve. There must be, for example, some funds on hand to pay for the preparation of materials before a seminar or workshop is given and before income is generated. Adequate reserves shall, therefore, be established and maintained to ensure the smooth ongoing operation of each of the College's income-producing activities under this plan. These too shall be established by the Dean and be discussed by the Dean with the Faculty Board from time to time.
- ~~3. Ten percent of the remaining balance, after '2' above has been paid, will be paid to the Dean's Fund.~~
- ~~4. The remaining balance shall be paid to that individual faculty member or group within the College of Nursing to the extent that the individual faculty member or faculty members of the group have contributed to the generation of the income. Such payment of the generated income will be divided 90% to the faculty member and 10% to the Professional Practice Plan fund (Dean's Office) until the total of generated income reaches 100% of the base salary. Thereafter, generated income over 100% of base salary shall be divided 75% to the faculty member and 25% to the Professional Practice Plan fund (Dean's Office).~~
3. After overhead and expenses as set out in 1. and 2. have been paid, the remaining balance shall be divided as follows:
 - a) The entire remaining balance of money earned for activities performed as part of the College's Case Management program will be paid to the faculty member performing the activities.
 - b) For money earned other than as part of the College's Case Management program, remaining balances up to 100% of a faculty member's base salary in a given fiscal year will be paid ten percent to the Professional Practice Plan fund and ninety percent to the faculty member.
 - c) For money earned other than as part of the College's Case Management program, remaining balances in excess of 100% of a faculty member's base salary in a given fiscal year will be paid twenty-five percent to the Professional Practice Plan fund and seventy-five percent to the faculty member.

- d) Where money is earned through the efforts of a group of faculty members, faculty will be paid as set out in a) through c) of this section in the same proportion as the faculty member's contribution to the generation of the income.
4. The College's Faculty Board recognizes that there are times when faculty members are paid for their professional service through a direct deposit by the agency. In those cases when agencies withhold payroll taxes, the faculty member will pay 10% of the gross pay to the PPP fund. In such cases, the faculty member must present a copy of the payment advice and a check for 10% of the gross payable to the College of Nursing's PPP fund within 3 business days of the direct deposit. All payments where payroll taxes have not been withheld must be deposited in the College's PPP fund and processed through the OUHSC payroll office as a supplemental payroll.
5. Supplemental professional income generated in excess of that permitted to be paid to the faculty, shall be retained in the ~~Practice Plan~~ PPP for use by the College. Decisions regarding the use of the funds shall be made by the Dean after receiving the advice of the College's Faculty Board.

Acceptable categories of expenditures by the College of Nursing include:

- a. Visiting consultants and lecturers at the Health Sciences Center
 - b. Expenses directly related to the faculty and staff recruitment
 - c. Students' scholarships, stipends, and tuitions
 - d. Personnel training courses and attendance at professional and education meetings
 - e. Maintenance of laboratories and equipment
 - f. Office and administrative expenses
 - g. Other expenses incurred in support of the College of Nursing, teaching research, and professional service, including salaries.
 - h. Professional duties.
6. In the event that a faculty member, with an ongoing practice under the purview of the Professional Practice Plan, separates or begins a leave of absence/sabbatical, control over all existing accounts receivable will remain with the College of Nursing. The distribution of the collected and outstanding receivables will remain with the College of Nursing. The distribution of the collected and outstanding receivables to the faculty member will be made in accordance with an agreement between the faculty member and the College of Nursing Professional Practice Plan.

Since funds for which the University acts as custodian are commingled with public funds, all expenditures from such funds must be treated as public expenditures. Public Policy requires that public monies be expended for public and not private purposes.

VI. GOVERNANCE

1. College's Faculty Board – The members of the College's Faculty Board shall represent the membership of the Professional Practice Plan and shall be responsible for advising the Dean of policy matters affecting the operations covered by this policy.
2. Meetings – The dean shall preside over all meetings of the Professional Practice Committee, which shall be composed of the Assistant Dean for Student and Alumni Affairs and six (6) members of the faculty elected by the general faculty of the College.
3. The Faculty Board shall meet quarterly to review and conduct business related to the Professional Practice Plan. A special meeting may be called, upon the request of the Chair or (5) members of the Faculty Board. Notice of the meeting and an agenda will be distributed to each member at least one week prior to the meeting.

VII. ACCOUNTABILITY

Intentional withholding or misrepresentation in reports of income and/or time spent under this Plan shall constitute grounds for disciplinary action under provisions of the Faculty Handbook. Appeals procedures are also listed in the Faculty Handbook.

VIII. AMENDMENTS

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

Proposed amendments may be submitted in one of the following manners:

1. By a member of the professional Practice Committee submitting an agenda item to the Dean's Office for discussion by the Professional Practice Committee with recommendation by the Committee to the general faculty,
- or
2. By greater than 1/3 of the general faculty submitting an agenda item to the Dean's Office for discussion by the Professional Practice Committee with recommendation by the Committee to the general faculty.

Thereafter, with ratification by 2/3 of the full general faculty, the proposed amendment will be forwarded through the Dean of the College of Nursing, Provost of The University of Oklahoma Health Sciences Center, to the President for approval for submission to the Board of Regents of The University of Oklahoma.

President Boren recommended the Board of Regents approve the revisions to the College of Nursing Professional Practice Plan as proposed.

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

PROFESSIONAL SERVICE AGREEMENTS - HSC

New- HCA Health Services of Oklahoma, Inc. (OU Medical Center) \$126,071
 College of Dentistry-Dean's Office
 Term of Agreement 04/01/02 to 03/31/03
 Train Graduate Dental Residents

To expand the existing relationship between OUHSC and OU Medical Center and to enhance the training of Graduate Dental Residents and provide greater access to quality dental services for residents of Oklahoma, including the indigent population.

New- HCA Health Services of Oklahoma, Inc. (OU Medical Center) \$191,000
 College of Medicine – Department of Medicine
 Term of Agreement 07/01/01 to 06/30/02
 Hospitalist for General Internal Medicine

The hospitalist shall provide services to OU Medical Center: admit patients, perform diagnostic tests, complete daily patient rounds, prescribe medications, manage patient care, oversee discharge plan activities, provide appropriate care to patients, on-call attending duties and professional education and oversight of medical students and medical residents.

New- HCA Health Services of Oklahoma, Inc. (OU Medical Center) \$119,250
 College of Medicine – Department of Medicine
 Term of Agreement 01/01/02 to 06/30/04
 ICU Triage/Medical Director

To provide professional ICU triage services to OU Medical Center. Shall participate actively in the affairs of the Medical Staff, including, without limitation, serving on committees and discharging such other obligations as may be requested by Medical Staff.

Change-Child Abuse Network of Oklahoma \$140,000
 College of Medicine, Tulsa – Department of Pediatrics
 Term of Agreement 01/01/02 to 12/31/02
 To Provide Medical Evaluations of Children Referred for Alleged Child Abuse

By this contract OUHSC will provide medical evaluations of children referred for alleged child abuse, including necessary medical supplies, and including, but not limited to, the following services: a) Medical history; b) Physical exam; c) Appropriate lab tests and x-rays; and d) Any other services to accomplish the medical evaluation. Licensed practical nurses, pediatric nurse practitioners, medical directors and two physicians will perform these described services.

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

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

SCHUSTERMAN CENTER REVENUE BONDS - HSC

At its December 1999 special meeting, the Board of Regents approved the acquisition and leasing of real estate and improvements located at 4502 E. 41st Street, Tulsa, Oklahoma (now known as the Schusterman Center), from Amoco Production Company. The property appraised at \$37,500,000, but was purchased for \$24,000,000. The acquisition of the property enabled the University to expand its Health Sciences Center campus in Tulsa into a centrally located, spacious state of the art facility.

Initial funding for the purchase was provided by The University of Oklahoma Foundation, Inc. (the "Foundation"). The Foundation formed a single member limited liability company to purchase the property, then leased it back to the University.

The initial lease term is for five years, and the University has the right to renew the lease for an additional five years. The lease provides for 1) up to \$3,000,000 million in leasehold improvements funded by the Foundation, 2) base minimum rent equal to five percent (5%) of the average unrecovered cost of the property, and 3) an option to purchase the property, which can be exercised at any time by the University.

It is now an appropriate time for the University to exercise the purchase option and enter into a permanent financing arrangement for the property. The resulting debt service will be funded from Tulsa Clinical operations (the "System") and the balance of the Schusterman Foundation Capital Grant Agreement. Assuming a true interest cost of 6.00%, estimated average annual debt service on the bonds would be approximately \$1.87 million with final maturity in 2022.

The Board of Regents covenants to fix, establish, maintain and collect such rates, fees and charges for the use and services of the System and its facilities as, in the judgment of the Board, will provide revenues sufficient to:

- (1) Pay the reasonable cost of operating and maintaining the facility;
- (2) Pay principal of and interest on the Bonds;
- (3) Enable Tulsa Clinical operations Net Revenues each year to equal at least 125% of the required debt service on any outstanding bonds payable from the Net Revenues of the System; and,
- (4) Maintain any reserve requirements, if any, for the Reserve Account securing any bonds, notes, or loans payable from the Net Revenues of the System.

President Boren recommended the Board of Regents:

- I. Authorize and approve the issuance and sale of its Board of Regents of The University of Oklahoma Revenue Bonds or other evidences of indebtedness (the "Bonds") in a principal amount sufficient to fund the total acquisition cost of the Schusterman Center in Tulsa, Oklahoma (the project), capitalized interest, required reserves, and normal costs of issuance (estimated to be approximately \$22,000,000) and ratify all action taken in regard to the competitive or negotiated sale of the Bonds, Notes or Loans;
- II. Authorize and adopt the Resolution authorizing the sale and issuance of the Bonds, Notes or Loans and authorize the form of the financing documents related thereto, including, but not limited to, a Trust Agreement, Notice of Sale and Official Statement;

- III. Approve and authorize the award of the sale of the Bonds, Notes or Loans at competitive or negotiated sale based upon final determination of the financing team and as determined to be in the best financial interest of The University of Oklahoma and authorizing the University Vice President for Administrative Affairs and the Controller of The University of Oklahoma – Norman Campus to do all things necessary to consummate the transaction contemplated herein;
- IV. Authorize the Chairman, Vice-Chairman and Executive Secretary of the Board of Regents of The University of Oklahoma to execute and deliver all necessary financing documents and related closing documents required by Bond Counsel;
- V. Authorize the officers of The University of Oklahoma to execute any closing documents required by Bond Counsel and to take any further action required to consummate the transaction contemplated herein; and,
- VI. Recognize and acknowledge that the University may fund certain costs of the above project prior to receipt of Bond, Note or Loan proceeds from its own funds and, to the extent the University utilizes its own funds for said purposes, it is intended that proceeds of the Bonds, Notes or Loans will be utilized to reimburse the University.

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

PURCHASE OF YELLOW PAGES ADVERTISING - HSC

Clinics, faculty physicians and other agencies within the Health Sciences Center have required advertisement listings in the Southwestern Bell Yellow Pages in previous years. The agencies included:

University of Oklahoma Health Sciences Center
Dean McGee Eye Institute
OU Medical Center
Oklahoma Medical Research Foundation
Other Oklahoma Health Center Affiliated Entities

While the estimated total cost of these listings is \$194,467, the portion to be paid by Health Sciences Center departments is estimated at \$15,525. For purposes of comparative analysis, the total expense last year was \$185,064 with the Health Sciences Center's portion being \$15,525.

Some agencies, clinics and/or physicians additionally elect to advertise in Feist Publications, Inc. For those that do, individual purchase orders must be issued.

Southwestern Bell Yellow Pages are delivered to all addresses within the calling area. Feist is delivered to metropolitan areas and then made available in rural areas by means of individual pick-up. Therefore, advertising coverage by Feist in rural areas will likely be less than the coverage provided by Southwestern Bell.

Funding is available from the Telecommunications Service Operations fund at the Health Sciences Center, which will then be reimbursed by clinics, physicians, and/or agencies requesting advertisements.

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

- I. Issue a purchase order to Southwestern Bell Yellow Pages for an estimated amount of \$194,467 for advertising, for a one-year period beginning August 1, 2002.

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

O'DONOGHUE CENTER RENOVATION - HSC

At the May 2002 meeting, the Board of Regents approved the O'Donoghue Center Renovation project as a part of the comprehensive Campus Master Plan of Capital Improvement Projects. This project involves the renovation of up to 41,000 square feet at the O'Donoghue Center at an estimated total project cost of \$5,600,000. The third floor, and if necessary a part of the second floor, will be renovated for research laboratories, satellite vivarium, offices, and laboratory storage and support spaces. Necessary fixed and movable equipment will be purchased. The funding plan includes the use of State, University Hospitals Authority Trust or other funds. It is anticipated that this project will require 18 months to complete.

The selected architectural firm will provide all professional services required for detailed space planning and to produce the design and the contract documents and administer the construction contract(s).

The committee formed to interview and evaluate architectural firms for the project was composed of the following:

Wilton Berry, Associate Campus Architect-HSC, Architectural and Engineering Services, Chairman
Dan Bracket, Director of Surgical Research
Tom Godkins, Assistant Vice President, Director of Capital Planning, HSC
Frank Holloway, Ph.D., Vice Chairman, Department of Psychiatry and Behavioral Sciences
John Johnson, Deputy Director and Chief Financial Officer, University Hospitals Authority and University Hospitals Trust
Peter Ray, Assistant Director, Site Support

Proposals to provide the needed professional services for the project were received from nine architectural firms. Based on these proposals, information provided by the State of Oklahoma Department of Central Services and client references, four firms were selected by the interview committee for further evaluation. The committee conducted a detailed review and interview with each of the four firms and rated them from highest to lowest as follows:

1. Miles Associates, Inc., Oklahoma City, Oklahoma
2. Peckham Guyton Albers & Viets, Inc., Westwood, Kansas
3. Architectural Design Group, Inc., Oklahoma City, Oklahoma
4. Kinslow, Keith & Todd, Inc., Tulsa, Oklahoma

In accordance with Board of Regents' policy, a five percent preference was applied to the ratings of the in-State firms.

O'DONOGHUE CENTER RENOVATION
ARCHITECTURAL FIRM EVALUATION SUMMARY

	<u>Miles Associates, Inc.</u>	<u>Peckham Guyton Albers & Viets, Inc.*</u>	<u>Architectural Design Group, Inc.</u>	<u>Kinslow, Keith & Todd, Inc.</u>
Acceptability of Design	104	142	80	64
Quality of Engineering	106	88	74	68
Adherence to Cost Limits	44	32	33	32
Adherence to Time Limits	40	34	32	32
Volume of Changes	39	33	33	33
Stability of Firm	35	34	31	32
Total Points	368	299	283	261
Total Points with 5% Preference	386	N/A*	297	274

* Out-of-state firm

President Boren recommended the Board of Regents:

- I. Rank in the order presented above architectural firms that are under consideration to provide professional services required for renovation of space in the O'Donoghue Center for research space for the College of Medicine;
- II. Authorize the University administration to negotiate the terms of an agreement and a fee starting with the highest-ranked firm; and
- III. Authorize the President or his designee to execute the consultant contract.

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

GREENHOUSE - HSC

At the October 2001 meeting, the Board of Regents awarded a contract in the amount of \$583,000 to Weaver Contracting, Inc. for the construction of a greenhouse at the Health Sciences Center. The current project budget of \$680,000 was approved at the May 2002 Regents' meeting as a part of the overall Campus Master Plan of Capital Improvement Projects.

I. APPROVE PROJECT BUDGET

In order to include in the project enhanced interiors in the office area, furniture and equipment, site improvements to accommodate on-site vehicle parking, and installation of a plant mister system, it is necessary to increase the project budget to \$720,000.

II. ACCEPT PROJECT AS SUBSTANTIALLY COMPLETE

A substantial completion inspection was held on June 7, 2002. In attendance were representatives of Weaver Contracting, Inc.; Miles Associates, the project architects; and the University. The results of the inspection indicated that the project was substantially complete. A punch list of minor work items was developed and given to Weaver Contracting, Inc. for completion. It is recommended the Board accept the project as substantially complete as of June 7, 2002.

III. AUTHORIZE FINAL PAYMENT TO THE CONTRACTOR

It is recommended the Board authorize final payment to Weaver Contracting, Inc. following completion of the punch list items.

President Boren recommended the Board of Regents:

- I. Approve a total project budget of \$720,000 for the Greenhouse project at the Health Sciences Center, and authorize the necessary modification of the Campus Master Plan of Capital Improvement Projects for the Oklahoma City Campus;
- II. Accept the Greenhouse project as substantially complete effective June 7, 2002; and
- III. Authorize final payment to Weaver Contracting, Inc. following completion of all punch list items.

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

UTILITY SYSTEM PROJECT FUNDS - HSC

In June 1998, the Board of Regents authorized the issuance of \$7.43 million in taxable utility system revenue bonds for the purchase and installation of an additional three thousand (3,000) tons of electric-driven chiller capacity to the Health Sciences Center's Steam and Chilled Water System. In October 1998, the Board authorized an additional \$3.845 million in taxable utility system revenue bonds to prepay certain utility system revenue bonds. The projects are now complete, and funds totaling \$901,040.22 and \$45,383.88, respectively, remain.

Upon completion, project funds must be utilized at the direction of the Board, in accordance with the bond resolution. Excess project funds may be expended for any lawful purpose of the OUHSC. It is requested that the Board approve the use of excess project funds for HSC utility reserves.

President Boren recommended the Board of Regents approve utilization of excess Utility System Project Funds for utility reserves.

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

FURNISHINGS FOR STUDENT CENTER THIRD FLOOR ADDITION - HSC

At the September 2001 meeting, the Board of Regents awarded a contract to Lippert Brothers, Inc. of Oklahoma City, for construction of the Student Center Third Floor Addition. Construction is scheduled to be complete September 2002.

For the past five or six years, the University has utilized Steve Callahan Designs as interior design consultant and source of supply for furnishings and accessories, in connection with several individual but related projects of unique importance to student life and the expression of University excellence. Examples are the Law Center, Boyd House, Oklahoma Memorial Union, and Cate Center Honors College addition. In order to assure a consistent, coherent and harmonious aspect related to the new student lounge located in the Student Center's third floor, the David L. Boren Student Lounge, the retention of Steve Callahan Designs is fundamental to an effective, efficient and economical completion of the project.

As with past engagements, the following process is proposed: Steve Callahan Designs will provide design services, including recommendations on which furnishings and accessories are best suited for the space. Upon acceptance by the University of these recommendations, Steve Callahan Designs will locate suitable furniture and accessories, and will submit a cost proposal for approval. Upon verification of the competitiveness of the proposal, the University will issue purchase orders for the items, thereby authorizing Steve Callahan Designs to initiate delivery of the items.

These purchases will be funded as a part of the Student Center Third Floor Addition project budget.

President Boren recommended the Board of Regents authorize the President or his designee to award a contract to Steve Callahan Designs, in an overall amount not to exceed \$225,000, for interior design assistance and acquisition of furnishings and accessories for the new student lounge, part of the Student Center Third Floor Addition project at the Health Sciences Center.

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

PROFESSIONAL LIABILITY INSURANCE - HSC AND TULSA

At the March 1999 meeting, the Board authorized the award of a contract, as a result of the competitive process, to Medical Protective, for professional liability insurance coverage for the referenced professional groups, for the period April 1, 1999, through June 30, 1999, with further authorization for two subsequent annual renewals. At the March 2001 meeting, the Board authorized an extension of the contract for the period July 1, 2001 through June 30, 2002. The premium for this period totaled \$2,004,054. This year, OU Physicians will incur a 14.8% rate increase not to exceed 2.5 million dollars, based on current requests from departments and physicians. The premium is considered to be fair and reasonable for purposes of providing coverage for the next fiscal year; however, in order to validate follow-on premium pricing, a new competitive solicitation will be conducted in or around March 2003.

Funds for premiums are available from respective OU Physicians clinic operating accounts.

President Boren recommended the Board of Regents authorize the President or his designee to extend the existing contract with Medical Protective for professional liability insurance coverage for the College of Medicine's M.D.s, D.O.s, residents, P.A.s, R.N.s, L.P.N.s, medical students, midwives, physicists, and locum tenens, for the period July 1, 2002, through June 30, 2003, in an amount not to exceed \$2,500,000, with no further extension beyond that date, requiring that follow-on coverage be obtained via a new competitive solicitation.

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

RESOLUTION FOR DWR FOUNDATION IN SUPPORT OF A NEW CLINIC FACILITY

This item was pulled from consideration.

TEMPORARY LEASE AUGMENTATION FOR THE FAMILY MEDICINE CLINIC SPACE IN TULSA - HSC

For many years, the University has leased space that comprises the Family Medicine Clinic in Tulsa. The establishment and continuation of the lease has been in compliance with Board of Regents' policies and other applicable requirements.

At the University's request, the lessor, Murphy Properties, Inc. of Tulsa, Oklahoma conducted a competitive process to effect certain leasehold improvements that were needed to keep the Family Medicine Clinic operational, useful to patients, and competitive with the local market. The evidence produced by the lessor's competitive process has been reviewed and accepted by the University.

The result of the process is that the lessor has engaged several subcontractors to effect the requested leasehold improvements at an estimated overall cost of \$236,211. The University desires to amortize this cost over a twelve-month period beginning July 1, 2002. The monthly augmentation to the existing monthly lease payment (\$7,500) will be approximately \$19,685.

Funds to pay for the augmented lease payments will be provided by Tulsa Family Medicine Clinic patient care revenues.

President Boren recommended the Board of Regents authorize the President or his designee to augment the lease payments to Murphy Properties, Inc, for University-requested leasehold improvements to approximately 9,000 square feet of space comprising the Family Medicine Clinic in Tulsa, by an overall amount not to exceed \$237,000, for a one-year period beginning July 1, 2002, *subject to approval by Legal Counsel*.

Regent Stuart moved approval of the recommendation as amended. The following voted yes on the amended motion: Regents Bentley, Everest, Austin, Clark and Stuart. The Vice Chair declared the motion unanimously approved.

JANITORIAL SERVICES FOR UNIVERSITY LOCATIONS IN TULSA

Several University locations in Tulsa, mainly comprising the Schusterman Center and Family Medicine Clinics, require contract janitorial services. Services for the Schusterman Center were acquired through a unique and time-limited competitive process, as that campus was undergoing alteration and renovation for expanded academic activity. An element of that process was subsequently to compete the janitorial services for both locations. This July 1 presents an opportunity to reduce costs and increase value for the University by doing so.

Because the Board will not meet again until September 2002, authorization is requested at this time to compete, negotiate and award a contract to the supplier found to represent best value to the University, for the janitorial services. The competitive process must be completed before the September 2002 meeting so that services under a new contract can commence July 1, 2002, the beginning of the new fiscal year.

If the Board authorizes this action, the results of the solicitation and award will be formally reported to the Board at the September 2002 meeting.

Funding for the services will come from Schusterman Center and the Family Medicine Clinics accounts.

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

- I. Compete, negotiate, and award a contract to the supplier or suppliers representing best value to the University, in an estimated amount not to exceed \$500,000 annually, for janitorial services for various University locations in Tulsa, for the year beginning July 1, 2002, with option to renew for four additional one-year periods, if in the best interests of the University, and
- II. Report to the Board at the September 2002 meeting the results of the solicitation.

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

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 are shown below. Comparative data for fiscal years 1998 through 2002, and current month and year-to-date, are shown on the graphs and tables on the pages attached hereto as Exhibit A.

The Provisions of Goods and Services policy (amended March 15, 2000) provides that new contracts and grants in excess of \$100,000 must be referred to the Board of Regents for ratification. In addition, in the event a contract, grant, document or arrangement involved would establish or make policy for the University, or would 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.

	FY01 Total Expenditures	FY02 Projection		FY02 Year-to-Date Expenditures	FY01 Year-to-Date Expenditures
UNIVERSITY OF OKLAHOMA	\$159,182,167	\$173,632,218		\$146,822,099	\$128,321,086
NORMAN CAMPUS	\$94,020,698	\$96,247,066		\$89,958,578	\$74,746,679
HEALTH SCIENCES CENTER	\$65,161,469	\$77,385,152		\$56,863,521	\$53,574,407

President Boren recommended the Board of Regents ratify the awards and/or modifications for April 2002 submitted with this Agenda Item.

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

REPORT OF THE PRESIDENT

President Boren announced that Athletic Director Joe Castiglione had just been elected as the president of the National Association of Collegiate Athletic Directors. The Association includes all universities, public and private, large and small. The President stated, "We are proud of him and would like to congratulate him on his election."

SUBSTANTIVE PROGRAM CHANGES - NORMAN CAMPUS

The Oklahoma State Regents for Higher Education require that all substantive changes in degree programs be presented to the institution's governing board for approval before being forwarded to the State Regents for consideration. The changes in academic programs itemized in the attached list have been approved by the appropriate faculty, academic units and deans, the Academic Programs Council, and the Senior Vice President and Provost. They are being submitted to the Board of Regents for approval prior to submission to the State Regents.

Substantive Program Changes
Approved by Academic Programs Council, April 3, 2002

Changes in Program Requirements:

College of Geosciences

Geology, B.S. in Geology (RPC 094, MC 1914E): program and course requirement changes for the Petroleum Geology option. Delete GEOL 2232 from the degree requirements and reduce the total number of hours required from 127 to 125.

Reason for requested action: The materials presented in GEOL 2232 are covered in other Geology courses.

Substantive Program Changes
Approved by Academic Programs Council, May 1, 2002

Addition of New Program:

College of Arts and Sciences

Organizational Dynamics, M.A. (RPC 346, MC to be assigned): addition of master's program in Organizational Dynamics with options in Human Resource Management, Technical Project Management, and Information Management. The program is intended to provide the leadership skills needed to manage people, projects and technology, especially for those working in technology-based industries by bringing together cutting edge research with practical application. Initial offerings of this program will be through OU-Tulsa in an attempt to respond to the current needs expressed by Tulsa businesses including the Williams Companies and MCI/WorldCom. Curriculum requirements include 33 credit hours, broken down into a 12-hour common core (four courses), 12 hours in their major track (option), and two courses from one of the alternative options, plus a three-hour capstone project. This capstone project will involve "real-world" application of the material covered in the program.

Reason for requested action: To address the needs of industry in the Tulsa region and more broadly the state of Oklahoma. The desire has been expressed for a higher education program designed for executive development that prepares employees to effectively manage people, projects and technology in entrepreneurial, new technology environments.

Changes in Program Requirements:

College of Arts and Sciences

Ethics and Religion, B.A. (RPC 078, MC to be assigned): option addition in Religious Studies. This option will allow undergraduate students to study a broad variety of religious traditions and familiarize themselves with a variety of approaches to the academic study of religion. The program requires a total of 124 credit hours including 36 major hours, 21 of which are upper-division. The major courses comprise two introductory courses, three courses chosen from a variety of religious traditions, three courses chosen from approaches and conceptual groupings of religion, and three upper-division electives chosen from a specified list in consultation with adviser.

Reason for requested action: To provide students with an opportunity to earn a B.A. degree in a college-coordinated, interdisciplinary, systematically planned Religious Studies program.

College of Education

Instructional Psychology and Technology, M.Ed. (RPC 055, MC 0845M): option addition, course requirement changes, and change names of areas of concentration.

Addition of new option entitled, Educational Psychology and Technology. This option requires 32 credit hours and includes the practitioner-focused areas of concentration, Educational Psychology and Teaching with Technology.

The existing option, Instructional Psychology and Technology comprises four areas of concentration, whose names are changing to the following:

- Instructional Psychology – change to Instructional Psychology and Technology;
- Educational Technology-Generalist – change to Instructional Technology;
- Educational Technology-Computer – change to Design and Development of Instructional Software; and
- Instructional Design – no name change

The changes for this option (and the four areas of concentration) include an increase of credit hours from 32 to 36 hours and the division of the hours for each area of concentration between a group of required courses and a specified number of elective courses chosen from a defined list.

Reason for requested action: To retain the 32 credit-hour-practitioner-focused areas of concentration while increasing the credit hours requirements and the rigor of core requirements for the areas of concentration under the Instructional Psychology and Technology option. Additionally, to change core requirements to include both psychology and technology courses.

College of Geosciences

Geology, B.S. in Geol. (RPC 094, MC to be assigned): option addition. Addition of a Paleontology option requiring a total of 127 credit hours. This option will provide students with the solid foundation required for the study of paleontology at the graduate level. The courses that will support this option are: GEOL 1124 (Earth History), 3513 (Fundamentals of Invertebrate Paleontology), 4413 (Paleobotany), 4513 (Evolutionary Paleobiology), and ZOO 4204 (Vertebrate Paleobiology). GEOL 4413, 4513 and ZOO 4204 are new courses.

Reason for requested action: Many students entering graduate programs in paleontology lack a solid foundation in geology, due in part to the lack of undergraduate paleontology programs. This option would give OU students the choice to enroll in a paleontology option while gaining the same solid foundation in basic geology and geophysics provided by the existing Environmental Geology and Petroleum Geology options.

College of Liberal Studies

Liberal Studies, B.L.S. (RPC 231, MC 4901A): in addition to the existing program, offer the Internet Guided Interdisciplinary Studies and Administrative Leadership options as online programs. These are not new programs and a change in the method of delivery of two areas of concentration offered through Continuing Education would allow students to complete all lower- and upper-division coursework online. In the current structure, students must attend five onsite seminars in the Internet-Guided program; those courses in the online format will be delivered electronically. The total number of hours required (126) and all course requirements are unchanged in both areas of concentration.

Reason for requested action: To meet the demands and requests of adult, working students to complete all degree requirements through online delivery. Any additional costs associated with electronic delivery will be met through tuition and fees for online courses.

Liberal Studies, M.L.S. (RPC 232, MC 4901M): in addition to the existing program, offer the Administrative Leadership area as an online program. This is not a new program and a change in the method of delivery of an area of concentration offered through Continuing Education would allow students to complete all coursework online. In the current structure, students must attend three onsite seminars (10 hours) with the remaining 22 hours completed through independent study. The total number of hours and course requirements are unchanged.

Reason for requested action: To expand the enrollment of the MLS program through online delivery, making the program accessible to those students who cannot come to campus because of work-related responsibilities (especially military), or undue travel or financial hardships associated with on-campus delivery. Any additional costs associated with electronic delivery will be met through tuition

President Boren recommended the Board of Regents approve the proposed changes in Norman Campus academic programs.

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

NONSUBSTANTIVE PROGRAM CHANGES - NORMAN CAMPUS

The Oklahoma State Regents for Higher Education confer upon each institution the authority to approve modifications that are nonsubstantive but require the changes to be communicated to them for information only. The program modifications itemized in the attached list have been approved by the appropriate faculty, academic units and deans, the Academic Programs Council, and the Senior Vice President and Provost. They are being forwarded to the Board of Regents for information only.

Non-Substantive Program Changes
Approved by Academic Programs Council, May 1, 2002

Changes in Program Requirements:

College of Architecture

Regional and City Planning, M.R.C.Pl. (RPC 199, MC 0206M): course requirement change. Delete RCPL/LA 5515 as a required course and add RCPL 5525 as a requirement for students in both the thesis and non-thesis options. These changes will require students to take the same 25-hour core courses in both the thesis and non-thesis options. Those pursuing a thesis option will complete four hours of RCPL 5980. The total number of hours required is unchanged.

Reason for requested action: To require thesis and non-thesis students to take the same required course and to establish degree requirements that are consistent with those of peer institutions.

College of Arts and Sciences

English, B.A. (RPC 068, MC to be assigned): offer an accelerated dual degree program leading to the B.A. and M.A. degrees in English. Students must apply to the program two semesters prior to graduation (upon completion of 90 hours), have earned a 3.25 or better gpa, and meet all requirements for admission to the Graduate College. Two 4000-level courses (six hours) will satisfy requirements in both the B.A. and M.A. degrees. The total number of hours for the M.A. degree is reduced from 157 to 151.

Reason for requested action: offering an accelerated dual degree will assist the department in encouraging qualified undergraduate students to pursue a graduate degree, particularly students with five-year scholarships.

College of Continuing Education

Professional Studies, B.S. (RPC 237, MC 0591A): course requirement changes and addition of an Aviation Management-Non-Flying area of concentration. Course changes include the following:

- Add AVIA 4983, Airline Management and AVIA 3513, Airport Operations Management to the upper-division major requirements;
- Add AVIA 2513, Aviation History to basic aviation requirements;
- Delete MATH 2123, Calculus II for Business, Life & Social Sciences;
- Reduce the number of free electives by six hours; and
- Add PSY 2003 as an alternative statistics course for ECON 2843. The total number of hours required is unchanged.

The Aviation Management-Non-Flying track is patterned after the Aviation Management track, but excludes the flight courses portion in the basic aviation courses and includes AVIA 4423, Crew Resource Management, and AVIA 4990, Flight Deck Environmental Issues in the aviation upper-division course requirements. The total number of hours required is unchanged at 128.

Reason for requested action: The Department of Aviation is seeking accreditation through the Council on Aviation Accreditation and these course changes are needed to meet those requirements. This program will be the first in Oklahoma to be fully accredited. The Non-Flying area of concentration will serve a population within the aviation industry in a management or supervisory role as well as other support positions. This track would also meet the growing needs of the aviation industry and the Department of Defense.

College of Engineering

Environmental Engineering, B.S. in Env. Engr. (RPC 331, MC 0922B): course requirement change. Replace E S 4324, Biological Aspects of Environmental Science, with C E 4234, Applied Environmental Microbiology. The total number of hours required is unchanged.

Reason for requested action: To correct an error in course numbers and for ABET accreditation.

Industrial Engineering, M.S. (RPC 130, MC 0913M): course requirement change and deletion of area of concentration. Replace I E 5353 with I E 5563 within the master's core requirements. Revision of course requirements for the Engineering Management area of concentration. In addition, deletion of the non-thesis area of concentration; the two remaining areas of concentration are the thesis track and the engineering management-non-thesis track. The total number of hours required is unchanged.

Reason for requested action: To better align the curriculum with recent trends in the profession and to offer a MS degree for IE undergraduates and students from other engineering disciplines. The non-thesis area of concentration provided no benefit to the student or school. For those students not interested in research, IE is encouraging the defined path of the non-thesis engineering management area.

Mechanical Engineering, M.S. (RPC 159, MC to be assigned): offer an accelerated dual degree program combining the B.S. and M.S. degrees in mechanical engineering. Students must apply to the program before the advising period prior to the second semester of the junior year, have earned a 3.25 or better gpa, and should have identified the area of study and the adviser for the graduate research project.. The total number of hours for the accelerated degree is 148 for the thesis option, and 154 for the non-thesis option. Six graduate credit hours will be double counted for both the bachelor's and master's degrees.

Reason for requested action: The accelerated program will offer the academically talented student an efficient and cost-effective way of obtaining undergraduate and graduate degrees in mechanical engineering.

College of Liberal Studies

Liberal Studies, M.L.S. (RPC 232, MC 4901M): course requirement change. Replace LSTD 5531 with 5931, and replace six credit hours for the Advanced Study chosen from LSTD 5226, 5326, or 5426 with six hours from 5940, 5950, or 5980. The total number of hours required is unchanged.

Reason for requested action: To establish the 59XX number series for courses related to research in the MLS program, and replace the Advanced Study courses with courses that specify the type of advanced study and research the student is undertaking.

Addition of New Minor:

College of Arts and Sciences

Classical Greek (MC to be assigned): addition of new minor. The minor consists of 15 hours of coursework in Greek numbered 2000 and above. At least nine hours must be upper-division, and with appropriate permission of the department, three hours in an appropriate Classical Culture, history, philosophy, or other relevant course may be substituted.

Reason for requested action: This proposal is in response to the needs and requests of students who have exhibited growing interest in the study of ancient Greek and a Greek minor, and would require no additional faculty or resources.

Changes in Minor Requirements:

College of Arts and Sciences

Classical Culture Minor (MC 1199B): course requirement change. Reduce the total number of hours required from 18 to 15, and allow one of the courses to be chosen from Latin, Greek, or other related area.

Reason for requested action: To make this minor more accessible to students and to bring the number of hours required into conformity with the other humanities minors, such as English, History and Philosophy.

Latin Minor (MC 1199C): course requirement change. Reduce the total number of hours required from 18 to 15 and allow one of the courses to be chosen from Classical Culture or other related area.

Reason for requested action: To make this minor more accessible to students and to bring the number of hours required into conformity with the other humanities minors, such as English, History and Philosophy.

Price College of Business

Management Information Systems Minor (MC 0506D): course requirement change. Require MIS 3013 of all students, and replace the six additional hours chosen with MIS 3373, and either MIS 3033 or 3363.

Reason for requested action: To provide consistency and a better academic grounding for other business majors wanting to minor in MIS.

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

COURSE CHANGES - NORMAN CAMPUS

The Oklahoma State Regents for Higher Education confer upon each institution the authority to delete, modify and add courses. The course deletions, modifications and additions itemized in the attached list have been approved by the appropriate faculty, academic units and deans, the Academic Programs Council, and the Senior Vice President and Provost. They are being forwarded to the Board of Regents for information *-only.

University of Oklahoma - Norman Campus Approved Course Changes - May 1, 2002

COURSE DELETIONS

College of Arts and Sciences

HSS	5533	Health Behavior
HSS	5883	Exercise Endocrinology

College of Engineering

C S	5423	Combinatorial Algorithms
C S	5463	Advanced Data Structures

COURSE CHANGES

College of Architecture

ARCH//LA/RCPL	6643	Urban Design Theory – add cross listings
RCPL	5373	Transportation Systems Analysis – change title to Transportation Economics

College of Arts and Sciences

ANTH	4823	Archaeology of the Eastern United States – change prerequisite
ANTH	4833	Archaeology of the Great Plains – change prerequisite
ANTH	4853	Archaeology of the Greater Southwest – change prerequisite
ANTH	5023	Introduction to Sociocultural Anthropology III – change prerequisite
ANTH	5123	Introduction to Sociocultural Anthropology II – change prerequisite
ANTH/LING	5333	Topics in Linguistics – change number to 5330
ANTH	5543	Research Design – change prerequisite
ARAB	1115	Beginning Arabic – change description

ARAB	1225	Beginning Arabic continued – change description
ARAB	2113	Intermediate Arabic – change description
ARAB	2223	Intermediate Arabic continued – change description
COMM	3523	Advanced Interpersonal Communication – change prerequisite
ECON	4223	Intermediate Business Statistics – change title to Econometric Analysis
ENGL	4343	The Indian in American Popular Culture – change prerequisite
ENGL	4623	English Romantic Poetry – change description
ENGL	4923/5923	Advanced Fiction Writing – change prerequisite
ENGL	4933/5933	Advanced Poetry Writing – change prerequisite
ENGL	4943/5943	Advanced Creative Nonfiction Writing – change prerequisite
FR	1235	First-year French Review – change description
GERM	3623	Business German – change prerequisite
GERM	3723	German for the European Market – change prerequisite
GERM	3853	Literature and Film – change prerequisite
INTL	5940	Topics in International Relations – change designator to IAS
IPE	1013	Introduction to Interdisciplinary Perspectives on the Environment – change description
LING	4053	Morphology – add cross listing with ANTH
LING	4333	Topics in Linguistics – change number to 4330
MBIO	4813	Experimental Pathogenic Microbiology – change title to Microbial Ecology and Pathogenesis
MBIO	4853	Physiology of Microorganisms – change prerequisite
NAS	3113	Native American Philosophy – change prerequisite
PHIL	3253	History of Ethics – change prerequisite
PHIL	3313	History of Ancient Philosophy – change prerequisite
PHIL	3333	History of Modern Philosophy – change prerequisite
P SC	4093	Capstone Seminar in Political Science – change prerequisite

NEW COURSES

College of Arts and Sciences

ANTH	3423	Anthropology of Religion
ANTH	4053/5053	Morphology
ANTH	4330	Topics in Linguistics
CHER	1713	Beginning Cherokee
CHER	1723	Beginning Cherokee continued
CHER	2733	Intermediate Cherokee
CHOC	1713	Beginning Choctaw
CHOC	1723	Beginning Choctaw continued
CHOC	2733	Intermediate Choctaw
CREK	1713	Beginning Creek/Seminole
CREK	1723	Beginning Creek/Seminole continued
CREK	2733	Intermediate Creek/Seminole
HSCI	3443	Historical Studies of Science in a Religious World
HSS	3052	Theory of Baseball
HSS	3072	Theory of Basketball
HSS	5963	Statistical Applications in Health and Exercise Science
KIOW	1713	Beginning Kiowa
KIOW	1723	Beginning Kiowa continued

KIOW	2733	Intermediate Kiowa
LING	5053	Morphology
LIS	5113	Knowledge Representation
LIS	5663	Knowledge Representation Design Project
ODYN	5113	The Psychology of Leadership
ODYN	5123	Organizational Behavior and Organizational Innovation
ODYN	5133	Teams and Motivation
ODYN	5143	Human Resource Management Techniques
ODYN	5153	Design, Evaluation, and Statistics
ODYN	5163	Applied Measurement and Analysis
ODYN	5173	Technology and Organizations
ODYN	5183	Capstone Project
ODYN	5213	Survey of Industrial and Organizational Psychology
ODYN	5223	Performance Management
ODYN	5233	Training and Career Development
ODYN	5243	Staffing, Selection and Compensation
ODYN	5253	Organizational Development
ODYN	5263	Human Resource Management Systems
ODYN	5273	Emerging Topics in Human Resource Management
ODYN	5313	Planning Processes and Strategy Development
ODYN	5323	The Psychology and Practice of Project Management
ODYN	5333	Customer Service and Market Analysis
ODYN	5343	Organizational Communication
ODYN	5353	Global Business Practice
ODYN	5363	Ethics
ODYN	5373	Technical Management and Industrial Engineering
RELS	1113	Religion, Values, and the Meaning of Life
RELS	3003	Approaches to the Study of Religion
RELS	3900	Special Topics
SOC	5333	Seminar in the Criminal Justice System

College of Continuing Education

AVIA	3513	Airport Operations Management
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College of Fine Arts

DANC	2412	Pilates Body Conditioning
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This item was reported for information only. No action was required.

RENEWAL OF LIBRARY SUBSCRIPTIONS - NC

Rare and diverse foreign publications are particularly difficult to obtain. Extensive experience over the years has conclusively demonstrated that The Otto Harrassowitz Publishing Company is the only source capable of acquiring these types of publications, and the only source capable of consistency and accuracy for the complex customer support needed to claim and invoice these foreign publications. Other sources have not been successful.

In order for the Norman Campus library to perform its mission to support the education and research needs of faculty, students and staff, it has established access to the Chadwyck Healey database. This database is the only one of its kind, and is used as a resource

for locating microform copies of various types of publications. Proquest Information and Learning Corporation is the sole provider of access to the database, and is also sole distributor for special microform publications from many publishers.

Also to perform its mission, the Norman Campus library uses the Ohio College Library Consortium (OCLC) Worldcat Database. OCLC is a nonprofit membership organization serving 41,000 libraries in 82 countries and territories that provides access to a database which contains over 47 million cataloging records. Amigos represents the southwest United States regional libraries that access OCLC. Through Amigos, University of Oklahoma Libraries benefit from additional price savings. The Libraries use the OCLC database to catalog all newly purchased books. In addition, OCLC provides interlibrary loan services and access to additional databases and electronic journals, which are used by University of Oklahoma Libraries to achieve its mission.

Pricing quoted to the University is reasonable and comparable to prices paid by academic libraries of other institutions of comparable size.

Funding is available from Norman Campus library accounts

President Boren recommended the Board of Regents authorize the President or his designee to negotiate and award contracts to the following suppliers for the respective subscriptions required by the Norman Campus library, in the respective amounts, each for a one-year period beginning July 1, 2002:

- I. To Otto Harrassowitz Publishing Company of Wiesbaden, Germany, for the acquisition of necessary foreign publications, in an amount not to exceed \$180,000,
- II. To Proquest Information and Learning Corporation of Detroit, Michigan, for the acquisition of necessary special microform publications and for access to the Chadwyck Healey Database, in an amount not to exceed \$150,000, and
- III. To Amigos Library Services of Dallas, Texas, for access to the Ohio College Library Consortium (OCLC) Worldcat Data Base and special bibliographies, in an amount not to exceed \$411,000.

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

BOARD OF REGENTS' RESOLUTION CONCERNING MANAGEMENT OF THE UNIVERSITY'S CLASSIFIED DEFENSE INFORMATION PROGRAM

The University of Oklahoma is seeking reinstatement of a "Secret" Facility Clearance to allow University personnel to work with governmental agencies on national security-sensitive projects. Since several researchers routinely work on classified contracts, it is important that the University reinstate and maintain its facility clearance. In connection with the facility security clearance process, certain individuals who exercise control over the management of the facility must be processed for a personal security clearance. The governing federal regulations are outlined in the National Industrial Security Program Operation Manual (NISPOM). The regulation allows universities to determine which management officials must be processed for personal clearances.

Each member of the Board of Regents in a position to require access to classified information may be processed for a personal security clearance.

The Board of Regents may designate a Managerial Group that is entrusted with the responsibility to adhere to the federal regulations governing access to classified information. In this case, while each member of the Managerial Group must possess a personal security clearance, the members of the Board of Regents may be excluded from the process for a security clearance and by appointing a Managerial Group, members of the Board of Regents also agree that they:

- do not require, shall not have and can be effectively excluded from access to all classified information disclosed to The University of Oklahoma.
- will not implement policies that would cause the Managerial Group to violate federal regulations, policies and/or practices dictated by the NISPOM.

RESOLUTION TO EXCLUDE KEY MANAGEMENT PERSONNEL AND DIRECTORS

I, CHRIS A. PURCELL, do hereby certify that I am the Executive Secretary of the Board of Regents of The University of Oklahoma, organized and existing under the laws of the State of Oklahoma, and that the following is a true and correct copy of a resolution adopted by the Board of Regents of said University at a meeting held in Lawton, Oklahoma, on June 19, 2002, at which time a quorum was present.

WHEREAS, current Department of Defense Regulations contain a provision making it mandatory that the Chairman of the Board and all principle officers meet the personal clearance requirements established for a contractor's facility clearance; and,

WHEREAS, said Department of Defense Regulations permit the exclusion from the personal clearance requirements certain members of the Board of Regents and other officers, provided that this action is recorded in the minutes.

BE IT RESOLVED that the following named persons shall constitute the "Managerial Group" for The University of Oklahoma as described in the National Industrial Security Program Operating Manual (NISPOM).

David L. Boren – President
Nancy Mergler – Senior Vice President and Provost, Norman Campus
W. Arthur Porter – University Vice President for Technology Development
Susan Wyatt Sedwick – Executive Director, Office of Research Services & Facility Security Officer

NOW THEREFORE BE IT DECLARED that the members of the Managerial Group do possess the required personnel security clearance.

BE IT RESOLVED that in the future, when any individual enters upon any duties as Chairman of the Board or as one of the principle officers of the Managerial Group, such as President, or anyone occupying a similar position, such individual shall immediately make application for the required security clearance; and,

BE IT RESOLVED FURTHER that the following members of the Board of Regents shall not require, shall not have, and can be effectively excluded from access to all classified information in the possession of the University and do not occupy positions that would enable them to affect adversely policies or practices in the performance of classified contracts for the Department of Defense or the User Agencies of the National Industrial Security Program:

Mary Jane Noble, Chairman, Board of Regents
G.T. Blankenship, Regent
Stephen F. Bentley, Regent
Christy Everest, Regent
Paul D. Austin, Regent
Tom Clark, Regent
Jon R. Stuart, Regent
Chris A. Purcell, Vice President for Governance and Executive Secretary,
Board of Regents

The authority and responsibility of any individual named herein shall cease immediately upon cessation of his or her appointment to and service in the position designated herein.

IN WITNESS WHEREOF I have hereunto set my hand and affixed the seal of The University of Oklahoma, this _____ day of _____, _____.

CHRIS A. PURCELL
Vice President for Governance and
Executive Secretary of the Board of Regents
University of Oklahoma

President Boren recommended adoption of a new Resolution to Exclude Key Management Personnel and Directors.

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

COMPLIANCE WITH STATUTORY AMENDMENTS FOR THE REMOVAL OF INDIVIDUALS NOT AFFILIATED WITH THE UNIVERSITY FROM UNIVERSITY PREMISES

There are times when a university must ask individuals not associated with it to leave its premises for a variety of reasons. This does not include individuals lawfully on the university's premises, nor will the removal of individuals violate their constitutional or statutory rights. The statute allowing a university to seek the removal of such individuals was recently amended. OKLA. STAT. tit. 21, §1376. The statute indicates that any individual who is not a faculty member, staff member or student of a university may be required to leave the university's premises if the individual: (a) interferes with the peaceful conduct of university activities; (b) commits an act which interferes with the peaceful conduct of the university's activities; or (c) enters the university for the purpose of committing an act that may interfere with the peaceful conduct of university activities. Further, the amended statute instructs the university to establish an appeal and hearing procedure for the individual's removal, which was not previously required. The statute does not define the type of appeal or hearing procedure the university must provide, only that written notification to the individual of the available appeals and hearing procedures must be provided.

Because existing policies and procedures for all of The University of Oklahoma campuses do not cover this statutory amendment, President Boren recommends adopting the Notice to Vacate citation, attached hereto as Exhibit B. The citation complies with the recently amended statute by providing the individual with notice of the University's hearing and appeal

procedures. The citation is designed to be issued by individuals unaffiliated with the respective campus by the Board of Regents through The University of Oklahoma Police Department, campus security or other law enforcement entities if the individual has “interfered with the peaceful conduct” of university activities. Additionally, the citation adopts the statutorily required appeals process. The proposed appeals process permits the individual receiving a citation from the University to leave the premises with the right to appeal such order to the President or his designated officer within ten days of its receipt. The President or his officer then has 15 days within which to overturn the citation. If it is decided that the citation stands, there is no further avenue of appeal for the cited individual. The citation may be periodically amended to reflect the appropriate designated officer to which the individual must direct his or her appeal.

Neither the proposed amended appeals procedures for use by the University nor the attached citation alter, modify or decrease any rights or appeals processes for faculty, staff or students who are removed from the University’s premises.

President Boren recommended the Board of Regents adopt the amended appeals procedures regarding orders for individuals other than faculty, staff or students to leave the premises of all of The University of Oklahoma campuses, and recommends the Board of Regents adopt the attached citation form which orders these individuals to leave the respective campus’ premises.

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

UNIVERSITY SECTION 125 PLAN

The University sponsors a Section 125 Flexible Spending Plan allowing employees to pay for some benefits before taxes. The plan must comply with certain IRS regulations regarding instances when employees can change benefit elections mid-year. These IRS regulations have recently been modified making it necessary for the University to update and restate its Plan in the following ways:

- Incorporation of “general consistency” rule for making mid-year plan changes which reads, “Any change made must be generally consistent with the event that allows the change;”
- Addition of voluntary vision plan and the third option for Long-Term disability to the appendix;
- Rate changes for FY03 regarding various plans are included in the re-statement of the Section 125 Plan;
- Eligibility criterion for part-time employees and excluded categories have been refined and updated so that they are consistent with other University policies;
- Statement that the University’s health care and dependent care reimbursement accounts will be based on a calendar year versus a fiscal year.

This document , attached hereto as Exhibit C, has been rewritten and reviewed by employment and benefits law specialists employed by McAfee Taft, the University’s outside legal counsel.

President Boren recommended the Board of Regents approve the attached restatement and revision to the University's Section 125 flexible spending plan, commonly called a cafeteria plan and formally entitled "Sooner Options Plan," regarding employee benefits.

Regent Everest moved approval of the recommendation. The following voted yes on the motion: Regents Everest, Austin, Clark and Stuart. Regent Bentley was out of the room at the time of the vote. The Vice Chair declared the motion unanimously approved.

MULTIPURPOSE RESEARCH AND TECHNOLOGY FACILITY - NC

The University of Oklahoma's sponsored research programs (external grants) have been growing at a steady ten percent annual pace over the past decade. These programs have outstripped the available space to support this growth and necessitate building new research space to accommodate current needs and future growth. Furthermore, the research areas that will yield the most exciting and strong growth will be those that cross disciplinary boundaries. Miles Associates in association with the HOK Science + Technology Group were selected to provide professional architectural and engineering services for the Multipurpose Research and Technology Facility, which is the first such building on the University Research Campus-South, and will be designed to be a catalyst and showcase for modern cross-disciplinary research.

The initial occupants of the building will include OU's world-class faculty and program in gene sequencing (OU has the fifth-largest human genome sequencing lab in the world), and in new efforts in functional genomics, which is the next step to understanding the functions and interactions of our complex gene structure. Computer Science faculty in bioinformatics and robotics will join the group and bring computational and information science skills to aid genomics and adaptive systems research. In addition, the Oklahoma University Super Computer for Education and Research (OSCER) will be housed in this facility to support the University's high performance computing needs.

This project will construct approximately 93,600 gross square feet of space to be located north of the National Weather Center site. The two-story facility will have flexible research laboratory space to accommodate multiple research groups, and will be bordered by flexible office areas for faculty, senior researchers and graduate and undergraduate research assistants. The building will also contain small and medium-sized seminar rooms, a two-story atrium and casual meeting spaces for collaborative research discussions between the various disciplines. The building's exterior is designed to blend and harmonize with the existing main campus aesthetics while reflecting the advanced technology housed within.

The design development phase plans have been completed for the project. It is proposed that the Board of Regents approve the project design and authorize the preparation of construction documents by the architect and advertising for receipt of bids. It is anticipated that a recommendation concerning the award of a contract for construction will be presented to the Board at the October 2002 meeting, with substantial completion expected in December of 2003.

Funding for this project, with an estimated total cost of \$27,000,000, will be provided from a combination of new University revenue bonds and private gifts.

President Boren recommended the Board of Regents:

- I. Approve the design development phase plans for the Multipurpose Research and Technology Facility project;
- II. Authorize the preparation of construction documents for the project; and

- III. Authorize the University administration to advertise and to receive bids for construction of the project.

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

INTELLIGENT VEHICLE BRIDGE SYSTEM FACILITY - NC

The College of Engineering has received a grant from the Federal Highway Administration to conduct research and develop a system to extend the useful life of highway bridges and thus increase highway safety. The Intelligent Vehicle Bridge System project will study the effects of vibration on bridges and ways to minimize associated damage. In order to conduct research on the system, high bay space, including a "shaker pit" in which to simulate the conditions of vehicles of varying sizes and load capacities crossing bridges, is needed.

I. APPROVE PROJECT

It is planned to provide the required research space in a new 6,000-gross-square-foot facility to be constructed at the University Research Campus-North near other College of Engineering facilities in North Campus Building 210. The design for the building is similar to that of aircraft hangar buildings located nearby. It is also necessary to upgrade systems and renovate portions of Building 210 to support this and other engineering research programs. Funding for this project, with an estimated total cost of \$400,000, will be provided from the grant funds.

Programming studies and design development plans for the project were completed and construction documents are being prepared by Kirkpatrick Engineering Company, one of the University's on-call architectural consulting firms. The new facility will include high bay research space, a monitoring room, and other support spaces. North Campus Building 210 modifications will include electrical supply and building security upgrades along with minor interior renovation.

II. AUTHORIZE AWARD OF CONTRACT FOR CONSTRUCTION

It is important to commence construction on this new research facility at the earliest possible time in order to complete construction to coincide with the delivery of research equipment and to ensure the continuity of the federal grant. The project will be advertised for receipt of competitive bids. After receiving the bids, they will be evaluated by the project architects and representatives of the University administration (Thomas Landers, Associate Dean, College of Engineering; Michael Moorman, Director, Architectural and Engineering Services, and Tom Knotts, Campus Planner, Architectural and Engineering Services). A report on the bids received and the construction contract award will be presented to the Board at its next meeting following the award.

III. AUTHORIZE SIGNING THE AGREEMENT

State statutes allow change orders to be issued for up to fifteen percent of the construction cost for projects costing one million dollars or less. Board approval of this phase of the project will authorize the President or his designee to sign the Agreement for Construction and will allow issuance of necessary change orders of up to fifteen percent of the contract amount, within project budget limitations.

President Boren recommended the Board of Regents:

- I. Approve the Intelligent Vehicle Bridge System Facility project and authorize addition of the project to the Campus Master Plan of Capital Improvement Projects;
- II. Authorize the President or his designee to award a contract to the lowest and best bidder for construction of the project, and report the results to the Board; and
- III. Authorize the President or his designee to sign the Agreement for Construction and the necessary change orders during construction within the statutory and project budget limitations.

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

SPACE LEASE BY THE TRAINING AND RESEARCH CENTER OF THE COLLEGE OF CONTINUING EDUCATION - NC

The Oklahoma Training and Research Center of the College of Continuing Education has been occupying the space referenced above since 1994, and has been actively using it as a training center benefiting the Oklahoma Department of Human Services.

Pricing (\$9.69/sf) is comparable to the cost per square foot of like space being leased elsewhere by the campus.

Funding for the lease payments is through quarterly reimbursements of 100% of University expenses from the Oklahoma Department of Human Services.

President Boren recommended the Board of Regents authorize the President or his designee to award a contract to Baker Hughes, Inc. of Houston, Texas in an amount not to exceed \$358,000 per year for the lease of 37,000 square feet of space to be occupied by the Training and Research Center of the College of Continuing Education, for a one-year period beginning July 1, 2002 with option to renew for two additional one-year periods, if in the best interest of the University.

Regent Austin moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, Everest, Austin and Clark. Regent Stuart was out of the room at the time of the vote. The Vice Chair declared the motion unanimously approved.

COLLEGE OF ENGINEERING WIRELESS NETWORK INFRASTRUCTURE AND HARDWARE SYSTEM UPGRADES - NC

The current College of Engineering wireless network is at risk of complete failure in the next few months. It is approximately three years past its expected useful life, and it is not compatible with current technologies. During the past few years, it has deteriorated to the point of not being supportable, and it is adversely impacting several courses that rely on it. Crucial milestones must be met for implementation of a replacement system by the Fall 2002 semester.

Because the Board will not meet again until September 2002, authorization is requested at this time to compete, negotiate, and award a contract to the supplier found to represent best value to the University, for the replacement of the network. The competitive process must be completed well before the September 2002 meeting so that the network replacement can be completed before fall courses begin.

If the Board authorizes this action, the results of the solicitation and award will be formally reported to the Board at its September 2002 meeting.

Funding for the infrastructure components and hardware are available in College of Engineering accounts.

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

- I. Compete, negotiate, and award a contract to the supplier or suppliers representing best value to the University, in an estimated amount not to exceed \$400,000, for infrastructure components to upgrade the current College of Engineering wireless network, and
- II. Report to the Board at the September 2002 meeting the results of the solicitation.

Regent Clark moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, Everest, Austin and Clark. Regent Stuart was out of the room at the time of the vote. The Vice Chair declared the motion unanimously approved.

FELGAR HALL WILLIAMS STUDENT SERVICES CENTER - NC

At the February 2001 meeting, the Board of Regents approved the Felgar Hall Renovations project. An initial element of work in the building, the Willoughby Lounge renovation, has been completed and is now being used by engineering students. The Williams Student Services Center, funded by a generous donation from The Williams Companies of Tulsa, will provide space for the College of Engineering's student recruitment and advising programs. The Center will be located in approximately 4,600 square feet of renovated space located in the northwest portion of the first floor in Felgar Hall. The project will include construction of an office suite for the Associate Dean, with three offices, a reception area and storage. The remainder of the project will include eight offices for the College's academic counselors, a reception area, conference room, workroom and break/workroom. The project also includes the replacement of one of the existing heating, ventilation and air conditioning (HVAC) units and the partial renovation of another unit. The scope was increased to replace the ductwork on the second HVAC unit, which also serves spaces to the east of the Center.

The project architects, Architectural Design Group, Inc., have completed design and construction documents, and the project was advertised for bids.

I. AWARD A CONTRACT

On May 30, 2002, bids for construction of the project were received from eight firms. The bids have been evaluated by the project architects and representatives of the University administration (W. Arthur Porter, Dean, College of Engineering; Michael Moorman, Director,

Architectural and Engineering Services; and David Walker, Staff Architect, Architectural and Engineering Services. One bidder submitted incomplete documents that did not include the listing of subcontractors that is required by Board of Regents' policy. This firm's bid was considered void.

A complete tabulation of the remaining seven bids received is shown below.

It is recommended that a contract be awarded to M. L. Young Construction Corporation of Edmond, Oklahoma, the low bidder for the project. The proposed contract amount is summarized as follows.

Base Proposal	\$ 495,644
Alternate No. 1, Absolute Black Granite in lieu of other specified solid surface materials	1,560
Alternate No. 2, Rift-cut in lieu of plain sliced red oak veneers	2,439
Total Proposed Contract Amount	\$ 499,643

II. SIGN THE AGREEMENT

State statutes allow change orders to be issued for up to fifteen percent of the construction cost for projects costing one million dollars or less. Board approval of this phase of the project will authorize the President or his designee to sign the Agreement for Construction and will allow issuance of necessary change orders of up to fifteen percent of the contract amount, within project budget limitations.

The total budget for this project is \$825,000, with private funding of \$740,662 from The Williams Companies of Tulsa. In addition, a portion of the mechanical work included in the project is funded with \$84,338 in Utility System Revenue Bond funds.

TABULATION OF BIDS FELGAR HALL WILLIAMS STUDENT SERVICES CENTER

	<u>M. L. Young Construction Corporation Edmond, OK</u>	<u>Warden Construction Corporation Austin, TX</u>	<u>W. C. Doan Construction Yukon, OK</u>	<u>Selmon Enterprises, Inc. Norman, OK</u>
Base Proposal	\$ 495,644	\$ 500,456	\$ 504,000	\$ 497,000
Alternate No. 1, Absolute Black Granite in lieu of other specified solid surface materials	1,560	(8,047)	1,600	14,400
Alternate No. 2, Rift-cut in lieu of plain-sliced red oak veneers	2,439	7,294	7,600	2,500
Total (Base Proposal + Alternates 1 and 2)	\$ 499,643	\$ 499,703	\$ 513,200	\$ 513,900

	Westfahl Construction, Inc. <u>Oklahoma City</u>	Globe Construction Co. <u>Oklahoma City</u>	J. L. Walker Construction, Inc. <u>Oklahoma City</u>
Base Proposal	\$ 510,000	\$ 529,000	\$ 538,000
Alternate No. 1, Absolute Black Granite in lieu of other specified solid surface materials	9,000	6,400	2,500
Alternate No. 2, Rift-cut in lieu of plain-sliced red oak veneers	4,100	4,000	6,200
Total (Base Proposal + Alternates 1 and 2)	\$ 523,100	\$ 539,400	\$ 546,700

President Boren recommended the Board of Regents:

- I. Award a contract in the amount of \$499,643 to M. L. Young Construction, the low bidder, for renovation in Felgar Hall to create the Williams Student Services Center; and
- II. Authorize the President or his designee to sign the Agreement for Construction and the necessary change orders during construction within the statutory and project budget limitations.

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

BIZZELL MEMORIAL LIBRARY ROOF REPLACEMENT - NC

At the May 2002 meeting, the Board of Regents approved the Bizzell Memorial Library Roof Replacement project with a total project budget of \$1,725,000 as a part of the comprehensive Campus Master Plan of Capital Improvement Projects. This project includes the replacement of the entire roof on the Bizzell Memorial Library. The existing "flat" roof areas will be removed and replaced with a single-ply roof system. The existing green roof tiles will be reinstalled, and the penthouse on the 1956 addition will be re-clad in an off-white metal panel. In addition, abatement of the asbestos in the existing roofing felts will be required. The total project budget is \$1,725,000, with funding from unobligated University funds.

The project architect, J. W. McSorley, Architect, P.C., prepared the construction documents, and the bid opening is scheduled for June 27, 2002. The bids will be evaluated by the project architects and representatives of the University administration (Michael Moorman, Director, Architectural and Engineering Services, and David Walker, Staff Architect, Architectural and Engineering Services). A report on the bids received and the construction contract award will be presented to the Board at its next meeting following the award.

State statutes allow change orders to be issued for up to the greater of \$150,000 or ten percent of the contract amount for contracts greater than \$1,000,000. Board approval of this phase of the project will authorize the President or his designee to sign the Agreement for Construction and will allow issuance of necessary change orders of up to \$150,000 or ten percent of the contract amount, within project budget limitations.

President Boren recommended the Board of Regents:

- I. Authorize the President or his designee to award a contract to the lowest and best bidder for construction of the Bizzell Memorial Library Roof Replacement project, and report the results to the Board; and
- II. Authorize the President or his designee to sign the Agreement for Construction and the necessary change orders during construction within the statutory and project budget limitations.

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

UNIVERSITY RESEARCH CAMPUS-NORTH, EXTENSION OF SANITARY SEWER SERVICE - NC

The establishment and growth of the University Research Campus-North is dependent upon the development of an infrastructure foundation for the property. In order to continue to develop the University Research Campus-North, one critically needed element of infrastructure is sanitary sewer service. At the May 2002 meeting, the Board of Regents approved the University Research Campus-North Infrastructure Improvements project with a total cost of \$7,500,000. Installation of initial systems on the west side, including off-site improvements to bring sanitary sewer service to the property, is a part of the approved project.

At the present time, the City of Norman is in the process of designing and bidding construction of sanitary sewer improvements in this area of the city. The scope of the city's construction work on this project can be modified to include extension of the city's sanitary sewer main to the southern perimeter of the University's property and other improvements necessary to connect a sanitary sewer system on the University's property, once it has been constructed, into the city's system. Based on engineering estimates, the additional cost for the expanded scope of construction work is \$412,400. The final cost will be determined based on competitive bids to be received by the City of Norman.

It is proposed that the University enter into an agreement with the City of Norman for payment to the city for the cost of the needed sanitary sewer construction and improvements. Funding for this payment will be from unrestricted, unobligated University funds.

President Boren recommended the Board of Regents authorize the University administration to enter into an agreement with the City of Norman for construction of sanitary sewer service to the southern perimeter of the University Research Campus-North, at an estimated cost to the University not to exceed **\$650,000**.

Regent Everest moved approval of the recommendation as amended. The following voted yes on the motion as amended: Regents Bentley, Everest, Austin, Clark and Stuart. The Vice Chair declared the motion unanimously approved.

**PLAN FOR REPAYMENT OF GOLF COURSE INDEBTEDNESS AND
RESTRUCTURE OF OUTSTANDING GOLF COURSE WORKING CAPITAL
ADVANCE - NC**

The Board of Regents' policies applicable to auxiliary enterprises require approval by the Board of Regents for long-term (12 months or more) working capital advances greater than \$75,000. In June 2001, the Board of Regents authorized a long-term working capital cash flow advance to the Golf Course to meet its FY2002 cash flow requirements. This represents a permanent long-term plan for the Golf Course to pay outstanding debt, totaling approximately \$2,500,000, while at the same time advancing its programs, activities and facilities.

This is a 25-year repayment plan.

There is an incentive for the Golf Course to pre-pay the loan.

President Boren recommended the Board of Regents authorize a long-range plan to pay down long-term debt and restructuring of the Golf Course working capital advance.

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

CARNEGIE BUILDING UNIVERSITY COLLEGE ENTRANCE - NC

At the October 2001 meeting, the Board of Regents awarded a contract in the amount of \$186,000 to Nashert Constructors, Inc. for construction of a new main entrance to the offices of the University College at the east side of the Carnegie Building.

I. ACCEPT PROJECT AS SUBSTANTIALLY COMPLETE

A substantial completion inspection of the project was held on May 17, 2002. In attendance were representatives of Nashert Constructors, Inc.; Miles Associates, Inc., the project architects; and the University. The results of the inspection indicated that the project is substantially complete. A punch list of minor work items was developed and given to Nashert Constructors, Inc. for completion. It is recommended that the Board accept the project as substantially complete as of May 17, 2002.

II. AUTHORIZE FINAL PAYMENT TO CONTRACTOR

It is recommended that the Board authorize final payment to Nashert Constructors, Inc. following completion of all punch list items.

President Boren recommended the Board of Regents:

- I. Accept the Carnegie Building University College Entrance project as substantially complete effective May 17, 2002; and
- II. Authorize final payment to Nashert Constructors, Inc. following completion of all punch list items.

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

HENDERSON-TOLSON CULTURAL CENTER - NC

At the June 2001 meeting, the Board of Regents awarded a contract in the amount of \$867,200 to Selmon Enterprises, Inc. for renovation of the OMNH #1 building for use by the Black Student Association. When the project was initially authorized in October 2000, the Board approved changing the name of the building upon completion of the renovation, to reflect its new use and to honor two outstanding black educators, Dr. George Henderson and Dr. Melvin Tolson. The building is now officially renamed *Henderson-Tolson Cultural Center*.

I. ACCEPT PROJECT AS SUBSTANTIALLY COMPLETE

A substantial completion inspection of the project was held on May 31, 2002. In attendance were representatives of Selmon Enterprises, Inc.; Richard L. Cavin Architect, P.C., the project architects; and the University. The results of the inspection indicated that the project is substantially complete. A punch list of minor work items was developed and given to Selmon Enterprises, Inc. for completion. It is recommended that the Board accept the project as substantially complete as of May 31, 2002.

II. AUTHORIZE FINAL PAYMENT TO CONTRACTOR

It is recommended that the Board authorize final payment to Selmon Enterprises, Inc. following completion of all punch list items.

President Boren recommended the Board of Regents:

- I. Accept the Renovation for Henderson-Tolson Cultural Center project as substantially complete effective May 31, 2002; and
- II. Authorize final payment to Selmon Enterprises, Inc. following completion of all punch list items.

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

L. DALE MITCHELL BASEBALL PARK ACCESSIBILITY AND PRESS BOX IMPROVEMENTS - NC

At the May 2001 meeting, the Board of Regents awarded a contract in the amount of \$580,000 to Flintco, Inc. for construction of the L. Dale Mitchell Baseball Park Accessibility and Press Box Improvements project.

I. ACCEPT PROJECT AS SUBSTANTIALLY COMPLETE

A substantial completion inspection of the project was held on April 26, 2002. In attendance were representatives of Flintco, Inc; Triad Design Group, the project architects; and the University. The results of the inspection indicated that the project is substantially complete. A punch list of minor work items was developed and given to Flintco, Inc. for completion. It is recommended that the Board accept the project as substantially complete as of April 26, 2002.

II. AUTHORIZE FINAL PAYMENT TO CONTRACTOR

It is recommended that the Board authorize final payment to Flintco, Inc. following completion of all punch list items.

President Boren recommended the Board of Regents:

- I. Accept the L. Dale Mitchell Baseball Park Accessibility and Press Box Improvements project as substantially complete effective April 26, 2002; and
- II. Authorize final payment to Flintco, Inc. following completion of all punch list items.

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

STUDENT CODE REVISION

This amendment to Title 11.3.2 addresses the time frame in which students are notified of the Citation Appeal Board's decision.

TITLE 11 Housing

PROPOSED READING:

- 3.2 The student will have three days to appeal in writing to the ~~University~~ Housing and Food Services Educational Resource Center in Room 115E in Couch Center. The Appeal Board for the residence halls shall consist of one Appeal Board for each center. Each of these Appeal Boards shall consist of a minimum of two (2) students appointed by each respective Center president and one (1) staff member appointed by the Director of ~~University~~ Housing and Food Services. The Appeal Board for the apartments shall consist of two (2) students appointed by the Apartment president and one (1) staff member appointed by the Director of ~~University~~ Housing and Food Services. An Appeal Board will vote on the written appeal, and it shall hear the appeal submitted by the student. The Educational Resource Center for Housing and Food Services will then write the student a letter stating the outcome. The letter stating the outcome should be sent to the student within ten (10) regular class days of the Appeal Board's decision during the regular fall, spring and summer semesters. All decisions of an Appeal Board are final, and only applications by a student concerning the administration of the appeal process, not the factual determination of the appeal, will be considered for review by the Administrative Advocate for Housing and Food Services.

RATIONALE:

Currently, students are not given a specific time when the citation appeal decision will be communicated to them. Delayed notifications do not encourage a positive learning environment. Citation Appeal Boards tend to meet weekly; however, exceptions are made during the times that most residents leave campus -- winter break, for example. Ten (10) regular class days after the Board comes to a decision gives the Educational Resources Center ample time to send a notification letter to a student.

If the ten (10)-day notification began the date that the student filed for an appeal instead of after the CAB's decision, the time may be limited for delivery of notification due to the fact that CABs tend to meet weekly, but are not set on that time schedule due to holidays and other special exceptions.

President Boren recommended approval of the revision of The University of Oklahoma Student Code of Responsibilities and Conduct for the Norman Campus to amend Title 11.3.2.

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

ANNUAL AUDIT PLAN FOR 2002-2003 - NC & HSC

The proposed annual audit plan for fiscal year 2003 is enclosed. The plan 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 brought to the Audit Committee for approval.

The areas proposed for internal audit during 2002-2003 are as follows:

University of Oklahoma Health Sciences Center
 Admissions and Records/Education Services
 Alternate System for Settlement of HEdu Misc Clms
 Architectural and Engineering Services
 Bursar Billing and Collection Systems
 College of Dentistry
 College of Medicine, Dean's Office & Residency
 Computing/Telecommunications
 Controller's Office and Accounting
 Employee Benefits
 Family Medicine
 Financial Aid and Scholarships
 Graduate College
 Neurology
 Neurosurgery
 OU Physicians
 Pediatrics
 Procurement and Receiving
 Public Affairs
 Research Administration
 Sponsored Program Compliance
 Tulsa Central Billing
 Tulsa Family Medicine
 Tulsa Pediatrics
 Urology
 Utilities

University of Oklahoma - Norman Campus
Admissions and Records
Alternate System for Settlement of HEdu Misc Clms
Alumni Relations
Architectural and Engineering Services
Athletics, Compliance Audit
Athletics, General
Bursar Billing and Collection Systems
College of Architecture
College of Engineering
Computing/Telecommunications
Controller's Office and Accounting
Employee Benefits
Financial Aid and Scholarships
Graduate College
Lloyd Noble Center
Mailing and Document Production Services
Oklahoma Memorial Union
Procurement and Receiving
Public Affairs
Recreation Programs
Research Administration
Sponsored Program Compliance
Tulsa Graduate College
Utilities

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

President Boren recommended the Board of Regents approve the annual audit plan for 2002-2003.

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

QUARTERLY FINANCIAL ANALYSIS

By request of the Board of Regents, the Quarterly Financial Analysis for the nine months ended March 31, 2002 is presented. The detailed information upon which the attached Executive Summary is based was distributed separately to the Regents prior to the June meeting.

QUARTERLY FINANCIAL ANALYSIS for the nine months ended March 31, 2002 EXECUTIVE SUMMARY

Highlights from the Quarterly Financial Analysis (QFA) for the nine months ended March 31, 2002 are presented below for information only. Charts and graphs accompanying the Executive Summary are attached hereto as Exhibit D.

ALL FUNDS, ALL CAMPUSES, COMBINED

- Available resources of \$902.1 million exceeded expenditures of \$860.7 million, resulting in a net increase of \$41.4 million.

NORMAN CAMPUS

- Total available resources of \$423.9 million exceeded expenditures of \$404.0 million, resulting in a net increase of \$19.9 million.
- Education and General resources of \$222.9 million exceeded expenditures of \$205.5 million, resulting in a net increase of \$17.4 million.
- Of the eleven major auxiliary enterprises and service units (those generating year-to-date revenues of \$1.5 million or more), nine are reporting net increases to the bottom line. The two reporting net decreases were Housing and Food Service (\$32,000), and the Department of Public Safety (\$21,000). The losses are due primarily to normal (i.e., seasonal) sales fluctuation patterns. Housing has accumulated sufficient reserves to fund its loss, but a working capital loan has been advanced to the Department of Public Safety to fund their operating loss and acquisition of a new communications system.

HEALTH SCIENCES CENTER

- Total available resources of \$478.2 million exceeded expenditures of \$456.8 million, resulting in a net increase of \$21.4 million.
- Education and General resources of \$92.3 million exceeded expenditures of \$90.6 million, resulting in a net increase of \$1.7 million.
- Of the four major auxiliary enterprises and service units (those generating year-to-date revenues over \$1.5 million or more), three are reporting net increases to the bottom line. The one reporting a net decrease is Computing Services (\$139,000). This loss was due primarily to the write-off of \$549,000 in Support Services inventory.
- Professional Practice Plan (PPP) resources of \$108.8 million trailed expenditures of \$114.9 million, resulting in a net decrease of \$6.1 million.
- Heartland Health Plan resources of \$158.5 million trailed expenditures of \$160.7 million, resulting in a net decrease of \$2.2 million.

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

REGENTS' FUND QUARTERLY FINANCIAL SUMMARY REPORT

This summary report is provided in accordance with University of Oklahoma Board of Regents policy. The summary highlights all of the financial activity within the Regents' Fund since the June 30, 2001 report. Charts and graphs accompanying the Executive Summary are attached hereto as Exhibit E.

REGENTS' FUND
SEMI-ANNUAL FINANCIAL SUMMARY
March 31, 2002
EXECUTIVE SUMMARY

Highlights from the Regents' Fund Quarterly Financial Summary Report for the nine months ended March 31, 2002 are presented below for information only.

ALL FUNDS

- As of March 31, 2002, the Regents' Fund consisted of 149 individual funds with a combined market value of \$51.2 million.

CONSOLIDATED INVESTMENT FUND (CIF)

- As of July 2000, the Regents' Fund CIF was divested from the Commonfund and reinvested across investment styles and strategies with seventeen separate investment managers and funds. The reallocation of assets was approved by the Board of Regents at the June 2000 meeting and was carried out pursuant to the Regents' Fund *Statement of Investment Policy*.
- During the nine months ended March 31, 2002, the CIF had realized a total return of -2.2%, which trails the benchmark return of -1.8%.
- Cash and investments held by the CIF at March 31, 2002, had a market value of \$40.8 million, which was up \$1.9 million (4.9%) from June 30, 2001. This increase resulted primarily from new gifts and contributions, which were offset in part by unrealized market depreciation.

SHORT-TERM INVESTMENT FUND (STIF)

- Cash and investments held by the STIF at March 31, 2002, had a market value of \$8.3 million, which was down \$4.2 million (33.9%) from June 30, 2001. This decline was due primarily to the anticipated transfer of priority seating funds to the Athletic Department to fund student scholarships.
- During the nine months ended March 31, 2002, the STIF has realized a total return of 2.3%, exceeding the benchmark return of 1.8%.

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

TELECOMMUNICATIONS – NC AND HSC

This item was pulled from consideration.

ANTI-VIRUS SOFTWARE RENEWAL AND UPGRADE

The current McAfee Total Virus Defense Package, acquired through Network Associates, will expire November 30, 2002. However, this license does not include coverage for the University server that was recently acquired to support student email. With the increasing rate of virus infection incidents over the Internet, and the increasing demand in virus protection for sensitive and core University data, it is vital that proper virus protection software is made available to the University community immediately.

The University's license with Network Associates has been in existence for more than three years. Subjecting the renewal to competition in this particular case is not in the University's best interests for technical and financial reasons. Changing to different anti-virus software will cause the University to incur prohibitive cost and time in the technical resources required to effect the migration. The only other sources of supply for this software are registered distributors of Network Associates, and it is highly unlikely that their discount is superior to that granted to a large institute of higher education. This cannot be validated through competition because Network Associates will not bid against its distributors. The renewal price is considered to be very fair and reasonable compared with site licenses of similar campus-wide coverage.

This renewal action will supersede the existing license with one that begins July 1, 2002. Pricing takes into account the un-expired period of the current license. The renewal is a site license for all University faculty, staff, and students across all campuses. In addition to the renewal, added features and functionalities of the upgrade include virus scanning and protection software for the student email system which is not currently available, and a management/policy tool that will remove the technical difficulties from the end users and allow for scheduled updates to the virus protection software to be done centrally and automatically by System Administrators.

Funding for the software license will come from Information Technology.

President Boren recommended the Board of Regents authorize the President or his designee to negotiate and renew a site license with Network Associates of Dallas, Texas, in an amount not to exceed \$250,000, for anti-virus software, for the year beginning July 1, 2002.

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

MICROSOFT CAMPUS AGREEMENT RENEWAL

The University will be upgrading from Microsoft Campus Agreement 2.0 to Microsoft Campus Agreement 3.0. Campus Agreement is a simplified, University-wide annual subscription to a suite of Microsoft products, at an education-based discounted price that grants faculty and staff at all campuses the rights to use the subscribed software. Software in Campus Agreement 3.0 includes: Office Standard, Pro, and Macintosh Editions; Windows Desktop Operating System Upgrades, BackOffice Server CALs, FrontPage, Visual Studio Professional Edition, and Microsoft Office Starts Here Step by Step Interactive by Microsoft Press.

Because the Board will not meet again until September 2002, authorization is requested at this time to compete, negotiate and award a contract to the supplier found to represent best value to the University, for the Microsoft Campus Agreement upgrade. The competitive process must be completed before the September 2002 meeting so that coverage under a new license agreement can commence July 1, 2002. The current license expires June 30, 2002.

If the Board authorizes this action, the results of the solicitation and award will be formally reported to the Board at its September 2002 meeting.

Funding for the software will come from Information Technology.

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

- I. Compete, negotiate and award a contract to the supplier or suppliers representing best value to the University, in an estimated amount not to exceed \$430,000, for a University-wide Microsoft campus agreement upgrade, for the year beginning July 1, 2002, and
- II. Report to the Board at the September 2002 meeting the results of the solicitation.

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

**SALE AND ACQUISITION OF PROPERTIES
ACADEMIC PERSONNEL ACTIONS
ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS
LITIGATION**

Regent Clark moved the Board meet in executive session for the purpose of discussing the sale and acquisition of properties, personnel actions and litigation as listed above. The following voted yes on the motion: Regents Bentley, Everest, Austin, Clark and Stuart. The Vice Chair declared the motion unanimously approved.

The executive session was held in the Will Rogers Room of the Shepler Center, beginning at 12:50 p.m.

The meeting reconvened at 3:45 p.m.

SALE AND ACQUISITION OF PROPERTIES - NC

The buildings shown on the diagram attached hereto as Exhibit F consist of a main building and training facility. The buildings are located in the Norman Industrial Park area east of Highway 77 and North of Robinson Street. The main building was built in several stages from 1963 to 1990 and contains over 192,000 square feet. Approximately 19,000 square feet is office space and the remainder is warehouse storage space. The training facility was built in 1983 and contains 3000 square feet of space. A paved 274-space parking lot surrounds the building. The buildings are owned and operated by the SYSCO Corporation and are being vacated because they outgrew the location. They are currently constructing new facilities north of the present site. SYSCO is donating a portion of the value of the building in order to help the University acquire the property.

The buildings will be used to house the Geological Survey's core and sample library, their outreach office and training facility. These facilities are important to the State of Oklahoma and the University for future oil and gas research. Participants will include the Geological Survey, the School of Geology and Geophysics, and Petroleum and Geological Engineering. Several of the Institutes of Sarkeys Energy Center will also be involved. In addition, industry

will be able to access at one location the extensive collections of petroleum information currently maintained by the Geological Survey at four separate sites in Norman. Finally, the acquisition of this property will increase the square footage of research space allowing for increased cost recovery by the University on future research grants.

A portion of the funding for this acquisition and related relocation costs will be provided by a donation from the BP Foundation. The balance of the necessary funds will be derived from funds provided by the Geological Survey and support from the Vice President for Research. Ongoing operating funds will be provided in large part by the consolidation of current Geological Survey operations, which are currently located at four separate sites.

The University's administration recommends that it be authorized to pursue the acquisition of this property and, if necessary, provide an interest bearing internal loan to the College of Geosciences and/or Oklahoma Geological Survey to fund the balance of the acquisition and related relocation costs.

President Boren recommended the Board of Regents:

- I. Authorize the University's administration to acquire, contingent upon receipt of a gift from the BP Foundation, two buildings located at 2020 and 2185 Industrial Boulevard in Norman's Industrial Park area; and
- II. Authorize the University's administration to execute an interest bearing internal loan with the College of Geosciences and/or Oklahoma Geological Survey to fund the balance, if any, of the acquisition and related relocation costs.

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

ACADEMIC PERSONNEL ACTIONS

Health Sciences Center:

LEAVE OF ABSENCE:

DeGrace, Elizabeth Werner, Assistant Professor of Rehabilitation Sciences and Adjunct Assistant Professor of Allied Health Sciences, maternity leave of absence with full pay, April 29, 2002 through May 28, 2002.

NEW APPOINTMENTS:

Armor, Becky L., Pharm.D., Assistant Professor of Pharmacy Clinical and Administrative Sciences, annualized rate of \$67,000 for 12 months (\$5,583.33 per month), July 1, 2002 through June 30, 2003. New consecutive term appointment.

Burns, Gregory Scott, Ph.D., Assistant Professor of Radiological Sciences, annualized rate of \$70,000 for 12 months (\$5,833.33 per month), May 27, 2002 through June 30, 2002. New consecutive term appointment.

Crosby, Kimberly M., Pharm.D., Clinical Assistant Professor of Pharmacy Clinical and Administrative Sciences, Tulsa, annualized rate of \$67,500 for 12 months (\$5,625.00 per month), July 8, 2002 through June 30, 2003.

Frazier, Judith Anne Kerber, M.D., Clinical Instructor in Family and Preventive Medicine, annualized rate of \$42,000 for 12 months (\$3,500.00 per month), 0.60 time, July 1, 2002 through June 30, 2003.

Jones, Andrew D., M.D., Instructor in Family and Preventive Medicine, annualized rate of \$70,000 for 12 months (\$5,833.33 per month), July 1, 2002 through June 30, 2003.

Katragadda, Raghunath R., M.D., Assistant Professor of Medicine, annualized rate of \$60,000 for 12 months (\$5,000.00 per month), May 6, 2002 through June 30, 2002. New consecutive term appointment.

Lehman, Thomas P., M.D., Assistant Professor of Orthopedic Surgery and Rehabilitation, annualized rate of \$70,000 for 12 months (\$5,833.33 per month), August 1, 2002 through June 30, 2003. New consecutive term appointment.

Lockhart, Staci T., Pharm.D., Assistant Professor of Pharmacy Clinical and Administrative Sciences, annualized rate of \$67,000 for 12 months (\$5,583.33 per month), August 1, 2002 through June 30, 2003. New consecutive term appointment.

Lu, You, M.D., Assistant Professor of Pathology, annualized rate of \$50,000 for 12 months (\$4,166.67 per month), July 1, 2002 through June 30, 2003. New consecutive term appointment.

Mannel, Rebecca Lynne, Clinical Instructor in Obstetrics and Gynecology, without remuneration, April 1, 2002 through June 30, 2002. Request Exception to Regents' Nepotism Policy. Volunteer (no salary) faculty appointment.

Prodan, Calin Ioan, M.D., Assistant Professor of Neurology, annualized rate of \$55,000 for 12 months (\$4,583.33 per month), July 1, 2002 through June 30, 2003. New consecutive term appointment.

Sideman, Matthew J., M.D., Assistant Professor of Surgery, Tulsa, annualized rate of \$130,000 for 12 months (\$10,833.33 per month), July 1, 2002 through June 30, 2003. New tenure track appointment.

Stark, Jennifer, Pharm.D., Assistant Professor of Pharmacy Clinical and Administrative Sciences, annualized rate of \$67,000 for 12 months (\$5,583.33 per month), August 1, 2002 through June 30, 2003. New consecutive term appointment.

Studebaker, Ira John, M.D., Assistant Professor of Pediatrics, Tulsa, annualized rate of \$70,000 for 12 months (\$5,833.33 per month), July 1, 2002 through June 30, 2003. New tenure track appointment.

CHANGES:

Bender, Jeffrey S., Professor of Surgery and Medical Director of Minimally Invasive Surgery, recommended for tenure, May 23, 2002. Appointed Professor, August 15, 2001.

Christensen, H, Dix, title changed from Professor of Pharmaceutical Sciences, College of Pharmacy, to Professor of Cell Biology, College of Medicine, July 1, 2002. Changing primary appointment.

Cowley, Jr., Benjamin D., Professor of Medicine, Chief of Nephrology, Department of Medicine, and The John Gammill Chair in Polycystic Kidney Disease, recommended for tenure, May 23, 2002. Appointed Professor and The John Gammill Chair in Polycystic Kidney Disease, March 1, 2002.

Esmen, Nurtan A., Professor of Occupational and Environmental Health and Professor of Research, Center for American Indian Health Research, College of Public Health, title Chair deleted; salary changed from annualized rate of \$109,488 for 12 months (\$9,124.00 per month) to annualized rate of \$104,488 for 12 months (\$8,707.33 per month), June 1, 2002 through June 30, 2002. Removal of \$5,000 administrative supplement for serving as department chair.

Ford, Susan E., primary appointment changed to Associate Professor of Family Medicine, Tulsa; retains title Clinical Associate Professor of Family and Preventive Medicine, OKC, salary changed from without remuneration to annualized rate of \$95,000 for 12 months (\$7,916.67 per month), May 1, 2002 through June 30, 2002. New consecutive term appointment.

German, Robert Augustine, Clinical Instructor in Orthopedic Surgery and Rehabilitation, salary changed from without remuneration to annualized rate of \$11,500 for 12 months (\$958.33 per month), 0.15 time, May 1, 2002 through June 30, 2002.

Hieke, Kenneth Alan, Clinical Assistant Professor of Orthopedic Surgery and Rehabilitation, salary changed from annualized rate of \$40,000 for 12 months (\$3,333.33 per month), 0.49 time, to without remuneration, June 30, 2002.

Huszti, Heather, title changed from Associate Professor to Clinical Associate Professor of Pediatrics, retains title Clinical Associate Professor of Psychiatry and Behavioral Sciences; salary changed from annualized rate of \$77,250 for 12 months (\$6,437.50 per month) to annualized rate of \$24,334 for 12 months (\$2,027.83 per month), 0.32 time, June 1, 2002 through June 30, 2002.

Irwin, Derek, title changed from Assistant Professor to Adjunct Professor of Pathology, salary changed from annualized rate of \$70,000 for 12 months (\$5,833.33 per month) to without remuneration June 1, 2002 through June 30, 2002.

Jarolim, Dala R., Professor of Internal Medicine, Tulsa, salary changed from annualized rate of \$32,500 for 12 months (\$2,708.33 per month), 0.50 time, to annualized rate of \$39,000 for 12 months (\$3,250.00 per month), 0.60 time, April 1, 2002 through June 30, 2002. Change in FTE.

Johnson, David L., Professor of Occupational and Environmental Health, title Vice Chair deleted; given additional title Chair; salary changed from annualized rate of \$80,792 for 12 months (\$6,732.71 per month) to annualized rate of \$82,793 for 12 months (\$6,899.41 per month), July 1, 2002 through June 30, 2003. Tenured base salary \$77,792. Includes an administrative supplement of \$5,000 while serving as Chair.

Lightfoot, Stanley, Associate Professor of Pathology and Adjunct Associate Professor of Surgery; given additional title Adjunct Associate Professor of Family and Preventive Medicine, May 1, 2002 through June 30, 2002. Salary unchanged.

Martin, Rex E., Assistant Professor of Cell Biology, changing from tenure track to consecutive term appointment, July 1, 2001. To correct University records.

Nguyen, Dan L., Associate Professor of Radiological Sciences and Chief of Ultrasound, Department of Radiological Sciences; given additional title Vice Chief of Clinical Service, Department of Radiological Sciences, salary changed from annualized rate of \$66,000 for 12 months (\$5,500.00 per month) to annualized rate of \$ 76,000 for 12 months (\$6,333.33 per month), May 11, 2002 through June 30, 2002. Includes an administrative supplement of \$10,000 while serving as Vice Chief of Clinical Service.

Runkle, Layton, Clinical Associate Professor of Otorhinolaryngology, salary changed from without remuneration to annualized rate of \$13,000 for 12 months (\$1,083.33 per month), 0.20 time, May 1, 2002 through June 30, 2002.

Talbert, Michael L., Associate Professor of Pathology; given additional title The Professorship of Excellence in Anatomic Pathology, January 1, 2002. Named to endowed professorship.

Trewyn, Renee M., Clinical Assistant Professor of Pharmacy Clinical and Administrative Sciences; given additional title Adjunct Assistant Professor of Pediatrics, Tulsa, June 1, 2002 through June 30, 2002. Salary unchanged.

Tuggle, David W., Professor of Surgery and Section Chief, Pediatric Surgery; given additional title The CMRI/Paula Milburn Miller Chair in Pediatric Surgery, April 1, 2002. Named to endowed chair.

Venkatappa, Siddhartha, title changed from Instructor to Assistant Professor of Medicine, March 12, 2002 through June 30, 2002. Salary unchanged. New consecutive term appointment.

Wilson, Don A., Professor of Medicine, title changed from Clinical Chief of Service, Department of Radiological Sciences to Chief, MRI/Neuroradiology, Department of Radiological Sciences, May 1, 2002 through June 30, 2002. Salary unchanged.

RESIGNATIONS AND/OR TERMINATIONS:

Arcand, Michael Albert, Clinical Instructor in Orthopedic Surgery and Rehabilitation, June 30, 2002.

Brown, Rhonda Whittington, Clinical Instructor in Nursing, June 30, 2002.

Connaughton, Benedict D., Assistant Professor of Oral and Maxillofacial Surgery, College of Dentistry, and Adjunct Professor of Surgery, College of Medicine, June 30, 2002 (with accrued vacation through July 31, 2002).

Mirabile Jr., Charles P., Assistant Professor of Obstetrics and Gynecology, June 30, 2002 (with accrued vacation through July 24, 2002).

Shelden, M'Lisa, Assistant Professor of Rehabilitation Sciences and Adjunct Assistant Professor of Allied Health Sciences, May 31, 2002 (with accrued vacation through July 2, 2002).

Sienko, Anna, Assistant Professor of Pathology and The Jordan/Heartland Professorship of Pathology Housestaff Education, June 30, 2002 (with accrued vacation through August 6, 2002).

Spector, Peter S., Assistant Professor of Medicine, Director of Cellular Electrophysiology, Department of Medicine, and Adjunct Assistant Professor of Physiology, June 30, 2002 (with accrued vacation through July 17, 2002).

RETIREMENTS:

Coussons, R. Timothy, David Ross Boyd Professor of Medicine, March 1, 2002; named David Ross Boyd Professor Emeritus of Medicine. Approval of Emeritus title only. Retirement previously approved March 28, 2002.

Dunn, Don J., Professor of Microbiology and Immunology, June 30, 2002 (with accrued vacation through August 23, 2002).

Elkins, Ronald C., Professor and Vice Chair of Surgery, and Section Chief of Cardio-Thoracic Surgery, June 30, 2002 (with accrued vacation through August 16, 2002); given title of Clinical Professor of Surgery, without remuneration.

Moran Jr., Willard B., Clinical Professor of Otorhinolaryngology, May 31, 2002.

Passey, Richard B., Professor of Pathology, June 30, 2002.

Shaver, Robert P., Professor of Ophthalmology, June 30, 2002 (with accrued vacation through August 27, 2002); named Professor Emeritus of Ophthalmology.

Small, Robert G., Professor of Ophthalmology, June 30, 2002 (with accrued vacation through August 27, 2002); named Professor Emeritus of Ophthalmology.

Stratton, Russell J., Professor of Removable Prosthodontics and Dean Emeritus, College of Dentistry, June 30, 2002 (with accrued vacation through July 31, 2002).

Wenzl, James E., Professor of Pediatrics, June 30, 2002 (with accrued vacation through August 28, 2002); named Professor Emeritus of Pediatrics.

Norman Campus:**LEAVE OF ABSENCE:**

Bluestein, Howard B., Professor of Meteorology, sabbatical leave of absence with half pay August 16, 2002 through May 15, 2003 changed to sabbatical leave of absence with full pay, August 16, 2002 through December 31, 2002.

NEW APPOINTMENTS:

Aligizaki, Kalliopi K., Ph.D., Assistant Professor of Civil Engineering and Environmental Science, annualized rate of \$60,000 for 9 months (\$6,666.67 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Brown, Joel H., Ph.D., Associate Professor of Educational Leadership and Policy Studies, annualized rate of \$53,500 for 9 months (\$5,944.44 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Crabb, Mary K., Ph.D., Assistant Professor of Anthropology, annualized rate of \$43,000 for 9 months (\$4,777.78 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Crowson, Howard Michael, Assistant Professor of Educational Psychology, annualized rate of \$43,000 for 9 months (\$4,777.78 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Crowther-Heyck, Kathleen M., Ph.D., Assistant Professor of History of Science, annualized rate of \$42,000 for 9 months (\$4,666.67 per month), August 16, 2002 through May 15, 2003. Five-year renewable term appointment.

Dell, Charlene E., Assistant Professor of Music, annualized rate of \$40,000 for 9 months (\$4,444.44 per month), August 16, 2002 through May 15, 2003. If Ph.D. not completed by August 15, 2002, title and salary to be changed to Acting Assistant Professor, \$38,000 for 9 months, August 16, 2002 through May 15, 2003. New tenure-track faculty.

Franzese, Robert J., Ph.D., Lecturer of Sociology, annualized rate of \$38,000 for 9 months (\$4,222.22 per month), August 16, 2002 through May 15, 2003. Three-year renewable term appointment.

Gutierrez, Debra A., Ph.D., Assistant Professor of Educational Leadership and Policy Studies, annualized rate of \$45,000 for 9 months (\$5,000.00 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Ham, Jeongwon, Ph.D., Assistant Professor of Music, \$48,000 for 9 months (\$5,333.33 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Hardre, Patricia L., Assistant Professor of Educational Psychology, annualized rate of \$43,000 for 9 months (\$4,777.78 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Hils, Jonathan W., Assistant Professor of Art, annualized rate of \$39,500 for 9 months (\$4,388.88 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Hogue, Samuel R., Associate Professor of Landscape Architecture, annualized rate of \$48,700 for 9 months (\$5,411.11 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Huskey, Samuel J., Assistant Professor of Classics and Letters, annualized rate of \$43,000 for 9 months (\$4,777.78 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Karabuk, Suleyman, Ph.D., Assistant Professor of Industrial Engineering, annualized rate of \$65,000 for 9 months (\$7,222.22 per month), January 1, 2003 through May 15, 2003. New tenure-track faculty.

Krutz, Glen S., Ph.D., Assistant Professor of Political Science, annualized rate of \$54,000 for 9 months (\$6,000.00 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Li, Jai, Ph.D., Assistant Professor of Botany and Microbiology, annualized rate of \$51,000 for 9 months (\$5,666.67 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Linn, Mary S., Ph.D., Assistant Professor of Anthropology and Assistant Curator in the Samuel Noble Oklahoma Museum of Natural History, annualized rate of \$55,000 for 12 months (\$4,583.33 per month), August 1, 2002 through June 30, 2003. New tenure-track faculty.

Long, Wesley C., Ph.D., Assistant Professor of Human Relations at Tulsa, annualized rate of \$48,000 for 9 months (\$5,333.33 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Moore, Rebecca M., Assistant Professor of Human Relations at Tulsa, annualized rate of \$48,000 for 9 months (\$5,333.33 per month), August 16, 2002 through May 15, 2003. If Ph.D. not completed by August 16, 2002, title and salary to be changed to Acting Assistant Professor, \$46,000 for 9 months, August 16, 2002 through May 15, 2003. New tenure-track faculty.

Pei, Jin Song, Ph.D., Assistant Professor of Civil Engineering and Environmental Science, annualized rate of \$60,000 for 9 months (\$6,666.67 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

Sikavitsas, Vassilios I., Ph.D., Assistant Professor of Chemical Engineering and Materials Science, annualized rate of \$65,000 for 9 months (\$7,222.22 per month), August 16, 2002 through May 15, 2003. New tenure-track faculty.

REAPPOINTMENTS:

Doswell, Charles A., Senior Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, annualized rate of \$31,627 for 12 months (\$2,635.59 per month), 0.33 time, July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds.

Kwiatkowski, John T., Research Scientist, Meteorology and Cooperative Institute for Mesoscale Meteorological Studies, annualized rate of \$33,390 for 12 months (\$2,782.50 per month), 0.50 time, extended January 1, 2002 through June 30, 2002. Paid from grant funds; subject to availability of funds. (.50 FTE staff position as Information Technician in the Crustal Imaging Laboratory remains unchanged).

Licon, Lawrence W., Visiting Instructor of Finance, salary remains at annualized rate of \$75,000 for 9 months (\$8,333.33 per month), August 16, 2002 through May 15, 2003.

Scott, Thurman E., Research Assistant Professor, Keck Rock Mechanics Institute, annualized rate of \$63,045 for 12 months (\$5,253.76 per month), extended April 1, 2002 through June 30, 2002. Paid from grant funds; subject to availability of funds.

CHANGES:

Bannett, Eve T., Professor of English, Chair of the Department of English deleted, June 30, 2002, salary changed from annualized rate of \$114,257 for 12 months (\$9,521.42 per month) to annualized rate of \$93,483 for 9 months (\$10,387.00 per month), August 16, 2002. Off payroll July 1, 2002 through August 15, 2002. Changing from 12-month academic administrator to 9-month faculty. Additional \$7,790 gender equity increase.

Brewster, Keith A., Senior Research Scientist, Center for the Analysis and Prediction of Storms, salary changed from annualized rate of \$78,000 for 12 months (\$6,500.00 per month) to annualized rate of \$84,000 for 12 months (\$7,000.00 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Busenitz, Lowell W., Associate Professor of Management, given additional title John and Mary Nichols Faculty Fellow, salary temporarily changed from annualized rate of \$89,180 for 9 months (\$9,908.89 per month) to annualized rate of \$96,992 for 9 months (\$10,776.89 per month), August 16, 2002 through May 15, 2003. Paid \$7,812 while serving as John and Mary Nichols Faculty Fellow.

Carte, Traci A., Assistant Professor of Management Information Systems, given additional title Price College of Business Teaching Fellow, salary temporarily changed from annualized rate of \$86,499 for 9 months (\$9,611.00 per month) to annualized rate of \$90,405 for 9 months (\$10,045 per month), August 16, 2002 through May 15, 2003. Paid \$3,906 while serving as Price College of Business Teaching Fellow.

Champagne, Salvatore, Assistant Professor of Music, salary changed from annualized rate of \$39,657 for 9 months (\$4,406.33 per month) to annualized rate of \$45,000 for 9 months (\$5,000.00 per month), August 16, 2002 through May 15, 2003. Retention.

Ciardi, Edward, Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$74,053 for 12 months (\$6,171.06 per month) to annualized rate of \$77,400 for 12 months (\$6,449.99 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Claibourn, Michele P., Acting Assistant Professor of Political Science, title changed to Assistant Professor, salary changed from annualized rate of \$38,000 for 9 months (\$4,222.22 per month) to annualized rate of \$40,000 for 9 months (\$4,444.44 per month), August 16, 2002 through May 15, 2003. Completed Ph.D., entering tenure-track status.

Conway, John W., Research Associate, Environmental Verification and Analysis Center, salary changed from annualized rate of \$66,399 for 12 months (\$5,533.24 per month) to annualized rate of \$69,719 for 12 months (\$5,809.90 per month), July 1, 2002 through March 31, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Cortinas, Jr., John V., Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$71,249 for 12 months (\$5,937.45 per month) to annualized rate of \$76,849 for 12 months (\$6,404.13 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Dauffenbach, Robert C., Professor of Management Information Systems and Director of the Center for Economic and Management Research, given additional title Associate Dean for Research and Graduate Programs, Michael F. Price College of Business, salary changed from annualized rate of \$112,043 for 12 months (\$9,336.92 per month) to annualized rate of \$120,000 for 12 months (\$10,000.00 per month), July 1, 2002. Paid \$7,957 administrative stipend while serving as Associate Dean. Changing from 12-month faculty to 12-month academic administrator.

Dunne, Timothy, Professor of Economics, delete title Chair of the Department of Economics, June 30, 2002, salary changed from annualized rate of \$102,413 for 12 months (\$8,534.42 per month) to annualized rate of \$79,702 for 9 months (\$8,855.78 per month), August 16, 2002. Changing from 12-month academic administrator to 9-month faculty. Off payroll July 1, 2002 through August 15, 2002. Additional \$6,642 equity increase.

Elmore, Kimberly L., Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$63,819 for 12 months (\$5,318.27 per month) to annualized rate of \$69,984 for 12 months (\$5,832.02 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Emery, Gary W., Professor of Finance and Michael F. Price Professor in Finance, title of Associate Dean for Research and Graduate Programs, Michael F. Price College of Business changed to Senior Associate Dean, salary remains at annualized rate of \$146,667 for 12 months (\$12,222.25 per month), July 1, 2002.

Enwall, Eric, Assistant Professor of Chemistry and Biochemistry, title changed to Scientist/Researcher II in Chemistry and Biochemistry, salary remains at annualized rate of \$58,654 for 12 months (\$4,887.83 per month), May 1, 2002. Ending renewable term appointment and changing to professional staff.

Evans, Rodney E., Professor of Marketing, given additional title Ruby K. Powell Professorship of Marketing, salary changed from annualized rate of \$108,750 for 9 months (\$12,083.33 per month), to annualized rate of \$112,000 for 9 months (\$12,444.45 per month), August 16, 2002. Five-year term appointment. Paid \$3,250 while serving as Ruby Powell Professorship.

Gao, Jidong, Senior Research Scientist, Center for the Analysis and Prediction of Storms, salary changed from annualized rate of \$67,000 for 12 months (\$5,583.33 per month), to annualized rate of \$70,000 for 12 months (\$5,833.33 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Ghosh, Dipankar, Associate Professor of Accounting, given additional title John and Mary Nichols Faculty Fellow, salary temporarily changed from annualized rate of \$107,254 for 9 months (\$11,917.11 per month) to annualized rate of \$115,066 for 9 months (\$12,785.18 per month), August 16, 2002 through May 15, 2003. Paid \$7,812 while serving as John and Mary Nichols Faculty Fellow.

Hayes-Thurmann, Karen M., Associate Professor of Art, delete title Assistant Director of the School of Art, salary changed from annualized rate of \$63,688 for 9 months (\$7,076.44 per month) to annualized rate of \$60,688 for 9 months (\$6,743.11 per month), August 16, 2002. Four-year term as Assistant Director ended, returning to faculty status.

Hertske, Allen D., Professor of Political Science, given additional title Director of Religious Studies Program, salary changed from annualized rate of \$58,026 for 9 months (\$6,447.33 per month) to annualized rate of \$83,368 for 12 months (\$6,947.33 per month), July 1, 2002 through June 30, 2003. Four-year term appointment. Paid \$6,000 administrative stipend while serving as Director of Religious Studies Program.

Jahn, David E., Research Scientist and Associate Director of the Center for the Analysis and Prediction of Storms, salary changed from annualized rate of \$70,000 for 12 months (\$5,833.33 per month) to annualized rate of \$74,000 for 12 months (\$6,166.67 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Jing, Zhongqi, Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$97,311 for 12 months (\$8,109.27 per month) to annualized rate of \$99,150 for 12 months (\$8,262.54 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Kain, John S., Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$65,850 for 12 months (\$5,487.51 per month) to annualized rate of \$69,406 for 12 months (\$5,783.84 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Khan, Masood, Assistant Professor of Chemistry and Biochemistry, title changed to Scientist/Researcher II in Chemistry and Biochemistry, salary remains at annualized rate of \$39,656 for 12 months (\$3,304.66 per month), May 1, 2002. Ending renewable term position and changing to professional staff.

Kloesel, Kevin A., Research Associate, Oklahoma Climatological Survey, salary changed from annualized rate of \$80,000 for 12 months (\$6,666.67 per month) to annualized rate of \$81,600 for 12 months (\$6,800.00 per month), July 1, 2002 through June 30, 2003. Merit Increase.

Kogan, Yefim L., Research Professor, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$98,000 for 12 months (\$8,166.67 per month) to annualized rate of \$103,880 for 12 months (\$8,656.67 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Kogan, Zena, Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$30,359 for 12 months (\$2,529.92 per month), .50 time, to annualized rate of \$31,877 for 12 months (\$2,656.42 per month), 0.50 time, July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Kumin, Hillel, Professor of Industrial Engineering, Williams Professorship in Engineering, delete title Associate Dean, College of Engineering, salary changed from annualized rate of \$130,000 for 12 months (\$10,833.33 per month) to annualized rate of \$97,500 for 9 months (\$10,833.33 per month), August 16, 2002. Changing from 12-month academic administrator to 9-month faculty.

Kunesh, Gregory C., Professor, Regents' Professor, A. Max Weitzenhoffer Chair and Chair of the Department of Musical Theatre, salary changed from annualized rate of \$109,874 for 12 months (\$9,156.17 per month) to annualized rate of \$114,874 for 12 months (\$9,572.83 per month), July 1, 2002. \$5,000 added to annual salary for A. Max Weitzenhoffer Chair. Endowed funds not available when title was awarded.

Lakshmanan, Valliappa, Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$70,587 for 12 months (\$5,882.24 per month) to annualized rate of \$77,243 for 12 months (\$6,436.94 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Leslie, Lance M., Professor of Meteorology and Robert E. Lowry Chair in Meteorology, salary changed from annualized rate of \$105,000 for 9 months (\$11,666.67 per month) to annualized rate of \$108,150 for 9 months (\$12,016.66 per month), July 1, 2002. \$3,150 added to annual salary from the Robert E. Lowry Chair endowment.

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 \$138,058 for 12 months (\$11,088.17 per month) to annualized rate of \$145,870 for 12 months (\$12,155.88 per month), July 1, 2002 through June 30, 2003. Paid \$7,812 while serving as John and Mary Nichols Faculty Fellow.

Mares, Michael A., Professor of Zoology and Research Curator in the Samuel Noble Oklahoma Museum of Natural History, title Director of the Samuel Noble Oklahoma Museum of Natural History extended July 1, 2002 through December, 31, 2002. Salary remains at annualized rate of \$120,223 for 12 months (\$10,018.58 per month). Will continue as Director until a successor is appointed.

McInerney, Michael J., George Lynn Cross Research Professor in Botany and Microbiology, given additional title George Lynn Cross Chair in Botany and Microbiology, salary changed from annualized rate of \$83,829 for 9 months (\$9,314.33 per month) to annualized rate of \$95,000 for 9 months (\$10,555.56 per month), August 16, 2002. \$11,171 added to base salary for the award of the endowed chair position.

Melnikov, Valery M., Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$62,669 for 12 months (\$5,222.38 per month) to annualized rate of \$65,815 for 12 months (\$5,484.55 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Meo, Mark, Professor of Civil Engineering and Environmental Science and Research Fellow, Science and Public Policy, delete title Adjunct Associate Professor of Regional and City Planning, June 30, 2002.

Minnis, Paul E., Professor of Anthropology, salary changed from annualized rate of \$29,380 for 9 months (\$3,264.44 per month), 0.50 time, to annualized rate of \$58,760 for 9 months (\$6,528.89 per month), 1.00 time, August 16, 2002. Changing from half-time to full-time faculty.

Mish, Kyran, Professor of Civil Engineering and Environmental Science, salary changed from annualized rate of \$42,500 for 9 months (\$4,722.22 per month), 0.50 time, to annualized rate of \$85,000 for 9 months (\$9,444.44 per month), 1.00 time, August 16, 2002. Award of tenure recommended May 1, 2002. Changing from half-time to full-time faculty.

Morrissey, Mark L., Associate Professor of Meteorology, delete title Associate State Climatologist in the Oklahoma Climatological Survey, 0.50 time of split appointment transferred to the School of Meteorology, salary remains at \$57,690 for 9 months (\$6,410.00 per month), May 16, 2002.

Myint, Soe W., Lecturer of Geography, title changed to Assistant Professor of Geography, FTE changed from 0.50 time to 1.00 time, salary remains at annualized rate of \$47,000 for 9 months (\$5,222.22 per month), January 1, 2002 through May 15, 2002. H-1 Visa awarded. Returning to tenure-track position.

Peppler, Randy A., Research Associate and Associate Director of Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$80,000 for 12 months (\$7,666.67 per month) to annualized rate of \$84,800 for 12 months (\$7,066.67 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Peters, Jr., Ronald M., Professor and Regents' Professor of Political Science and Director of Publications, Carl Albert Congressional Research and Studies Center, delete title Chair of the Department of Political Science, salary changed from annualized rate of \$125,402 for 12 months (\$10,450.16 per month) to annualized rate of \$112,862 for 9 months (\$12,540.22 per month), July 1, 2002. Changing from 12-month academic administrator to 9-month faculty.

Philp, Richard P., George L. Cross Research Professor of Geology and Geophysics, title Joe and Robert Klabzuba Professor changed to Joe and Robert Klabzuba Chair, salary changed from annualized rate of \$119,967 for 12 months (\$9,997.25 per month) to annualized rate of \$124,967 for 12 months (\$10,413.92 per month), July 1, 2002. Joe and Robert Klabzuba Professorship endowment upgraded to Joe and Robert Klabzuba Chair, \$5,000 added to annual salary.

Pulat, Babur, Research Associate, Engineering Dean's Office, delete Adjunct Professor, Industrial Engineering, salary changed from annualized rate of \$64,497 for 12 months (\$5,374.37 per month), to annualized rate of \$83,796 for 12 months (\$6,983.00 per month), July 1, 2002 through June 30, 2003. Appointed 1.00 time in Engineering Dean's Office.

Rasmussen, Erik N., Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$87,295 for 12 months (\$7,274.55 per month) to annualized rate of \$92,026 for 12 months (\$7,668.83 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Ray, Charles A., Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$64,938 for 12 months (\$5,411.54 per month) to annualized rate of \$67,874 for 12 months (\$5,656.14 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Rhoads, Teri R., Assistant Professor of Industrial Engineering, given additional title Director of Engineering Education, Engineering Dean's Office, salary changed from annualized rate of \$60,130 for 9 months (\$6,681.11 per month) to annualized rate of \$90,000 for 12 months (\$7,500.00 per month), August 16, 2002 through June 30, 2003. Paid \$9,827 administrative stipend while serving as Director of Engineering Education. Changing from 9-month faculty to 12 month academic administrator.

Ryzhkov, Alexander V., Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$91,572 for 12 months (\$7,631.04 per month) to annualized rate of \$97,030 for 12 months (\$8,085.85 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Schultz, David M., Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$60,708 for 12 months (\$5,058.98 per month) to annualized rate of \$66,572 for 12 months (\$5,547.68 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Schuur, Terry J., Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$59,175 for 12 months (\$4,931.23 per month), to annualized rate of \$62,962 for 12 months (\$5,246.83 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Shaft, Theresa M., Assistant Professor of Management Information Systems, salary changed from annualized rate of \$86,343 for 9 months (\$9,593.67 per month) to annualized rate of \$86,358 for 9 months (\$9,595.34 per month), October 1, 2001. Correcting calculations on October 1, 2001 increase.

Shelton, William L., Professor of Zoology, delete title Assistant Chair, Department of Zoology, given additional title Director of the Laboratory Animal Resources, salary changed from annualized rate of \$54,817 for 9 months (\$6,090.78 per month) to annualized rate of \$79,089 for 12 months (\$6,590.75 per month), July 15, 2002. Paid \$6,000 administrative stipend while serving as Director of the Laboratory Animal Resources. Changing from 9-month academic administrator to 12 month academic administrator.

Shirley, Donna L., delete title Assistant Dean, College of Engineering, August 15, 2002, title changed to Instructor of Aerospace and Mechanical Engineering, salary changed from annualized rate of \$107,120 for 12 months (\$8,926.67 per month), 1.00 time, to annualized rate of \$53,560 for 9 months (\$5,951.11 per month), 0.66 time, August 16, 2002 through May 15, 2003. Changing from administrative staff to temporary faculty.

Sluss, Jr., James J., Associate Professor of Computer Engineering, Norman Campus, transferred to University of Oklahoma at Tulsa as Professor of Computer Engineering, salary changed from annualized rate of \$63,493 for 9 months (\$7,054.77 per month) to annualized rate of \$92,700 for 9 months (\$10,300.00 per month), August 16, 2002. Tenure and benefits will be uninterrupted: ending on Norman, Campus and established at Tulsa Campus.

Strout, Andrew, Associate Professor of Art, delete title Assistant Director of the School of Art, salary changed from annualized rate of \$50,518 for 9 months (\$5,613.11 per month) to annualized rate of \$47,518 for 9 months (\$5,279.77 per month), August 16, 2002. Four-year term as Assistant Director ended, returning to faculty status.

Thomas, Kevin W., Research Associate, Center for the Analysis and Prediction of Storms, salary changed from annualized rate of \$60,000 for 12 months (\$5,000.00 per month) to annualized rate of \$65,000 for 12 months (\$5,416.67 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Thurston, Tad R., Research Associate, Environmental Verification and Analysis Center, salary changed from annualized rate of \$66,150 for 12 months (\$5,512.50 per month) to annualized rate of \$69,458 for 12 months (\$5,788.13 per month), July 1, 2002 through March 31, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Tiab, Djebbar, Professor of Petroleum and Geological Engineering, reappointed as Director of the Algerian Education Programs, College of Continuing Education, salary temporarily changed from annualized rate of \$86,203 for 9 months (\$9,578.11 per month) to annualized rate of \$106,203 for 9 months (\$11,800.33 per month), August 16, 2002 through May 15, 2003. Paid \$20,000 while serving as Director of the Algerian Education Programs.

Torres, Sabastian M., Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$65,682 for 12 months (\$5,473.53 per month) to annualized rate of \$70,911 for 12 months (\$5,909.23 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Trapp, Robert J., Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$64,625 for 12 months (\$5,385.39 per month) to annualized rate of \$69,232 for 12 months (\$5,769.37 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Watson, Mary Jo, Associate Professor of Art, given additional title Acting Associate Dean, College of Fine Arts, salary changed from annualized rate of \$45,505 for 9 months (\$5,056.11 per month) to annualized rate of \$50,055 for 9 months (\$5,561.66 per month), August 16, 2002 through May 15, 2003. Paid \$4,550 administrative stipend while serving as Acting Associate Dean.

Weber, Daniel B., Senior Research Scientist, Center for the Analysis and Prediction of Storms, salary changed from annualized rate of \$75,000 for 12 months (\$6,250.00 per month) to annualized rate of \$82,000 for 12 months (\$6,833.33 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

Whitely, William T., Professor of Management, letter received of intention to retire effective December 2003, in lieu of completing post-tenure review in Spring 2003.

Yuan, May, Associate Professor of Geography and Director of the Center for Spatial Analysis, Sarkeys Energy Center, salary changed from annualized rate of \$62,000 for 9 months (\$6,888.88 per month) to annualized rate of \$67,000 for 9 months (\$7,444.44 per month), August 16, 2002. Retention.

Zhang, Jian, Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$48,628 for 12 months (\$4,052.35 per month) to annualized rate of \$65,000 for 12 months (\$5,416.67 per month), July 1, 2002 through June 30, 2003. Paid from grant funds; subject to availability of funds. Merit Increase.

RESIGNATIONS AND/OR TERMINATIONS:

Bennett, James, Reach for Excellence Professor and Assistant Professor of Honors, May 15, 2002.

Butler, Stephen A., Associate Professor of Accounting, June 30, 2002.

Flanagan, Patti, Assistant Professor of Social Work, August 15, 2002.

Mantione, Meryl E., Professor of Music and Coordinator of Graduate Studies, Music, June 30, 2002.

Overton, Sheri, Associate Professor of Educational Psychology, end tenure-track appointment May 15, 2002. Resignation effective August 31, 2002.

Owens, Chequita S., Assistant Professor of Sociology, May 15, 2002.

Stephens, Christopher, Assistant Professor of Philosophy, May 15, 2002.

Wallace, Steven, Professor and Director of the School of Drama, June 30, 2002.

Wilder, Esther I., Assistant Professor of Sociology, June 30, 2002.

RETIREMENTS:

Harper, Charles W., Professor of Geology and Geophysics, May 31, 2002. Named Professor Emeritus of Geology and Geophysics.

Jordan, Rosetta D., Associate Professor of Modern Languages, Literatures and Linguistics, May 16, 2002. Named Professor Emeritus of Modern Languages, Literatures and Linguistics.

Muenzler, Georgia A., Associate Professor of Architecture, May 15, 2002. Named Professor Emeritus of Architecture.

Ramsey, Shirley A., Professor of Journalism and Mass Communication, May 31, 2002. Named Professor Emeritus of Journalism and Mass Communication.

Sonleitner, Frank J., Associate Professor of Zoology, May 15, 2002. Named Professor Emeritus of Zoology.

FACULTY EQUITY

Name	Months	Proposed Salary	Proposed Increase	Percent Increase
<u>Economics</u>				
Chakraborty, Indranil Assistant Professor	9	55,899	1,000	1.8
Clark, William M. Associate Professor	9	61,424	752	1.2

Grier, Kevin Professor	9	97,180	11,061	12.8
Grier, Robin Assistant Professor	9	58,131	2,379	4.3
Hartigan, James Professor	9	76,175	3,000	4.1
Holmes, Alexander Chair/Regents' Professor	12	99,836	3,500	5.2
Ju, Jiandong Associate Professor	9	59,406	2,000	3.5
Kondonassis, Alexander Boyd & Regents' Professor/ Dir, Adv Prog in Econ	12	117,854	4,000	3.5
Kosmopoulou, Georgia Assistant Professor	9	57,297	1,666	3.0
Mitra, Aparana Assistant Professor	9	41,500	500	1.2
Okediji, Olutade O. Assistant Professor	9	57,297	1,666	3.0
Reed, William R. Professor	9	83,523	4,000	5.0
Rogers, Cynthia Assistant Professor	9	56,565	1,666	3.0
Sutter, Daniel S. Associate Professor	9	60,182	2,500	4.3
<u>Electrical and Computer Engineering</u>				
Havlicek, Joseph P. Associate Professor	9	72,715	10,620	17.1
Shi, Zhisheng Assistant Professor	9	71,700	10,472	17.1
<u>Energy Center</u>				
Castagna, John P. McCullough Chair/Dir., Inst for Explor and Developmt'l Geol	9	129,153	1,000	0.8
Mitra, Shankar Monnett Chair/Professor	9	122,642	1,000	0.8

<u>Geology and Geophysics</u>				
Ahern, Judson Associate Professor	9	59,151	1,000	1.7
Deming, David Associate Professor	9	61,970	9,000	17.0
Dewers, Thomas A. Associate Professor	9	59,656	4,000	7.2
Elmore, Richard D. Klabzuba Professor/Assoc Dean	12	146,390	1,000	0.7
Engel, Michael H. Willard Miller Professor/Prof	9	95,285	2,000	2.1
Forgotson, Jr., James M. Kerr-McGee Centennial Prof	9	95,758	1,000	1.0
Gilbert, M. Charles Professor	9	97,108	1,000	1.0
London, David Professor	9	94,928	2,500	2.7
Philp, Richard P. Cross Research Prof/Klabzuba Prof	12	118,967	1,000	0.8
Pigott, John D. Associate Professor	9	63,216	2,000	3.3
Smart, Kevin J. Assistant Professor	9	48,039	1,500	3.2
Soreghan, Gerilyn S. Associate Professor	9	55,540	2,500	4.7
Weaver, Barry Associate Professor	9	58,220	1,000	1.7
Witten, Alan J. Schultz Chair/Professor	9	99,788	1,000	1.0
Young, Roger A. Associate Professor	9	59,133	2,500	4.4
<u>Samuel Noble Oklahoma Museum of Natural History</u>				
Westrop, Stephen R. Curator/Professor, Geol & Geop	12	80,817	6,000	8.0
Lupia, Richard Asst Curator/Asst Prof, Geol & Geop	12	58,640	4,000	7.3

GENDER EQUITY

Name	Months	Proposed Salary	Proposed Increase	Percent Increase
<u>Art</u>				
Aebersold, Jane Professor	9	62,871	1,371	2.2
<u>Music</u>				
Nelson, Ella Joy Professor/Associate Dean	9	73,760	2,000	2.8
<u>Botany and Microbiology</u>				
Wallace, Linda L. Professor	9	65,004	400	0.6
<u>Educational Leadership and Policy Studies</u>				
O'Hair, Mary J. Professor	9	69,315	1,558	2.3
Vaughn, Courtney A. Professor	9	66,759	1,558	2.4
<u>Educational Psychology</u>				
Newman, Jody L. Professor	9	65,329	743	1.1
<u>Library and Information Studies</u>				
Latrobe, Kathy L. Professor	9	62,041	300	0.5
Lester, June Professor	9	76,663	300	0.4
Patterson, Lotsee F. Professor	12	74,752	300	0.4
<u>Philosophy</u>				
Zagzebski, Linda T. Kingfisher College Chair/Prof	9	94,128	3,076	3.4
<u>Physics and Astronomy</u>				
Watson, Deborah K. Professor	9	75,664	500	0.7
<u>Zoology</u>				
Caldwell, Janalee P. Professor/Curator, OMNH	12	66,309	450	0.6
Hopkins, Penny M. Professor	9	58,036	450	0.8

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Schwagmeyer, Patricia L. Professor	9	57,700	450	0.8
Sullivan, Regina M Professor	9	55,729	450	0.8

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

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

President Boren reported the following deaths:

Flanigan, Michael C., Professor of English and Earl and Betty Galt Brown Professor of Composition and Rhetoric, May 15, 2002.

Lyons, Carl, Assistant Dean for Outreach Communications, College of Pharmacy, and Clinical Associate Professor of Pharmacy Clinical and Administrative Sciences, Tulsa, May 18, 2002.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Health Sciences Center:

LEAVES OF ABSENCE:

Egesdal, Karen, Clinical Pharmacist, College of Pharmacy, leave of absence with pay from May 14, 2002 to July 13, 2002. Administrative Staff.

Loomis, Cori Hook, Director of Compliance & HIPAA Privacy Official, leave of absence with pro-rated pay for hours worked while on leave, from May 7, 2002 to June 18, 2002. Administrative Staff.

APPOINTMENTS:

Holloway, Roy B., Pharmacist Specialist in Poison Information I, Department of Pharmacy, annualized rate of \$63,000.00 (\$5,250.00 per month), May 1, 2002. Professional Staff.

Payne, James R., Pharmacy Learning Facilitator, Department of Pharmacy, annualized rate of \$63,500.00 (\$5,291.67 per month), June 3, 2002. Professional Staff.

Sutton, David, Assistant Director of OU Physicians Information Systems, Department of OU Physicians, annualized rate of \$88,000.00 (\$7,333.33 per month), April 22, 2002. Managerial Staff. Merit Increase.

CHANGE:

Jones, Jacqueline Lee, title changed from Associate Director of Patient Accounts to Director of Patient Accounts, Department of OU Physicians, salary changed from annualized rate of \$57,155.00 for 12 months (\$4,762.92 per month) to annualized rate of \$67,500.00 for 12 months (\$5,625.00 per month), April 1, 2002. Managerial Staff. Promotion.

Norman Campus:

NEW APPOINTMENTS:

Boyd, Barbara, Director of Outreach Education, Religious Studies and Adjunct Associate Professor of Religious Studies, annualized rate of \$65,000 for 12 months (\$5,416.67 per month), August 12, 2002 through June 30, 2003. Administrative Staff.

Tubbs, Jimmy, Jr., Assistant Basketball Coach, Athletic Department, appointment effective May 15, 2002 with a base salary of \$90,000 annualized for 12 months and additional and outside compensation from unrestricted private funds at the annualized rate of \$5,000 and bonuses including two months base salary for a National Championship. Initial Appointment.

Wyatt, Darryl, Assistant Football Coach, Athletic Department, appointment effective March 19, 2002 with a base salary at the salary annualized rate of \$135,000 for 12 months and additional and outside compensation from unrestricted private funds at the annualized rate of \$5,000 and bonuses including two months base salary for a National Championship. Initial appointment.

REAPPOINTMENTS:

Corr, Edwin G., Acting Associate Director of International Programs Center, annualized rate of \$74,172 for 9 months (\$8,241.33 per month), August 16, 2002 through May 15, 2003. Administrative officer.

George, Brandon C., Information Technology Analyst III, Center for the Analysis and Prediction of Storms, annualized rate of \$80,000 for 12 months (\$6,666.67 per month), July 1, 2002 through June 30, 2003. Managerial staff.

CHANGES:

Adams, Richard W., Information Technology Analyst II, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$59,684 for 12 months (\$4,973.68 per month) to annualized rate of \$63,206 for 12 months (\$5,267.13 per month), July 1, 2002 through June 30, 2003. Managerial staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Anderson, Scott, Head Athletic Trainer, Athletic Department, salary changed from annualized rate of \$64,000 for 12 months to annualized rate of \$74,000 for 12 months. Effective July 1, 2002. Performance/retention.

Benner, Mark R., Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$55,496 for 12 months (\$4,624.70 per month) to annualized rate of \$60,791 for 12 months (\$5,065.90 per month), July 1, 2002 through June 30, 2003. Managerial staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Brogden, Jeffrey W., Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$71,743 for 12 months (\$5,978.60 per month) to annualized rate of \$75,883 for 12 months (\$6,323.57 per month), July 1, 2002 through June 30, 2003. Managerial staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Burcham, Darwin H., Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$76,752 for 12 months (\$6,395.96 per month) to annualized rate of \$81,088 for 12 months (\$6,757.33 per month), July 1, 2002 through June 30, 2003. Managerial staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Burkhart, Jessica M., Information Technology Analyst II, Oklahoma Climatological Survey, salary changed from annualized rate of \$62,000 for 12 months (\$5,166.67 per month) to annualized rate of \$65,100 for 12 months (\$5,425.00 per month), July 1, 2002. Managerial staff. Merit Increase.

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

Clark, David D., Marketing and Public Relations Specialist II, World Literature Today, title changed to Editor, World Literature Today, salary changed from annualized rate of \$52,498 for 12 months (\$4,374.83 per month) to annualized rate of 65,653 for 12 months (\$5,471.08 per month), July 1, 2002. Changing from Managerial staff to Administrative staff.

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

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

Curtis, Christopher D., Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$58,975 for 12 months (\$4,914.61 per month) to annualized rate of \$61,865 for 12 months (\$5,155.43 per month), July 1, 2002 through June 30, 2003. Managerial Staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Duca-Snowden, Sylvia Victoria, Program Director, NASA Space Grant Consortium, salary changed from annualized rate of \$72,479 for 12 months (\$6,039.95 per month) to annualized rate of \$75,379 for 12 months (\$6,281.55 per month), July 1, 2002 through June 30, 2003. Managerial Staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Edmond, Cory, Assistant Strength Coach, Athletic Department, salary changed from annualized rate of \$66,097 for 12 months to annualized rate of \$81,097 for 12 months. Effective July 1, 2002. Performance/retention.

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

Forren, Eddie, Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$67,414 for 12 months (\$5,617.83 per month) to annualized rate of \$71,236 for 12 months (\$5,936.36 per month), July 1, 2002 through June 30, 2003. Managerial Staff. Paid from grant funds; subject to availability of funds. Merit Increase.

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

* See amendments on pages 28197-28199

Gundy, Cale, Assistant Football Coach, Athletic Department, salary changed from annualized rate of \$96,000 to base salary at the annualized rate of \$111,000 and additional and outside compensation from unrestricted private funds at the annualized rate of \$20,000 and bonuses including two months base salary for a National Championship. Effective March 1, 2002. Performance/retention.

Hansmeyer, Stacy, Assistant Women's Basketball Coach, Athletic Department, salary changed from annualized rate of \$30,000 for 12 months to annualized rate of \$50,000 for 12 months and bonuses including two months base salary for a National Championship. Effective July 1, 2002. Performance/retention/equity

Hayes, Jonathan, Assistant Football Coach, Athletic Department, salary changed from annualized rate of \$121,000 to base salary at the annualized rate of \$121,000 and additional and outside compensation from unrestricted private funds at the annualized rate of \$20,000 and bonuses including two months base salary for a National Championship. Effective March 1, 2002. Performance/retention.

Hill, Scott D., Information Technology Specialist II, Center for the Analysis and Prediction of Storms, salary changed from annualized rate of \$47,000 for 12 months (\$3,916.67 per month) to annualized rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 2002 through December 31, 2002. Managerial staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Horn, Jeffrey D., Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$62,992 for 12 months (\$5,249.34 per month) to annualized rate of \$68,365 for 12 months (\$5,697.11 per month), July 1, 2002 through June 30, 2003. Managerial Staff. Paid from grant funds; subject to availability of funds. Merit Increase.

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

Kennedy, Douglas W., Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$60,268 for 12 months (\$5,022.30 per month) to annualized rate of \$63,293 for 12 months (\$5,274.42 per month), July 1, 2002 through June 30, 2003. Managerial Staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Kerr, Charles S., Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$62,826 for 12 months (\$5,235.47 per month) to annualized rate of \$66,513 for 12 months (\$5,542.79 per month), July 1, 2002 through June 30, 2003. Managerial Staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Kulasekharan, Sridhar, Information Technology Analyst III, Oklahoma Climatological Survey, salary changed from annualized rate of \$76,500 for 12 months (\$6,375.00 per month) to annualized rate of \$78,030 for 12 months (\$6,502.50 per month), July 1, 2002 through June 30, 2003. Managerial staff. Paid from grant funds; subject to availability of funds. Merit Increase.

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

Liang, Jay J., Technical Project Manager Specialist III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$69,984 for 12 months (\$5,832.00 per month) to annualized rate of \$73,147 for 12 months (\$6,095.61 per month), July 1, 2002 through June 30, 2003. Managerial Staff. Paid from grant funds; subject to availability of funds. Merit Increase.

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

Long, Chuck, Assistant Football Coach, Athletic Department, salary changed from annualized rate of \$121,000 to base salary at the annualized rate of \$141,000 effective December 20, 2001 as part of the promotion to offensive coordinator and additional and outside compensation from unrestricted private funds at the annualized rate of \$25,000 and bonuses including two months base salary for a National Championship. Effective March 1, 2002. Performance/retention.

*Ludvigson, Carol, Head Coach, Women's Golf, Athletic Department, annual review of compensation and contract of employment.

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

McMillen, Matt, Administrative Assistant, Athletic Department, salary changed from annualized rate of \$90,000 for 12 months to base salary at the annualized rate of \$95,000 for 12 months and additional and outside compensation from unrestricted private funds at the annualized rate of \$5,000. Effective July 1, 2002. Performance/retention.

Morrow, Brett A., Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$57,608 for 12 months (\$4,800.67 per month) to annualized rate of \$61,082 for 12 months (\$5,090.15 per month), July 1, 2002 through June 30, 2003. Managerial Staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Overton, Bo, Assistant Women's Basketball Coach, Athletic Department, salary changed from annualized rate of \$ 66,000 for 12 months to annualized rate of \$70,000 for 12 months and bonuses including two months base salary for a National Championship. Effective July 1, 2002. Performance/retention/equity.

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

Priegnitz, David L., Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$72,489 for 12 months (\$6,040.78 per month) to annualized rate of \$76,672 for 12 months (\$6,389.34 per month), July 1, 2002 through June 30, 2003. Managerial Staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Ragan, Jim, Head Coach, Men's Golf, Athletic Department, annual review of compensation and contract of employment.

* See amendments on pages 28197-28199

Rankin, Charles E., Assistant Director and Editor-in-Chief, University Press, salary changed from annualized rate of \$75,600 for 12 months (\$6,300.00 per month) to annualized rate of \$80,000 for 12 months (\$6,666.67 per month), July 1, 2002. Administrative Staff. Assuming additional duties as head of the Production and Design Department.

Ross, Jan, Assistant Women's Basketball Coach, Athletic Department, salary changed from annualized rate of \$66,000 for 12 months to annualized rate of \$85,000 for 12 months and bonuses including two months base salary for a National Championship. Effective July 1, 2002. Performance/retention/equity.

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

Schmidt, Jerry, Head Strength Coach, Athletic Department, salary changed from annualized rate of \$122,850 for 12 months to annualized rate of \$132,850 for 12 months and additional and outside compensation from unrestricted private funds at the annualized rate of \$5,000. Effective July 1, 2002. Performance/retention.

Seltzer, Bennie, Assistant Men's Basketball Coach, Athletic Department, salary changed from annualized rate of \$50,000 to base salary at the annualized rate of \$60,000 and additional and outside compensation from unrestricted private funds at the annualized rate of \$2,500 and bonuses including two months base salary for a National Championship. Effective July 1, 2002. Performance/retention.

Shaw, Jim, Assistant Men's Basketball Coach, Athletic Department, salary changed from annualized rate of \$95,000 to base salary at the annualized rate of \$105,000 and additional and outside compensation from unrestricted private funds at the annualized rate of \$5,000 and bonuses including two months base salary for a National Championship. Effective July 1, 2002. Promotion.

Shipp, Jackie, Assistant Football Coach, Athletic Department, salary changed from annualized rate of \$121,000 to base salary at the annualized rate of \$121,000 and additional and outside compensation from unrestricted private funds at the annualized rate of \$20,000 and bonuses including two months base salary for a National Championship. Effective March 1, 2002. Performance/retention.

*Spates, John, Head Coach, Wrestling, Athletic Department, annual review of compensation and contract of employment.

Staples, Robert D., Special Project Consultant, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$43,020 for 12 months (\$3,585.00 per month), 0.50 time, to annualized rate of \$44,965 for 12 months (\$3,747.05 per month), 0.50 time, July 1, 2002 through June 30, 2003. Professional staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Stoops, Mike, Assistant Football Coach, Athletic Department, salary changed from base salary at the annualized rate of \$191,000 and additional and outside compensation from unrestricted private funds at the annualized rate of \$10,000 to base salary at the annualized rate of \$200,000 and additional outside compensation from unrestricted private funds at the annualized rate of \$150,000 and bonuses including two months base salary for a National Championship. Effective March 1, 2002. Performance/retention.

* See amendments on pages 28197-28199

*Stoops, Robert, Head Coach, Football, Athletic Department, annual review of compensation and contract of employment.

Stumpf, Gregory J., Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$65,998 for 12 months (\$5,499.86 per month) to annualized rate of \$70,018 for 12 months (\$5,834.81 per month), July 1, 2002 through June 30, 2003. Managerial staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Suppes, Daniel J., Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$60,915 for 12 months (\$5,076.27 per month) to annualized rate of \$64,125 for 12 months (\$5,343.79 per month), July 1, 2002 through June 30, 2003. Managerial staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Thompson, John I., Information Technology Analyst III, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annualized rate of \$72,337 for 12 months (\$6,028.06 per month) to annualized rate of \$76,742 for 12 months (\$6,395.17 per month), July 1, 2002 through June 30, 2003. Managerial staff. Paid from grant funds; subject to availability of funds. Merit Increase.

Venables, Brent, Assistant Football Coach, Athletic Department, salary changed from annualized rate of \$141,000 to base salary at the annualized rate of \$160,000 and additional and outside compensation from unrestricted private funds at the annualized rate of \$40,000 and bonuses including two months base salary for a National Championship. Effective March 1, 2002. Performance/retention.

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

Wilson, Kevin, Assistant Football Coach, Athletic Department, salary changed from annualized rate of \$135,000 for 12 months to annualized rate of \$135,000 for 12 months and additional and outside compensation from unrestricted private funds at the annualized rate of \$5,000 and bonuses including two months base salary for a National Championship. Effective March 1, 2002. Performance/retention.

Wolfenbarger, J. Michael, Information Technology Analyst III, Oklahoma Climatological Survey, salary changed from annualized rate of \$89,250 for 12 months (\$7,437.50 per month) to annualized rate of \$91,035 for 12 months (\$7,586.25 per month), July 1, 2002 through June 30, 2003. Managerial Staff. Merit Increase.

Wright, Bobby Jack, Assistant Football Coach, Athletic Department, salary changed from annualized rate of \$121,000 to base salary at the annualized rate of \$121,000 and additional and outside compensation from unrestricted private funds at the annualized rate of \$20,000 and bonuses including two months base salary for a National Championship. Effective March 1, 2002. Performance/retention.

RESIGNATIONS AND/OR TERMINATIONS:

Fischer, Ellis G., Architectural and Engineering Professional II, Institute for Public Affairs, June 30, 2002. Professional staff.

* See amendments on pages 28197-28199

Penn, David A., Associate Director of the Center for Economic and Management Research, June 14, 2002. Administrative staff.

RETIREMENT:

Riggan, William E., Editor and Assistant Director, World Literature Today, June 30, 2002. Administrative staff.

President Boren recommended the Board of Regents approve the administrative and professional personnel actions shown above, with amendments as follows:

Castiglione, Joseph, that the Board of Regents:

- I. Modify the employment agreement of Joe Castiglione effective July 1, 2002, and
 - 1) extend the contract two years to July 1, 2007;
 - 2) change his base salary from the annualized rate of \$193,770 to the annualized rate of \$238,770;
 - 3) continue the current additional and outside compensation from non State-appropriated unrestricted private funds; and
 - 4) increase the performance-based incentive bonuses including National Championship bonuses of up to two months base salary and other performance bonuses; and
- II. Authorize the President and Athletic Director with the assistance of the General Counsel to execute a contract including such terms.

Stoops, Robert, that the Board of Regents:

- I. Modify the employment contract with Robert Stoops effective March 1, 2002, and
 - 1) continue the current annual base salary of \$200,000;
 - 2) increase additional and outside compensation from non State-appropriated unrestricted private funds from \$1,800,000 to \$1,900,000 annually;
 - 3) provide for annual increase in additional and outside income of \$100,000 each year of the term of the agreement; and
 - 4) continue the current performance-based incentive bonuses including a National Championship bonus and other performance bonuses; and
- II. Authorize the President and Athletic Director with the assistance of the General Counsel to execute a contract including such terms.

Ludvigson, Carol, that the Board of Regents:

- I. Modify the employment agreement of Carol Ludvigson effective July 1, 2002, and
 - 1) extend the contract one year to July 1, 2004;
 - 2) change her base salary from the annualized rate of \$62,400 to the annualized rate of \$65,000;
 - 3) continue the current performance-based incentive bonuses including National Championship bonus and other performance bonuses; and

- II. Authorize the President and Athletic Director with the assistance of the General Counsel to execute a contract including such terms.

Spates, Jack, that the Board of Regents:

- I. Modify the employment contract with Jack Spates effective July 1, 2002, and
 - 1) Change his base salary from the annualized rate of \$77,000 to the annualized rate of \$80,000; and
 - 2) provide performance-based incentive bonuses including a National Championship bonus up to two months base salary and other performance bonuses; and
- II. Authorize the President and Athletic Director with the assistance of the General Counsel to execute a contract including such terms.

Gasso, Patty, that the Board of Regents:

- I. Modify the employment contract with Patty Gasso effective July 1, 2002, and
 - 1) Extend the contract one year to July 1, 2004;
 - 2) Change her base salary from the annualized rate of \$93,000 to the annualized rate of \$97,000; and
 - 3) continue the current performance-based incentive bonuses including a National Championship bonus and other performance bonuses; and
- II. Authorize the President and Athletic Director with the assistance of the General Counsel to execute a contract including such terms.

Sampson, Kelvin, that the Board of Regents:

- I. Modify the employment contract with Kelvin Sampson effective July 1, 2002, and
 - 1) extend the term of the contract from July 1, 2008 to July 1, 2009;
 - 2) continue the current annual base salary of \$200,000;
 - 3) reduce the current deferred compensation provision, from \$100,000 annually to \$50,000 annually for the remaining term of deferred compensation;
 - 4) increase additional and outside compensation from non State-appropriated unrestricted private funds from \$600,000 to \$765,000 annually; and
 - 5) increase performance-based incentive bonuses including a National Championship bonus increased from \$70,000 to \$100,000 and other performance bonuses; and
- II. Authorize the President and Athletic Director with the assistance of the General Counsel to execute a contract including such terms.

Coale, Sherri, that the Board of Regents:

- I. Modify the employment contract with Sherri Coale effective July 1, 2002, and
 - 1) extend the contract from July 1, 2006 to July 1, 2007;
 - 2) provide the current annual base salary of \$200,000;
 - 3) increase additional and outside compensation from non State-appropriated unrestricted private funds from \$52,000 to \$220,000 annually;

- 4) provide a longevity bonus of \$50,000 per year deferred for and contingent upon remaining for an additional five years through July 1, 2007 in the position of Head Coach of Women's Basketball at The University of Oklahoma; and
 - 5) increase performance-based incentive bonuses including a National Championship bonus increased from \$70,000 to \$100,000 and other performance bonuses; and
- II. Authorize the President and Athletic Director with the assistance of the General Counsel to execute a contract including such terms.

Williams, Mark, that the Board of Regents:

- I. Modify the employment contract with Mark Williams effective July 1, 2002, and
- 1) Change his base salary from the annualized rate of \$49,900 to the annualized rate of \$55,000; and
 - 2) provide performance-based incentive bonuses including a National Championship bonus up to two months base salary and other performance bonuses; and
- II. Authorize the President and Athletic Director with the assistance of the General Counsel to execute a contract including such terms.

Regent Bentley moved approval of the recommendation as amended. The following voted yes on the motion as amended: Regents Bentley, Everest, Austin, Clark and Stuart. The Vice 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. An executive session was held on this item, but no report was made.

There being no further business, the meeting adjourned at 4:00 p.m.

Chris A. Purcell
Executive Secretary of the Board of Regents