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THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
JULY 8-9, 1992

CAMERON UNIVERSITY

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**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
JULY 8-9, 1992**

A regular meeting of the Board of Regents of The University of Oklahoma was called to order in Lecture Room 299 of the Robert M. Bird Health Sciences Library on the Oklahoma City Campus beginning at 3:07 p.m. on Wednesday, July 8, 1992.

The following Regents were present: Regent E. Murray Gullatt, Chairman of the Board, presiding; Regents J. Cooper West, Ada Lois Sipuel Fisher, C. S. Lewis III, G. T. Blankenship, and Melvin C. Hall.

Others attending all or a part of the meeting included Dr. Richard L. Van Horn, President of the University, Provost James F. Kimpel, Vice Presidents Fred J. Bennett, Arthur J. Elbert, Jerry B. Farley, Roland M. Smith, and Daniel J. O'Neil, Mr. Fred Gipson, Mr. Robert P. White, Ms. Beth Wilson, Dr. Chris Purcell, Executive Secretary of the Board of Regents, and Mrs. Karen Thrailkill, Assistant Secretary of the Board of Regents.

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

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 3:00 p.m. on July 7, 1992, both as required by 25 O.S. 1981, Section 301-314.

CAMERON UNIVERSITY

PRESIDENT'S REPORT

Dr. Davis presented the following report:

Later today a reception will be held at which time the Page Foundation will present Cameron University with a \$250,000 check. This gift will establish the Clarence E. Page Endowed Chair. Mr. Page was one of the pioneers in Oklahoma aviation and he founded the Air Space Museum at the Kirkpatrick Center.

The KCCU-FM signal will be received in Altus soon, covering approximately 30 miles in and around Altus. This will give Cameron greater coverage in southwest Oklahoma.

The Cameron University golf team won the Lonestar Conference Championship for 1992 and Coach Hrnciar has been named Conference Coach of the Year.

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Cameron University has been designated as the Oklahoma Center for Critical Thinking by the National Council for Excellence in Critical Thinking and Instruction. Several faculty members have a long-time involvement in the integration of critical thinking into the curriculum.

The University is participating in a five-year study of heart disease in southwest Oklahoma.

Cameron has reached an agreement with their group health and accident insurance carrier to develop a wellness program. Over the long term, it is anticipated incentives might be offered in terms of reduced insurance costs for employees meeting a certain level of fitness.

ACADEMIC ENRICHMENT

President Davis introduced Dr. Don Sullivan, Vice President for Development, for a presentation. Dr. Sullivan defined his responsibilities as fund raising, grants, proposals, alumni operations, University relations and the Fire Support Models and Simulations Institute.

Dr. Sullivan said one of Cameron's challenges is their heavy dependence on State-appropriated funds and the limitations thus imposed. He said more than 75% of Cameron's funding is from State funds. The University has embarked on a strategy for growth--in externally sponsored faculty research, in support-oriented grants and contracts, and in private fund raising. The University is also very concerned about quality.

Dr. Sullivan said the near term growth potential is in support-oriented grants and contracts and because of Cameron's relationship with Fort Sill and their relationship with the Department of Defense (DOD), a great potential rests with the DOD budget. Cameron is pursuing two areas--training technologies and analytical technology.

He introduced Mr. Jim McClary, Director of Fire Support Models and Simulations Institute at Cameron University. Mr. McClary distributed to the Regents a booklet about the Institute and summarized its capabilities. He said the Institute provides research opportunity for faculty and students and enhances interactivity between schools, departments, Fort Sill, private industry and the Lawton community. In the future, he said, it may be a probable source of income for the University and hopefully a base for expansion into a research park.

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ESTABLISHMENT OF DUNCAN CAMPUS

Numbering approximately 650, more students from Duncan and Stephens County are enrolled in courses of study at Cameron University than at any other institution in Oklahoma. Only Comanche County is home to more Cameron students than is Stephens County. These enrollments are generated both on the Lawton Campus and in classes taught in Duncan where some 200 students attend.

In recognition of the long-standing relationship between Duncan and Cameron, the Oklahoma State Regents for Higher Education have designated Cameron as the institution within the Oklahoma State System for Higher Education responsible for providing appropriate higher education programs in Duncan. Since 1990, Cameron has offered its associate of science degree in interdisciplinary studies with a business concentration which can be completed entirely in Duncan.

Cameron's offerings in Duncan are taught during evening hours at Duncan High School and are staffed by regular Cameron faculty or adjunct faculty who live in Duncan. Library support is provided through a computer link between Cameron's automated library and the Duncan Public Library. Daily delivery of books is made by courier from the Lawton Campus. Course offerings are limited by the availability of public school classrooms and a lack of laboratory facilities.

A year ago, discussions were begun between community leaders in Duncan and Cameron representatives regarding the establishment of a permanent facility for Cameron's programs in Duncan. The Duncan City Council has adopted a resolution supporting the concept of establishing a permanent facility for Cameron in Duncan and has appointed a task force to work with Cameron personnel to develop a plan for accomplishing this end. When formulated, the plan will be presented to the Board of Regents and the City of Duncan.

This report was for information only.

STORM DAMAGE

Widespread building damage resulted from straight winds estimated at 75 to 80 miles per hour which struck the Cameron campus shortly after 3:00 a.m. on Saturday, June 20. No one was seriously injured, although a bicyclist who was sleeping in a tent awaiting the start of the Tour of the Wichitas bicycle race was rolled nearly a half block in his sleeping bag.

Hardest hit of the campus buildings was the Fitness Center, which lost approximately 20 percent of its roof, several windows, two front airlock doors and a skylight. The maple flooring on the basketball court received water damage when rain came through the hole in the roof and will probably have to be replaced. Roof leaks also developed in other locations as a result of debris being blown across the portion of the roof which remained intact. Interior ceiling tile damage was extensive.

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Shepler Center, which contains residence halls, classrooms and administrative offices, lost 33 room windows and five large plate glass windows. Roofs on both Shepler towers and the central dining hall and conference center sustained considerable damage, and several reception dishes and antennas were blown from the towers. All three roofs will probably have to be replaced. A large overhead door in the central energy plant was blown from its tracks and destroyed.

The press box at Cameron Stadium suffered structural damage and is leaning south toward the stadium seats. The roof from one concession stand was lost completely and all others sustained some damage. A windscreen which shields the north stadium seats was damaged and many lights on the towers appear to be loose from their mounting brackets. The fence at the baseball field was blown down, and windscreens at the tennis complex were destroyed.

Across the rest of the campus, most roofs suffered at least some damage. Several microwave towers and reception dishes were damaged and air conditioning coils were particularly hard hit by hail. At least two metal storage buildings were lost, as was a motor pool trailer. Several fences were blown down, as were some large trees.

Representatives from the Office of Risk Management from the State of Oklahoma, together with the companies which reinsure for that office, have been on campus and are working to fix the amount of the damage. Small emergency repairs have already been made and larger repairs will be accomplished pursuant to Board of Regents procurement policies.

This report was for information only.

MISCELLANEOUS FEE CHANGES

The services for which the subject fees are charged are labor intensive and consume an inordinate amount of staff time. The current fees do not offset the cost of the services provided and are well below the average charges by other state institutions. The proposed fees will not be out of line with charges at other universities. These additional charges will not place any undue hardship on students and in fact will assist the University in delivering quality service.

President Davis recommended that the following fees be increased:

Student Transcript	\$1.00 (currently \$.10)
Official Transcript	\$3.00 (currently \$1.00)
Add/Drop Fee	\$5.00 per transaction (currently \$1.00)
Late Enrollment Fee	\$5.00 per enrollment (currently \$1.00 per day, \$5.00 maximum)
Re-enrollment Fee	\$50.00 (currently \$5.00)

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Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

ESTABLISHMENT OF AUTHORIZATION FOR PURCHASE DOCUMENTS

Authorization for Purchase documents which will authorize payment of routine bills under \$2,500.00 for the fiscal year 1992-93 need to be established as follows:

Activity 009311 - Instruction	\$225,000.00
Activity 009312 - Research	10,000.00
Activity 009313 - Public Service	10,000.00
Activity 009314 - Academic Support	105,000.00
Activity 009315 - Student Services	75,000.00
Activity 009316 - Institutional Support	85,000.00
Activity 009317 - Operation and Maintenance of Plant	135,000.00
Activity 009380 - Data Processing/Academic Support	20,000.00
Activity 009381 - Data Processing/Insti- tutional Support	25,000.00

President Davis recommended the establishment of Authorization for Purchase documents as shown above.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

FOOD SERVICE CONTRACT

In response to an advertised solicitation, proposals were received from ARA Services, Inc.; Marriott, Inc.; Morrison's Custom Management; Professional Food Service Management, Inc.; ServiceMaster; Southwest Coca-Cola, Inc.; and Southwest Dining Service for food service operations in Cameron's student dining hall, the faculty-staff dining room, snack bars in Shepler Center and the Davis Student Union, and on-campus catering.

The proposals were evaluated by Louise Brown, Vice President for Student Affairs; John Sterling, Comptroller; members of their staffs; and included presentations on the Cameron Campus and visits to other campuses served by prospective contractors, and random inquiries to institutions where the contractors are now located. Evaluative criteria included (1) quality of food service program for residence halls, (2) net cost, (3) evaluations from other accounts, (4) marketing proposals for expanding cash operations, and (5) parent company support services.

The food programs proposed by Morrison's Custom Management and ServiceMaster were rated best due to their attractive menus, use of branded products, and healthy eating programs. A price analysis showing P.F.M. with the lowest net cost, followed by Morrison's Marriott, ServiceMaster, ARA and Southwest Dining was included in the agenda. Evaluations by student services staff and business personnel from other campuses were universally good for Morrison's and ServiceMaster and equally divided between good and poor for P.F.M., with the negative comments relating to student residence hall dining programs.

Included in the Morrison proposal is an offer to provide \$100,000 over a five-year period to purchase equipment, furnishings, and marketing services to support the Cameron food services program. Of this sum, \$30,000 will be required for the purchase and installation of a debit card system and \$10,000 for marketing programs and signage. The remaining \$60,000 may be used for projects selected by Cameron. Should the contractual relationship not continue for five years, the investment would be prorated. The proposal also contains \$2,000 annually for special events.

Award of the contract as recommended contemplates residence hall boarding sales of \$392,395, and cash food sales of \$455,250, for a total of \$847,645. Award of the contract will not require an increase in student boarding rates, which range from \$493 to \$612 per semester, depending upon the meal plan selected by the student. Rates for renewal options would be negotiated annually, with any increase limited to an increase in the Producers Price Index and any labor adjustments.

President Davis recommended that the Board of Regents approve the award of a contract to Morrison's Custom Management for campus food service operations for fiscal year 1992-93, which contract also grants the University four separate and successive renewal options of one year each.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

AGREEMENT FOR THE PURCHASE OF NATURAL GAS

Cameron University has contracted with the Commissioners of the Land Office, an agency of the State of Oklahoma, for the purchase of natural gas from November 1, 1991 through October 31, 1992 at a cost of \$1.45 per MCF, for a total estimated cost of \$72,500.00. Because the period of the agreement does not coincide with the fiscal year, the current State purchase order will expire June 30, 1992 and a new one must be issued.

President Davis recommended that the Board of Regents approve the continuation of the current annual agreement with the Commissioners of the Land Office for purchase of natural gas until its expiration on October 31, 1992, and further recommended that a purchase order be issued for the purchase of the monthly acquisitions during this period.

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Regent Gullatt said he and President Davis had discussed that when this contract expires it might be feasible to consider a joint proposal by OU and Cameron. He said OU currently purchases natural gas for less due to a savings on the transportation of it.

Regent Hall moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

AGREEMENT FOR THE TRANSPORTATION OF NATURAL GAS

Cameron University has contracted the ALG Gas Supply Company of Oklahoma for transport of natural gas purchased from other sources from October 1, 1991 to September 30, 1992. Because the period of the agreement does not coincide with the fiscal year, the current State purchase order will expire June 30, 1992.

Transport rates are as follows:

October 1991	\$0.97 MCF
November 1991 - April 1992	\$1.27 MCF
May 1992 - September 1992	\$0.97 MCF

President Davis recommended that the Board of Regents approve the continuation of the current annual agreement with the ALG Gas Supply Company of Oklahoma (Arkla) for transport of natural gas until its expiration on September 30, 1992, and further recommends that a purchase order be issued to pay for transport services. The rate is \$0.97 per MCF under this agreement. The estimated cost for the period July 1, 1992 through expiration on September 30, 1992 is \$33,000.00. Concurrent with this approval, President Davis also recommended a purchase order for \$33,000.00 be issued to pay the monthly charge for this period.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

ACADEMIC PERSONNEL ACTIONS

Appointments or Reappointments:

V. Sivarama Krishnan, Ph.D., Assistant Professor of Finance, annual rate of \$44,000 for 9/10 months (\$4,400.00 per month), August 15, 1992 through May 14, 1993. Paid from 11383, Department of Accounting and Finance, and 11603, Graduate Program Business, pos. F209.

Warren D. Olfert, Ph.D., Temporary Assistant Professor and Band Director, annual rate of \$28,500 for 9/10 months (\$2,850.00 per month), August 15, 1992 through May 14, 1993. Paid from 11343, Department of Music, pos. F231.

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Christine Cleveland, M.M., Temporary Instructor in Music, rate of \$9,000.00 for the Fall 1992 semester only, August 15, 1992 through December 22, 1992. Paid from 11343, Department of Music, pos. F027.

Kirstin Underwood, Temporary Instructor in Music, rate of \$9,000.00 for the Fall 1992 semester only, August 15, 1992 through December 22, 1992. Paid from 11343, Department of Music, pos. F021.

Changes:

Cynthia Agers, title changed from Temporary Instructor to Instructor in Technology, salary changed from annual rate of \$23,048 for 9/10 months (\$2,304.80 per month) to annual rate of \$23,348 for 9/10 months (\$2,334.80 per month), July 1, 1992. Paid from 11533, Department of Technology, pos. F123.

Jack Amyx, Professor of Management; given additional title of Coordinator of Graduate Studies in Business, salary changed from annual rate of \$49,209 for 9/10 months (\$4,920.90 per month) to annual rate of \$50,209 for 9/10 months (\$5,020.90 per month), July 1, 1992. Paid from 11393, Department of Administrative Sciences, and 11603, Graduate Program Business, pos. F002.

John Courington, Professor of Economics; title Coordinator of Graduate Studies in Business, deleted, July 1, 1992; salary changed from annual rate of \$43,535 for 9/10 months (\$4,535.50 per month) to annual rate of \$42,535 for 9/10 months (\$4,253.50 per month), July 1, 1992. Paid from 11383, Department of Accounting and Finance, and 11603, Graduate Program Business, pos. F035.

Resignation and/or Termination:

Teresa Hickerson, Assistant Professor of Technology, July 1, 1992.

President Davis recommended approval of the academic personnel actions shown above.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Appointment:

David M. Bailey, Ph.D., Director of Institutional Research, annual rate of \$44,000 for 12 months (\$3,666.67 per month), July 15, 1992 through June 30, 1993. Professional Staff. Paid from 11543, Assessment, pos. A110.

President Davis recommended approval of the administrative and professional personnel action shown above.

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Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

LITIGATION

An executive session was not necessary. There were no litigation matters to be discussed.

THE UNIVERSITY OF OKLAHOMA

MINUTES

Regent Hall moved approval of the minutes of the special meeting held on June 1, 1992 and the minutes of the regular meeting held on June 10, 1992. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Van Horn gave the following report:

Enrollment

Summer 1992 enrollment at The University of Oklahoma is 11,034, a 2.5 percent increase over last summer's figures. Norman Campus students increased by 1.8 percent to 9,646 and Health Sciences Center enrollment rose by nearly 8 percent to 1,388. Enrollment in University of Oklahoma programs at the University Center at Tulsa increased by 7.8 percent.

Awards and Honors

Satya "Sam" Sharma was named the National University Continuing Education Association's Outstanding Continuing Education Student in recent awards ceremonies in San Diego, California. Dr. Sharma, now 84, earned three degrees from OU, including a doctorate in adult and community education. He serves as a Postdoctoral Research Associate with the Kellogg Center for Advanced Studies in continuing higher education and works as an adviser in the Adults Returning to School Program at the University.

Craig P. Secrest, a graduate student in Public Administration from Washington Crossing, Pennsylvania, has been selected for the national Presidential Management Intern Program. He will begin an internship with the U.S. Department of Transportation's Federal Highway Administration in August. He also will have the opportunity to work with other federal agencies during the two-year program.

Bailus Walker, Jr., Dean of the College of Public Health and Co-Director of the Center for Epidemiologic Research, was named to the National Academy of Science Commission of the Health Effects of Mustard Gas and Lewisite (tear gas). The study was requested by the U.S. Department of Veterans Affairs.

Grants and Gifts

Professors Douglas K. Lilly, Kelvin Droegemeier, Frederick Carr and Tzvi Gal-Chen received \$1.2 million from the National Science Foundation for the continuing research of the Center for the Analysis and Prediction of Storms.

Recent gifts being the total to 62 endowed positions qualifying for State matching funds since 1988. Newer positions include the Charles and Jean Smith Professorship of Electrical Engineering, the Clarence E. Page Professorship of Aviation/Aerospace Studies, the Professorship of Orthodontics, and the Paul H. and Doris Eaton Travis Chair in Modern American History.

ACADEMIC ENRICHMENT

Provost Jeff Kimpel introduced Dr. Peter J. Lamb, Professor of Meteorology and Director of the Cooperative Institute for Mesoscale Meteorological Studies (CIMMS). Dr. Lamb discussed the University's participation in the Department of Energy's Atmospheric Radiation Measurement (ARM) Program. One of five site scientists selected for the program, he leads a team consisting of OU Meteorology faculty members and research scientists from CIMMS, the Oklahoma Climatological Survey, and the National Oceanic and Atmospheric Administration's National Severe Storms Laboratory.

Dr. Lamb said the ARM program has identified five of the most important climatological locales on earth, and is responsible for the day-to-day scientific operations of the measurement site of the southern United States Great Plains. Within this area of approximately 25,000 square miles, instruments collect and analyze data to determine the effects and interactions primarily of sunlight and clouds on temperatures, weather, and climate. As part of an ongoing effort by the DOE to resolve scientific uncertainties about

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global climate change that may result from the addition of carbon dioxide and other so-called greenhouse gases to the atmosphere, the collected data will improve the ability to anticipate climate change. This information will be needed by world leaders to make important economic, energy, social, and political decisions.

HEALTH SCIENCES CENTER STUDENT ASSOCIATION HEALTH INSURANCE PLAN

In May 1991, request for proposals for a student health insurance plan was sent to 28 vendors. Two responses were received. The policy presented by Blue Cross/Blue Shield was considered the best, and a contract was awarded for fiscal year 1992.

Recently, the Student Association received the renewal contract from Blue Cross/Blue Shield for fiscal year 1993. The rates quoted by Blue Cross/Blue Shield reflected an increase of approximately 25% over fiscal year 1992. The substantial increase is a result of two large claims filed against the policy during the year. This, coupled with the relatively small number of policy holders (approximately 325), forced Blue Cross/Blue Shield to increase its rates.

As a result of the rate increase, the Health Sciences Center Student Association investigated the possibility of combining the Norman Campus and the Health Sciences Center Campus under the same health insurance policy. However, because of the lead time required to complete a request for proposals and evaluate the responses, it was determined it was not possible to combine the health insurance policies at this time. The Student Association in conjunction with the administration will continue to explore the possibility of combining the health insurance policies for students on both campuses.

A comparison of health insurance rates for fiscal year 1992 and fiscal year 1993 is presented below:

	<u>FY 92</u>	<u>FY 93</u>	<u>Percent Increase</u>
Student	\$ 522.00	\$ 651.00	24.71%
Spouse	1,047.00	1,308.00	24.93%
Child(ren)	410.00	513.00	25.12%

The Student Association recommends that the insurance coverage with Blue Cross/Blue Shield be extended for the period July 1, 1992 through June 30, 1993. Based on current enrollment, the estimated insurance cost for fiscal year 1993 is \$250,000. The insurance cost will be paid by the students.

This was reported for information only.

CAPITAL BOND ISSUE

The Oklahoma Legislature approved a \$350 million capital bond issue that has been placed on the November 3 general election ballot for a statewide vote. Money from the bonds would be used to build, remodel and repair State buildings and make other capital improvements.

The package provides \$230 million for higher education. Construction is authorized at 20 State colleges and universities. If approved, this will provide the first significant systemwide capital funding for Oklahoma colleges and universities since 1968.

Proposed capital improvement expenditures at The University of Oklahoma include:

- \$22.7 million for the Norman Campus
- \$22.4 million for the Health Sciences Center
- \$ 6.6 million for the College of Medicine-Tulsa
- \$15.0 million for the Oklahoma Museum of Natural History

The following list identifies the high priority projects for each campus:

	<u>New State Funds Required (millions)</u>
<u>Norman Campus:</u>	
1. Music Center Facilities	\$ 6.2
2. Physical Sciences Center Renovation, Phase II	2.7
3. Classroom and Laboratory Renovation, Phase I	1.8
4. Whitehand Hall Renovation	2.4
5. Engineering Laboratory Building Renovation	1.2
6. Critical Health, Safety and Access Projects	1.6
7. College of Engineering Facilities Renovation, Phase I	1.8
8. Computer Equipment, Phase I	4.0
9. Adams Hall Renovation	1.0
<u>Health Sciences Center - Oklahoma City:</u>	
Family Medicine Building	\$ 4.5
Biomedical Research Center	17.9
<u>College of Medicine - Tulsa</u>	
Purchase of Health Sciences Center Facilities	\$ 6.6
<u>Oklahoma Museum of Natural History - Norman</u>	
	\$15.0

The annual revenue of \$28.2 million to retire the bonds would be derived from:

- rededicating unencumbered cigarette tax revenue totaling \$5 million,
- a one and one-half cents per bingo face excise tax totaling \$9.2 million,
- a charity game tickets gross receipts tax totaling \$10.5 million (this will involve legalizing the pull tab game activity which is not presently legal), and
- dedicating \$3.5 million of revenue in lieu of taxes resulting from Indian smokeshop compacts.

On November 3, State Question 649 will call for a vote on the Bond Issue and State Question 650 will call for a vote on the funding of the State Question 649 through the bingo tax and the other game taxes including legalizing the pull tab tax. Therefore, funding of the Bond Issue is contingent upon passage of State Question 650.

Vice Presidents Elbert and Farley reviewed the capital improvements proposed for both campuses and discussed priorities and needs.

Regent Gullatt said the information presented is very helpful and certainly needs to be understood by the voters of this State. For the September meeting he requested a detailed analysis of academic benefits for the University in the bond issue and the impact these benefits might have on faculty and students as the University seeks to fulfill its mission to the State.

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

MONTHLY FINANCIAL ANALYSIS

The Monthly Financial Analysis for the 11 months ended May 31, 1992 was included in the agenda and is attached hereto as Exhibit A. The following comments and highlights were presented:

SCHEDULE OF REVENUES AND EXPENDITURES:

BUDGET CHANGES:

- A. Total Revenue budget increased \$183,663 during the month of May due to an adjustment for additional tuition and fees received during the year at the Health Sciences Center.

- B. Total Expenditures budget decreased \$750,000 during the month of May. This decrease was at the Health Sciences Center and was comprised of a \$150,000 decrease to budgeted travel expense and a decrease of \$600,000 to budgeted expenditures for property/liability insurance. After careful review of these activities, it appears that expenditures will not be realized in the amount initially budgeted.

REVENUES:

Revenues realized (Schedule I, Subtotal Revenue line) are approximately \$425 million and 92.2% of the current budget. Total revenues compare favorably with the fiscal year norm of 91.67%. Revenue line items under the fiscal year norm (91.67%) by more than five (5) percentage points are:

1. Sales & Services of Educational Activities and Other Sources continue to be behind budget at the Norman Campus as a result of conference and workshop activity through the College of Continuing Education being less than anticipated this fiscal year. It should be pointed out that expenditures for activities in this category are limited to the revenues that are realized. Thus, revenues being under-budget do not indicate a potential budget problem.

EXPENDITURES:

Total expenditures of approximately \$421 million are 90.8% of the current budget. With a fiscal year norm of 91.67%, total expenditures continue to be well in line with budget. Expenditure line items for which current year-to-date actual exceeds current budget by more than five (5) percentage points from the fiscal year norm are indicated below. It was previously reported that although these line items are over budget, it is not an indication that budget unit heads are overspending their budgets. Budget unit heads are required to keep expenditures within their total budget and not within individual expenditure line items. The fact that total expenditures are under the fiscal year norm illustrates that overall total expenditures are being controlled by the budget unit heads:

1. Travel expenditures of \$7.7 million and 97.1% of budget are slightly ahead of the fiscal year norm, but are less than expenditures of over \$8.0 million at this time last fiscal year. Expenditures in this category are slightly ahead of budget primarily due to under budgeting in Educational and General, Part I, Sales and Services of Educational Activities, and Auxiliary Enterprises.
2. Communication expenditures are \$6.2 million and 100.2% of budget as compared to \$6 million and 108.4% last year. As reported in previous months, these expenditures appear to be ahead of budget due to under-estimating telecommunication and postage costs in the Educational and General budget.

3. Computing Supplies and Equipment expenditures are \$11.3 million and 102.0% of budget. Expenditures in this category continue to be ahead of budget due to the budgeting of computing supplies in the Supplies and Materials line item while expending them against the Computing Supplies and Equipment budget. When combined, actual expenditures for Computing Supplies and Equipment and Supplies and Materials are at 81.8% of budget, which compares favorably with the fiscal year norm of 91.67%.
4. Maintenance & Repair of Buildings & Grounds expenditures are 98.4% of budget due primarily to (1) the seasonal nature of auxiliary expenditures for repairs and maintenance (e.g., Housing and Food Service expended 74% of their annual budget for this category during the summer months in preparation for the Fall semester), and (2) the heavier expenditure of Educational & General funds in July and August also in preparation for the Fall semester. The current fiscal year percentage of 98.4% compares favorably with last year's percentage of 111.9%.
5. Professional and Technical Fees are \$8.2 million and 98.8% of budget, which compares favorably to prior year 123.7%. Expenditures are ahead of budget primarily due to under budgeting in Educational & General, Part I, Main Campus, Law Center, Geological Survey, and Sales and Services of Educational Activities.
6. Merchandise Purchased for Resale expenditures at \$8.1 million and 101.2% of budget continue to be ahead of the budget norm (91.67%) due to under budgeting in Auxiliary Enterprises and the seasonal nature of the larger auxiliaries, Housing and Athletics.
7. Patient Refunds at the HSC are \$1,247,900 or 107.3% of budget compared to \$1,108,541 or 108.1% last year. Patient refunds are largely dependent upon activity within the Professional Practice Plan. Fluctuations in this category are not considered unusual, making accurate budget estimates difficult.
8. Laboratory Testing expenditures at the HSC are \$586,193 and 108.5% of budget compared to 88.9% last year. Expenditures in this category do not follow regular disbursement patterns and are directly influenced by both research and practice plan clinical activity, making them very difficult to predict.
9. Membership/Registration Fees at the HSC are \$1,465,851 and 98.8% of budget compared to 90.1% last year. It is customary for a large majority of expenses in this category to occur early in the fiscal year based upon the number of memberships renewing on a calendar year basis.

CURRENT REVENUES OVER/(UNDER) EXPENDITURES:

At May 31, 1992, revenues exceeded expenditures by \$10,383,468. At the Norman Campus, revenues exceeded expenditures by \$8,272,404, primarily due

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to the recognition of revenues on an accrual basis. At the HSC, revenues exceeded expenditures by \$2,111,064, compared to \$430,265 reported during the prior year.

SUMMARY OF RESERVES:

GENERAL UNIVERSITY RESERVES -- Norman Campus reserves decreased \$222,195 from the April report. Revenue Bond Reserves decreased \$211,520 due primarily to a Board approved transfer of \$225,000 to the Norman Campus Utility System for improvements, offset by investment earnings. Agency Special Reserves decreased \$10,675 as a result of normal allocations.

HSC General University Reserves were \$3,666,859, an increase of \$81,277 from the prior month. Unallocated General University Reserves and Grants and Contracts Indirect Cost Reimbursement remained unchanged. Agency Special Reserves increased \$6,302 due to net insurance refund activity. Revenue Bond Reserves reported an increase of \$74,975, resulting from interest revenues received on maturing investments.

AUXILIARY & SERVICE UNIT DESIGNATED RESERVES -- The Norman Campus Auxiliary Reserves increased \$77,126 and the Service Units increased \$422,588 for a net increase of \$499,714 from the April report. Changes in Auxiliary Reserves and Service Unit Reserves are primarily the result of normal operational activities, the most significant being the transfer of funds (\$327,500) for debt service from Utility System operations to the trustee bank.

HSC Auxiliary Enterprise and Service Unit Designated Reserves were \$2,893,301, an increase of \$155,145 from April. The increase resulted primarily from additions to Debt Service reserves resulting from payment of monthly bond debt and the accumulation of interest on reserve balances.

COMBINED STATEMENT OF CHANGES IN FUND BALANCE:

The combined ending fund balance for the Norman Campus, Law Center, and Oklahoma Geological Survey was approximately \$80 million. With the exception of "Private Gifts" and "Scholarships", all categories had positive ending fund balances. "Private Gifts" and "Scholarships" reflect deficit fund balances as a result of expenditures being incurred before the related revenues are recognized. These deficits are a normal occurrence at this time and are offset by accounts receivable from the funding entities.

HSC's "Combined Fund Balance" (net of Internal Service Unit activity) was \$44,187,819, an increase of \$399,493 year to date.

STATEMENT OF PLANT FUNDS:

The Total Project Budget for Plant Funds decreased \$120,153 from the April report. Norman Campus increased \$383,000, and the Health Sciences Center decreased \$503,153 due to the following:

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Norman Campus

Section 13/New College projects:	
Physical Sciences Center Renovation	\$ 30,000
Academic Space Renovation	300,000
Renovation and Equipment for New Faculty	18,000
NEL Building Elevator	<u>35,000</u>
	<u>\$ 383,000</u>

Health Sciences Center

Section 13/New College projects:	
Test Scoring Machine	\$ 12,000
Computer Equipment for Educational Services	47,000
Pharmacy Renovation and Equipment	51,000
Clinic Building Ventilation Improvements	<u>40,000</u>
	<u>\$ 150,000</u>

Additionally, the Oklahoma State Regents for Higher Education has requested that the Bond Fund (Utility Revenue Bond Project Fund) be closed as of the end of this fiscal year. The project budget and allotment for bond funds were reduced by \$653,153 on this report to reflect the closing of the fund. The remaining monies were transferred to the trustee bank special reserve account in accordance with the bond requirements.

Utility Bond Project	<u>(653,153)</u>
Total Health Sciences Center	<u>\$ (503,153)</u>

Total Allotment This Year increased \$1,752,218, due to allotments for the following:

Norman Campus

Federal Funds:	
MWA Runway 3/21	\$ 914,000
Section 13/New College:	
Academic Space Renovation	76,875
Classroom Renovation and Equipment	16,573
Computer Equipment	394,287
Physical Sciences Center Renovation	335,000
Research and Instructional Equipment	200,000
NEL Building Elevator	35,000

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Health Sciences Center

Section 13/New College:	
Radiation Safety Equipment	49,000
Clinic Building Ventilation Improvements	100,000
Fire Alarm System Improvements	93,000
Venturi Exhaust Fan	5,000
Feasibility Study	5,000
Library Shelving	55,000
Biomedical Sciences Building Renovation	60,136
Lab Safety Equipment and Renovation	66,500
Other Income - Bonds	<u>(653,153)</u>
	<u>\$1,752,218</u>

This was reported for information.

Chairman Gullatt announced the meeting recessed at 4:45 p.m. He said the meeting would reconvene in regular session at 9:00 a.m. Thursday morning in the same location.

The meeting reconvened in regular session at 9:10 a.m. on Thursday, July 9, in the same location with all Regents present.

MEETING DATES FOR 1993

An item was included in the agenda on possible meeting dates for the regular meetings of the Board of Regents in 1993. Regent Gullatt announced this item will be carried over to the September meeting for action at that time.

FISCAL YEAR 1993 SALARY EQUITY INCREASES

For fiscal year 1993, the Educational and General budget increased by only 2 percent and State appropriations increased by 2.6 percent. There was no tuition rate increase. The increase in continuing State appropriations was not sufficient to fund mandatory cost increases in employee benefits, academic commitments and fee waiver commitments. Therefore, no new funds were available for a general salary increase for faculty and staff. Only annual promotions for tenured faculty were funded and approved in the fiscal year 1993 budget at the June Board meeting.

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Because faculty and staff salary increases are a University priority, the University recommends salary adjustments for fiscal year 1993 to correct inequities that may exist for a select group of faculty and staff. These equity considerations will include adjustments for women and minorities paid less than other faculty and staff of the same rank or position, compression and inversion inequities which involve narrowing or overlapping of pay rates between longer-term and newly-hired employees, staff employees paid below minimum of the existing pay plan, staff promotions, and faculty promotions. Salary equity increases will only be considered if the employee is performing at the level expected by the budget unit. Because there is no general salary increase program this year, faculty and staff evaluations for the calendar years 1991 and 1992 will be considered in determining the pay increases for fiscal year 1994 (fiscal year ending June 30, 1994).

On the Norman Campus, equity increases will be permitted between 1 percent and 2.5 percent of the filled position base in each vice presidential area. Continuing funds have been reallocated to provide a faculty salary increase pool that totals 1 percent of faculty salaries for distribution by the Provost. All faculty salary increases greater than the 1 percent pool and all staff increases will be funded through reallocation within colleges and vice presidential areas.

The Health Sciences Center provided new funds to departments for faculty promotions. However, increases for equity and other promotions will be funded from reallocation and from sources other than State appropriations.

A portion of the Health Sciences Center salary adjustments, equal to approximately 1 percent of the salary base for faculty and staff, have been reviewed and are recommended for the Board's approval. Also recommended for approval are the Professional Practice Plan (PPP) salaries or earnings potential recommended for fiscal year 1993 in the Colleges of Dentistry, Allied Health, Nursing and Pharmacy.

Individual increases for Health Sciences Center staff earning salaries of \$40,000 and above, and increases for faculty, including PPP earnings in the Colleges of Dentistry, Allied Health, Nursing and Pharmacy, were included in the agenda and are attached hereto as Exhibit B. The balance of the salary increase recommendations for the Health Sciences Center and the Norman Campus increases will be presented for Regents' approval at the September Board meeting to be retroactive to July 1, 1992.

President Van Horn recommended approval of salary adjustments for Health Sciences Center faculty and staff with final salary adjustments for the Norman Campus and the Health Sciences Center to be presented at the September Board meeting. He also recommended approval of Professional Practice Plan (PPP) salaries or earnings potential for the Colleges of Dentistry, Allied Health, Nursing and Pharmacy.

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Regent Fisher moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

UTILIZATION OF 1992-93 SECTION 13 AND NEW COLLEGE FUNDS

The University administration has developed a plan for the utilization of Section 13 and New College Funds now on hand or scheduled to be received during the period July 1, 1992 to June 30, 1993 to fund a series of critically needed facilities and items of equipment. When approved by the Board of Regents and the Oklahoma State Regents for Higher Education, the projects listed below will be included in the Campus Master Plan of Capital Improvement Projects of the Norman Campus and the Health Sciences Center.

In order to implement the plan, the Board of Regents is requested to approve the following projects and the proposal to use Section 13 and New College Funds in the amounts indicated. Further details for each project were included in the agenda for this meeting.

<u>Norman Campus Projects</u>	<u>Section 13 and New College Funds</u>
1. New Faculty Start-up Costs, 1992-93	\$ 380,025
2. Continuing Computer Equipment Budget, 1992-93	600,000
3. Campus Accessibility Improvements, 1992-93	100,000
4. Physical Sciences Center Renovation for Chemistry and Biochemistry, Phase II (total of \$2,712,000)	400,000
5. Academic Space Renovation, 1992-93	625,850
6. Compressed Video Facility for UCT Instruction	100,000
7. Classroom Improvements and Equipment, 1992-93	100,000
8. Research and Instructional Equipment, 1992-93	400,000
9. Admissions and Records Computer Equipment	25,000
10. Bursar's Computer Equipment	75,000
11. Computer Equipment for Financial Aids	50,000
12. Telecommunications Equipment for Public Safety	75,000

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	<u>Section 13 and New College Funds</u>
<u>Norman Campus Projects (continued)</u>	
13. Asbestos Removal	<u>\$ 25,000</u>
Norman Campus	
Section 13 and New College Funds, Subtotal	<u>\$2,955,875</u>
 <u>Health Sciences Center Projects</u>	
1. Research Building Laboratory Modernization and equipment (total \$500,000)	\$ 350,000
2. Basic Sciences Education Building Research Space Conversion (total \$477,000)	200,000
3. Dental Chair Bellow Replacement	14,000
4. Microscopes for Oral Pathology	18,000
5. Environmental Safety Renovation and Equipment	66,100
6. Development Office Remodel	13,800
7. Handpieces and Handpiece Sterilizer Replacement for Dental Clinics	11,000
8. Dentistry Audiovisual Equipment	13,100
9. Critical ADA Compliance Renovations, Phase I	184,700
10. Basic Sciences Education Building Lecture Hall Sound System	25,200
11. Library Shelving	55,000
12. Biomedical Sciences Building Energy Conservation project	127,700
13. Aerosol Research Equipment for Environmental Health (total \$42,715)	15,000
14. Research Equipment for Biostatistics and Epidemiology	16,350
15. Computer Network Wiring for Nursing	7,000

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	<u>Section 13 and New College Funds</u>
<u>Health Sciences Center Projects (continued)</u>	
16. Extend Fiber Optic Backbone	\$ 220,988
17. Dentistry Safety and Ventilation Improvements	10,000
18. Biomedical Sciences Building Roof Replacement	130,000
19. Unallocated Reserve for Provost	<u>184,741</u>
Health Sciences Center Section 13 and New College Funds, Subtotal	<u>\$1,662,679</u>
Section 13 and New College Funds for Projects, Subtotal	\$4,618,554
<u>Reserve</u>	
Section 13 and New College Fund Reserve for 1992-93	<u>\$ 290,384</u>
Section 13 and New College Funds, Total	\$4,908,938

President Van Horn recommended that the Board of Regents approve (1) the projects listed above with a total cost of \$7,385,269 for inclusion in the University's Campus Master Plans of Capital Improvement Projects and (2) the plan to use a total of \$4,618,554 of 1992-93 Section 13 and New College Funds along with \$2,766,715 in other funds for these projects.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

UNIVERSITY OF OKLAHOMA RESEARCH CORPORATION

Major state universities have formed private, not-for-profit research corporations to enhance and facilitate research and academic programs of the university that are supported through external grants and contracts. The President and Vice President for Research propose the establishment of a non-profit 501(c)3 research corporation for the purpose of enhancing the growth and development of externally-sponsored research at The University of Oklahoma. The function of this corporation will be limited to permitting the University to be more competitive for certain major federal and industrial research and development contracts. The University is currently competing for two major programs with the federal government and the ability to contract in the name of the research corporation will enable the effort to be more competitive.

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The proposed UORC will have a separate board and will operate under a detailed and specific contract with The University of Oklahoma; a contract that includes how the corporation can compete for and accept research and development contracts.

The corporation will contract services from The University of Oklahoma and can make contractual arrangements only with the explicit approval of the Board of Regents. Any use of the facilities and staff of the University by UORC will require approval of the University and will be fully reimbursed.

Vice President O'Neil commented on this proposal. In response to a question from the Regents, he said the Board will be kept informed on details of the contract.

President Van Horn recommended that the Board of Regents authorize the University administration to facilitate the establishment of a 501(c)3 not-for-profit research corporation to be known as The University of Oklahoma Research Corporation (UORC).

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

SERVICES TO COMPETE FOR MANAGEMENT AND OPERATION OF THE NATIONAL OIL PROGRAM

American Operations Corporation (AOC) has been in business since 1983 assisting clients to enter the U. S. Department of Energy market and to compete for large management and operations (M&O) contracts. The latter are very unique procurements that require very specialized responses. Based on its proposal experience and high degree of success in production of proposals for major clients in the U.S., AOC is uniquely qualified to add a significant percentage to the University's "probability of win" of the \$200 million, five-year M&O contract for the National Oil Program which includes the National Institute for Petroleum Energy Research at Bartlesville, Oklahoma.

President Van Horn recommended that the Board of Regents authorize the award of a contract to the American Operations Corporation (AOC) in an amount not to exceed \$100,000 to assist in preparation and submission of a proposal to the U. S. Department of Energy for management and operation of the National Oil Program, a \$200 million, five-year contract.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

PROPOSALS, CONTRACTS, AND GRANTS

Summaries of proposals in excess of \$100,000 for research and training contracts and grants for the Norman Campus and for the Health Sciences Center for May, 1992 were included in the agenda for this meeting. A list of contracts above \$100,000 executed during this same period of time on proposals previously reported was also included.

A summary of information on all grants and contracts for the period and fiscal year 1991 and fiscal year 1992 month and year-to-date data is as follows:

	<u>Fiscal Year 1992</u>		<u>Fiscal Year 1991</u>	
	<u>May</u>	<u>Year-to-Date</u>	<u>May</u>	<u>Year-to-Date</u>
<u>Norman Campus</u>				
Proposals Submitted	\$40,468,341	\$173,074,173	\$13,994,118	\$134,040,312*
Grant & Contract Awards	5,404,194	53,120,268	2,425,670	43,606,128
Total Expenditures	3,661,531	<u>45,988,100</u>	3,823,918	<u>40,070,609</u>
Total Projected FY 92 Expenditures and FY 91 Actual Expenditures		\$ 49,100,000		\$ 44,339,130
<u>Health Sciences Center</u>				
Proposals Submitted	\$ 4,582,315	\$ 41,401,348	\$ 6,030,888	\$ 41,358,590
Grant & Contract Awards	1,041,981	25,755,280	2,079,903	26,950,156
Total Expenditures	2,320,859	<u>26,601,980</u>	2,049,922	<u>22,241,177</u>
Total Projected FY 92 Expenditures and FY 91 Actual Expenditures		\$ 28,545,979		\$ 24,191,508

*Excludes \$109,979,564 FAA Air Traffic Control Instructional Services and Curriculum Development Program, 10/1/90 - 9/30/95. However, expenditures for this program are included in Total Expenditures.

President Van Horn recommended that the President of the University or the President's designees be authorized to execute contracts on the pending proposals as negotiations are completed. The contract budgets may differ from the proposed amounts, he said, depending on these negotiations.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

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KGOU SIGNAL EXPANSION PROJECT

The University of Oklahoma Board of Regents approved the construction and funding plan for the KGOU Expansion Project, to be known as KROU-FM (Spencer), in May 1990. That plan included a loan of up to \$200,000 from agency special account pooled investment funds. Since that time, several events outside the University's control--such as the availability of towers, change in lease agreements, coordination of the capital campaign, and technical and engineering activities--have combined to delay the beginning of construction from the originally anticipated time of Fall 1990 until now. The few project costs that were incurred during fiscal year 1991 have been repaid fully. The project expenses and the need for the loan essentially have been postponed for two years. Consequently, it is recommended that the previously approved three-year payback schedule begin and end two years later than originally planned in order to correspond to the change in expenditures. A chart illustrating the payback schedule was included in the agenda.

President Van Horn recommended that the Board of Regents revise the loan and payback schedule for the already authorized KGOU Signal Expansion Project as described above.

Regent Hall moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

ASBESTOS ABATEMENT CONTRACT LABOR - ANNUAL CONTRACT

Asbestos regulations administered by the Oklahoma Department of Labor have become so restrictive that many projects of even a routine nature require some asbestos abatement before scheduled work can begin. Most of this work involves pipe insulation which must be removed or repaired. Over the past three years we have used contractors, temporary hires, and full-time employees to do this work. Our experience indicates that the competitive approach which offers the most flexibility is to contract out the majority of asbestos removal work.

Based on our actual asbestos abatement workload over the past two years, we anticipate 10 to 15 asbestos abatement mechanics (two or three five-man crews) will be required over the course of a year. The average cost of this labor will be approximately \$400,000 per year.

The following are examples of abatement projects currently pending on the Norman Campus:

Utility Tunnel System	214 Mechanical Rooms
Richards Hall	Power Plant
Rhyne Hall	Carnegie Building

The requested labor contract will allow us to proceed with work on these and new project requirements as they arise based on priority and available funding. Major advantages of this approach as listed below:

1. The flexibility of deciding how many mechanics will be worked based on current priorities and funding.
2. The contractor maintains all worker physicals and required licenses on the mechanics provided under the contract.
3. Opportunity to use full-time University mechanics as lead people for contract labor and avoid added supervision costs.

Bids were received as follows:

<u>Company Name</u>	<u>Mechanic II Per Hour</u>	<u>Supervisor* Per Hour</u>	<u>Per Diem</u>	<u>Mileage</u>
LVI Environmental Services, Inc. Shawnee, Oklahoma	\$16.85	\$19.55	\$25.00	\$0.19
Pico, Inc. Tuttle, Oklahoma	\$17.50	\$35.00	\$45.00	\$1.10
Sublett & Associates, Inc. Oklahoma City	\$18.36	\$22.03	\$35.00	\$0.20
TEC-AN, Inc. Oklahoma City	\$18.47	\$21.67	\$47.00	\$0.33

*We will normally not require any contract labor supervision.

Order releases against this contract will be funded by individual projects for asbestos abatement requirements. The funding will come from the utility service unit (147-XXX), E&G remodeling requirements (127-XXX), Section 13 projects (166-XXX), and other auxiliary accounts such as Housing, Athletic Department, Food Services, etc.

President Van Horn recommended that the Board of Regents approve the award of five one-year contracts to LVI Environmental Services, Inc. for an estimated total amount not to exceed \$2,000,000 to provide asbestos abatement contract labor, as required, for various pending projects. The first year's contract would be for approximately \$400,000. Price adjustments for subsequent year contracts would be based on the Consumer Price Index only.

Regent Fisher moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

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LEASE OF LAND AT UNIVERSITY RESEARCH PARK

Mr. Don Allen, President of Country Leisure Manufacturing of Moore, Oklahoma, contacted University representatives regarding leasing approximately 1.5+ acres of land at Max Westheimer Airport, a portion of University Research Park, to construct a T-hangar facility. Mr. Allen will form a new entity for the purposes contained herein called Hangar Six, Inc.

The land under consideration is situated along Goddard Avenue between the military hangar and the Hangar Five, Inc. complex.

A demand exists for T-hangar space for single and small twin engine aircraft. As of June 1, 1992, there existed a waiting list of 23. The turn-over rate of existing T-hangars is very low and the wait is about three years.

Approximately a year ago, the University solicited nationally a request for proposals for the construction of anywhere from 10 to 40 units with no response.

The primary lease term is 10 years with three 10-year renewal option periods. A map showing the location of the 1.5319 acre tract of land was included in the agenda.

Hangar Six, Inc. agrees to the following rent schedule assuming there is a 50 percent increase in the Cost of Living Index in each preceding 10-year period.

<u>Years</u>	<u>Annual</u>	<u>Total</u>
1-10	\$ 6,700	\$ 67,000
11-20	10,050	100,500
21-30	15,075	150,750
31-40	22,613	<u>226,130</u>
		\$544,380

Hangar Six, Inc. agrees to pay sums, as determined by the County Assessor, in lieu of ad valorem taxes and applicable sales tax. The University will remit a net payment in lieu of ad valorem taxes, after subtracting amounts for services, e.g., police protection, street maintenance, etc., which would otherwise be paid by local government entities.

The lease contains provisions pertaining to default allowing the University to recapture the premises if Hangar Six, Inc. should be in default and fails to cure its default after having been served due notice thereof.

The lease with Hangar Six, Inc. requires the approval of the Federal Aviation Administration and the income be utilized in the operations and improvement of airport properties. FAA approval has been requested and their approval is anticipated.

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Hangar Six, Inc. would be responsible for obtaining all utility service and meeting the requirements for a City of Norman Building Permit at their sole cost.

Vice President Elbert reported the administration wishes to change the recommendation as printed in the agenda from a 10 unit T-hangar facility to a nine unit T-hangar facility.

President Van Horn recommended the Board of Regents authorize the execution of a long-term ground lease with Hangar Six, Inc. for the purpose of constructing and operating a nine unit T-hangar facility at Max Westheimer Airport.

Regent Blankenship moved approval of the amended recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

PHYSICAL SCIENCES CENTER RENOVATION PROJECT

At the meeting in September of 1991, the Board of Regents awarded a contract in the amount of \$882,964 to J. L. Walker Construction, Inc. of Oklahoma City for the construction of new teaching and research laboratories, faculty offices and graduate student teaching spaces, and other related academic support spaces for use by the Department of Chemistry and Biochemistry. These spaces are located on the third and fourth floors in the Physical Sciences Center. At the same meeting, the Board awarded a contract in the amount of \$289,107 to Kewaunee Scientific Corporation of Statesville, North Carolina for the installation of laboratory casework, fume hoods and other items of fixed scientific equipment in the renovated spaces.

On June 9, 1992 an inspection of the new teaching and research spaces was completed by representatives of J. L. Walker Construction, Inc., Rees Associates, Inc., the project architect, and Architectural and Engineering Services. A punch list of incomplete items of work has been developed by the project architect and given to J. L. Walker Construction, Inc. for corrections.

The project architect has reviewed the results of the inspections and recommends that the elements of the project for which J. L. Walker Construction, Inc. is responsible be accepted as substantially complete effective June 9, 1992 and that final payment be made to J. L. Walker Construction, Inc. following completion of all punch list items. J. L. Walker is at work on the completion of items contained in the punch list. Final payment will not be made until all punch list items are satisfactorily completed.

President Van Horn recommended that the Board of Regents (1) accept that portion of the Physical Sciences Center Renovation for the Department of Chemistry and Biochemistry completed by J. L. Walker Construction, Inc. as substantially complete effective June 9, 1992 and (2) authorize final payment be made following completion of all punch list items.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

ENGINEERS FOR SMALL PROJECTS

At the June 1992 meeting, the Board of Regents placed in rank order the three sets of engineering firms which are under consideration, one to provide professional mechanical and electrical engineering services, a second to provide professional structural engineering services, and a third to provide professional civil engineering and surveying services. The highest ranked firms are (1) Matrix Architects Engineers Planners, Inc. of Tulsa, mechanical and electrical engineering; (2) Cornforth Associates of Oklahoma City, structural engineering; and (3) Smith-Roberts and Associates, Inc. of Oklahoma City, civil engineering and surveying.

Based on the procedures approved by the Board of Regents, the consultants are to be appointed under the following conditions:

1. The consultants will be selected in accordance with the requirements of the normal interview process and selection procedure.
2. The consultants will be selected for a three-year period with an option to extend the period for one year. The fact that a firm has been selected for work on small projects will not eliminate the consultants from later consideration for major projects.
3. The work of the consultants will be administered by Architectural and Engineering Services on the Norman Campus and the Health Sciences Center Campus.
4. The consultants will be compensated based upon a standard hourly rate schedule for principals and other personnel, plus reimbursement for expenses, or on a fixed fee for a defined scope of work basis using a standard professional services contract form and terms for each project. A separate agreement will be developed for each project.
5. The use of consultants will be limited to small projects which have a total fee for professional services of \$35,000 or less. All professional services contracts will require the approval of the appropriate Vice President for Administrative Affairs.

Negotiations have been completed with representatives of the highest ranked firm in each group. The standard hourly charge rates presented below are proposed by the three firms. Normal reimbursable expenses, such as postage, printing and long distance telephone costs, shall be reimbursed at actual cost.

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Schedule of Hourly Charges for Professional Services Negotiated With Matrix Architects Engineers Planners, Inc.:

<u>Position</u>	<u>Hourly Rates</u>
Principal	\$ 70.00
Senior Architect/Engineer	\$ 65.00
Architect/Engineer	\$ 50.00
Architect/Engineer-in-Training	\$ 40.00
Senior Designer	\$ 45.00
Designer	\$ 40.00
CAD/Drafting	\$ 30.00
Field Representative	\$ 50.00
Clerical	\$ 25.00

Schedule of Hourly Charges for Professional Services Negotiated With Cornforth Associates:

<u>Position</u>	<u>Hourly Rates</u>
Principal	\$ 75.00
Project Engineer	\$ 65.00
Chief Draftsman	\$ 35.00
Clerical	\$ 30.00

Schedule of Hourly Charges for Professional Services Negotiated With Smith-Roberts and Associates, Inc.:

<u>Position</u>	<u>Hourly Rates</u>
Principal	\$ 80.00
Registered Engineer	\$ 65.00
Registered Surveyor (not with survey party)	\$ 60.00
Senior Technician	\$ 40.00
Technician	\$ 34.00
Survey Party	\$ 70.00
Drafter	\$ 28.00
Survey Researcher	\$ 20.00

The rates presented above will be used during the initial 12-month period. The rates will be adjusted each year according to the Consumer Price Index for the prior year.

President Van Horn recommended that the Board of Regents approve the proposed hourly rates of three engineering firms selected to provide professional services on a series of small projects for the Norman Campus and the Health Sciences Center.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

SELECTION OF ARCHITECTURAL CONSULTANTS

At the meeting in March 1992, the Board of Regents approved a revised Campus Master Plan of Capital Improvement Projects for the Norman Campus. Subsequently, this plan was accepted by the State Regents for Higher Education, and a group of high priority projects for State funding was included in the proposed Bond Issue for Construction and Renovation of Education Buildings which was approved by the Legislature.

In order to be in a position to complete plans and specifications and to begin construction of two high priority projects at an early time, it is necessary to begin preliminary planning and select architectural and engineering consultants since an extended period of time is required for this process. The selected projects are as follows:

1. Holmberg Hall Renovation: This building, which was originally constructed in 1918 and contains a total of approximately 42,000 gross square feet, is to be renovated at a cost of \$4,000,000 to provide vital space for faculty offices and studios, classrooms, and student music practice rooms. This very high priority project is needed to provide critically needed teaching space for the School of Music. It also will include renovation of the main auditorium to prepare it for continued use for a variety of University functions. This renovation project, which involves major reconstruction of the building, will provide facilities that are needed to help achieve some of the goals in the University's Strategy for Excellence.
2. Whitehand Hall Renovation: The renovation of Whitehand Hall is needed to provide office and other work space required by University Affairs to house its programs. The building was designed for use as a dormitory. It needs to be renovated and converted for office functions. The project involves the redesign and reconstruction of the interior of the building and the installation of new heating, ventilation and air conditioning, plumbing, lighting and electrical systems. A new stair tower will be constructed, an elevator will be installed, and the building will be modified to bring it into compliance with current fire, life safety and accessibility (ADA) code requirements. Improvements will be made throughout the structure to restore the building to excellent condition. The budget also includes an allowance for new equipment and furniture. The estimated total project cost is \$2,370,000.

Based on the proposed schedule for the selection of consultants, it is anticipated that reports on the results of the interviews of architects and engineers for both of these projects will be available for presentation at the October meeting of the Board of Regents. Since the funding for both of these

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projects is contingent upon the passage of the Bond Issue for Construction and Renovation of Education Buildings, the selection of professional consultants will be completed but a contract for services will not be executed until the necessary funds are available.

President Van Horn recommended that the Board of Regents authorize the University administration to begin the process of selecting architectural and engineering consultants to provide professional services for the following high priority projects which could receive funding from the capital bond issue: (1) Holmberg Hall Renovation and (2) Whitehand Hall Renovation.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

PURCHASE OF NEWSPRINT FOR THE OKLAHOMA DAILY

Bids were circulated for an annual contract to furnish approximately 260 tons of newsprint to be used in the printing of The Oklahoma Daily newspaper and related publications during the period July 1, 1992 through June 30, 1993.

The prices bid are subject to quarterly escalation/de-escalation as dictated by the marketplace beginning on October 1, 1992 with a sixty (60) day advance written notice of any price change.

This purchase will be funded from Journalism Press Account 134-7316.

The following bids were received:

<u>Bidders</u>	<u>Estimated Total</u>
Champion International Corporation Dallas	\$126,143.14
Abitibi-Price Dallas	\$132,339.40
Carpenter Paper Company Oklahoma City	\$137,702.04
Butler Paper Company Oklahoma City	\$137,784.66
Western Paper Company Oklahoma City	\$137,897.12

The low bid of Champion is fully responsive to the specifications.

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President Van Horn recommended that the Board of Regents approve the award of a purchase order to Champion International Corporation for the purchase of offset newsprint for the fiscal year 1992-93 in the estimated amount of \$126,143.14.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

INVESTMENT OPTIONS FOR RETIREMENT ACCUMULATIONS

In the spring of 1990, TIAA/CREF adopted four new provisions which required action by the institution. Two of the provisions permitting greater investment flexibility (social choice and bond fund investment options) were adopted by the Board in April, 1990 and two provisions were deferred for further consideration (cashability and transferability of CREF accumulations). During the intervening period, these and other options have been actively discussed with the Faculty Senate and staff councils on both campuses.

TIAA/CREF offers employees the option of withdrawal cashability of CREF accumulations upon termination of employment. The cashability option permits employees to tailor his or her retirement plan for greater flexibility. This movement toward increased flexibility in directing investments and in retirement planning is occurring across the country.

Transferability permits employees to move all or part of their CREF accumulations to other investment accounts with other retirement investment firms and from those investment vehicles into CREF or TIAA. The opportunity for transferability of CREF accumulations provides employees the flexibility to select investment managers other than TIAA/CREF for their retirement funds. Rather than requiring all initial University contributions to be directed to TIAA/CREF, the University can permit initial contributions to be directed to other managers.

Request for proposals were sent to retirement investment firms. A University-wide evaluation committee was appointed and an investment consultant was engaged to review the proposals. Following an initial screening, seven firms were selected for further review and interviews. These firms included Fidelity Investments, Aetna Life Insurance and Annuity Company, VALIC, Mutual of America, Nationwide, PEBSICO, and The Vanguard Group. Based upon the committee's evaluations and the recommendation of the consultant, three firms have been recommended. They are The Vanguard Group, Fidelity Investments, and Aetna Life Insurance and Annuity Company. These firms offer a number of investment options, have strong past investment performance, and commit to a wide range of services for our employees.

CREF is offering a new investment alternative, the Global Equities Account. This account will permit employees greater flexibility and an opportunity to diversify their accumulations. The account will include investments and stocks issued by both foreign and United States companies.

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President Van Horn recommended that the University: (1) adopt the TIAA/CREF option providing for cashability of CREF accumulations upon termination of employment or at retirement; (2) adopt the TIAA/CREF option permitting transferability of employee retirement accumulations; (3) add to the retirement plan investment options various products offered by The Vanguard Group, Fidelity Investments, and Aetna Life Insurance and Annuity Company and that employees be permitted to direct initial contributions to these firms as well as TIAA/CREF; and (4) add the CREF Global Equities Account as an investment alternative.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

LEASE SPACE FOR THE FAMILY PRACTICE DEPARTMENT AT TULSA

The Family Practice Clinic has been leasing a portion of the premises located at 9912 East 21st Street, Tulsa, Oklahoma, which is 9,000 square feet at a cost of \$5,650 per month beginning in May, 1991. The lease grants to the University two one-year options to renew the lease.

The University of Oklahoma College of Medicine-Tulsa is in need of additional space for the Family Practice Department. In order to maximize faculty resources and provide improved patient care, it is necessary to combine the Family Practice Center with the Family Medicine Center in Tulsa. It is desirable to have all faculty, staff and residents of the department located in the same building. The existing Family Medicine Center has contiguous space available to rent from Murphy Properties. This additional 3,600 square feet of space will house the faculty academic and support staff for the Department of Family Practice.

Space made available by the move of Family Practice off of the main campus in Tulsa will allow for the much needed expansion of the Internal Medicine resident clinic and professional practice.

The lease will cost \$8,403.85 per month. Of this amount, \$6,137 per month represents the recovery of renovation cost completed by the lessor totaling \$73,654. The agreement includes an option to renew for one one-year term, continuing the terms and provisions as may be modified by mutual agreement, at a rental not to exceed \$2,266 per month to be adjusted by the Consumer Price Index for 12 months preceding the lease renewal.

Funds are available in budget accounts 35509320 Family Medicine Center-Tulsa-Marina-One and 28199250 Tulsa Medical College Operations.

President Van Horn recommended that the Board of Regents authorize the Health Sciences Center to issue purchase orders to Murphy Properties, Inc. for rent at a total cost per year of \$168,646.20 for the period July 1, 1992 through June 30, 1993.

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Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

DEVELOPMENT OF HEALTHY LIVING CENTER

Since 1990, there has been a strong interest at the Oklahoma Health Center in developing facilities for physical fitness, preventive medicine and outpatient rehabilitation and a hotel, office and conference center. At the May 1992 meeting of the Health Sciences Center Committee, the Board agreed that the administration should proceed to negotiate with developers for either the lease or sale of University property at the Health Sciences Center with the understanding the property would be used for the construction of a Healthy Living Center and related facilities.

The Health Sciences Center has received an expression of interest from Presbyterian Hospital to pursue the purchase of property and the development of a Healthy Living Center, and possibly a hotel and conference center. Their proposed project would include the construction of up to 250,000 gross square feet and 900 parking spaces. The 16.3 acre University site available for the development is between N.E. 8th and N.E. 10th Streets and North Lincoln Boulevard and Phillips Avenue. The Health Sciences Center will seek to lease or sell the property as is. In either case, the use would be restricted to the purposes indicated above, and the lease or purchase amount would be required in full at the time of the transaction.

There are many project benefits to the Health Sciences Center. The primary, direct benefit includes revenue from the sale or lease of the property and the use of medical facilities for the clinical education of students and housestaff. Other benefits include the opportunity for students, staff and faculty to use the recreational facilities at a preferred rate, office space which may be leased, and conference and hotel facilities to accommodate patients and visitors and for continuing education programs. The development will also enhance the recruitment of faculty and contribute to the economic impact of the Health Sciences Center on the local economy.

It is the President's recommendation that the Board authorize the administration to obtain an appraisal and survey of the property and solicit proposals or bids to lease or purchase the property to develop the Healthy Living Center. Legal Counsel has recommended soliciting bids or proposals. It is anticipated that proposals will be presented to the Board by the October meeting.

President Van Horn recommended that the Board of Regents authorize the Health Sciences Center Purchasing Department to (1) solicit requests for proposals or bids to long-term lease or purchase University property to develop a Healthy Living Center, conference and related facilities and (2) obtain an appraisal and a survey of the property being considered for the development.

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Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

DERMATOLOGY CLINIC ADDITION CONSTRUCTION CONTRACT

The Department of Dermatology, located in the Dermatology Building, houses the departmental faculty specializing in Dermatology, Dermatopathology and Dermatological Surgery. Approximately 20,000 patients are seen annually in both private practice sessions and resident clinics. The expansion of the building is required to provide adequate space for the education of the entire medical school class which has had a required Dermatology rotation since 1990. The addition, including alternate one, comprises a total of 4,763 gross square feet. The first floor addition of 2,533 square feet includes 5 exam rooms, 2 minor surgery rooms, waiting room and business service area. An elevator will be added to bring the building into compliance with the Americans with Disabilities Act. The second floor addition (alternate one, 2,230 gross square feet) will be built as a shell for completion at a later date.

To address this need, bids were issued to 31 vendors. Eight complete responses were received as follows:

<u>Company</u>	<u>Amount</u>
Globe Construction Company Oklahoma City	\$353,700
M. A. Wells Construction Company, Inc. Oklahoma City	\$354,270
Reardon Construction Company, Inc. Oklahoma City	\$365,556
GBM Construction Corporation Oklahoma City	\$371,122
Arrowhead Construction, Inc. Oklahoma City	\$411,337
Homco Construction Company, Inc. Oklahoma City	\$415,889
West Star Construction, Inc. Newcastle, Oklahoma	\$416,700
Crusader Construction Company, Inc. Oklahoma City	\$437,000

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A bid was also received from Ingle Construction, Inc. The bid was incomplete since the required notarized affidavit was not included in the sealed bid document.

It is the recommendation of the administration to award a purchase order to the best low bid from M. A. Wells Construction Company. The M. A. Wells offer has a completion schedule of 34 days earlier than Globe Construction and since the intent is to keep the clinic in operation during construction time, it will be in the best interest of the clinic to award the contract to the Wells firm. In addition change orders, if required, are 5 percent less from M. A. Wells than from Globe Construction.

Funds are available in budget account A0003772, Dermatology Renovation Equipment.

President Van Horn recommended that the Board of Regents authorize the Health Sciences Center to issue a purchase order to M. A. Wells Construction Company, Inc. in the amount of \$354,270 for the construction of an addition to the Dermatology Clinic.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

APPROVAL OF EASEMENTS FOR CITY OF OKLAHOMA CITY AND OKLAHOMA GAS AND ELECTRIC COMPANY

The City of Oklahoma City and Oklahoma Gas and Electric Company have each requested an easement for utility purposes across land owned by The University of Oklahoma. The land has been leased to the Oklahoma Zoological Society for the purpose of constructing a horse racetrack.

The City of Oklahoma City needs the easement in order to construct, maintain and operate a sanitary sewer and other public utilities and appurtenances. OG&E needs the easement in order to transmit and distribute electrical current and communication messages, including the right of ingress and egress.

The University has entered into a long-term lease agreement with the Oklahoma Zoological Society for the use of its land for the development of Remington Park. It is consistent with those agreements to grant the easements so the City of Oklahoma City and OG&E can maintain the continuity of the rights of use.

A drawing showing the easements along with the legal descriptions was included in the agenda for this meeting.

The easements have been reviewed and approved by Legal Counsel.

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President Van Horn recommended that the Board of Regents approve granting utility easements across University property to the City of Oklahoma City and to Oklahoma Gas and Electric Company and authorize the President of the University to execute the easements.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

CONTRACT FOR RENOVATION IN THE BIOMEDICAL SCIENCES BUILDING

The American Association for Accreditation of Laboratory Animal Care, in their review of the University's animal holding facilities, has recommended that the facilities in the Biomedical Sciences Building have waterproof ceilings installed in the animal areas to facilitate proper cleaning with pressure washers. As a separate issue, the regulations governing cage sizes have changed requiring more room than can be effectively provided within the facilities' present configuration. The existing holding rooms will be reconfigured and new caging will be furnished to accommodate the larger holding cages.

To address this need, bids were issued to 19 vendors. Seven complete responses were received as follows:

<u>Bidder</u>	<u>Amount</u>
Arrowhead Construction, Inc. Oklahoma City	\$158,145
Globe Construction Company Oklahoma City	\$159,680
L. F. Downey Construction, Inc. Edmond	\$163,885
Pope Construction, Inc. Oklahoma City	\$166,465
Reardon Construction Company, Inc. Oklahoma City	\$182,160
Homco Construction Company, Inc. Oklahoma City	\$182,796
GBM Construction Corporation Oklahoma City	\$212,851

A bid was also received from Berryman Enterprises, Inc. The bid was incomplete since the required notarized affidavit was not included in the sealed bid document.

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It is the recommendation of the administration to award a purchase order to the low bid from Arrowhead Construction, Inc.

Funds are available for the project in Section 13 funds and NIH account C1301201, Animal Resources Upgrading Program Grant.

President Van Horn recommended that the Board of Regents authorize the Health Sciences Center to issue a purchase order to Arrowhead Construction, Inc. in the amount of \$158,145 for the remodeling and renovation of the animal holding areas in the Biomedical Sciences Building.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

PURCHASE OF CENTRAL NODE EQUIPMENT NECESSARY TO INTERFACE EACH BUILDING ON THE CAMPUSWIDE FIBER OPTIC NETWORK

At the December 1991 meeting of the Board of Regents, the Health Sciences Center Campuswide Network plan was reviewed. This is a high speed, reliable data communications network which will make data readily available among the 17 agencies which share the Oklahoma Health Center Campus and the Tulsa Campus of The University of Oklahoma with connections to the Norman Campus and worldwide through INTERNET. Recently, the installation of fiber optic cable was approved by the Board of Regents. Central network switching equipment is also required to provide switching necessary for the campuswide network. This purchase request includes that equipment, most of which is referred to as routers. A total of three routers are necessary for the network. An invitation to bid was sent to 19 vendors. Four vendors responded as follows:

<u>Bidder</u>	<u>Amount</u>
Southwestern Bell Telephone Company Oklahoma City	\$173,697
Trans-Tel Central, Inc. Norman	\$173,831
IBM Corporation Oklahoma City	\$175,467
Digital Equipment Corporation Oklahoma City	\$175,545

Trans-Tel Central, Inc. qualifies for a minority preference of 5 percent which has the effect of adding 5 percent to each of the bids of vendors without preference for the purpose of determining low bid. Southwestern Bell appears low; the addition of a minority preference increases their bid to \$182,381.85.

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The administration recommends that a purchase order be awarded to the low bid from Trans-Tel Central for the central node interface equipment for the fiber optic network in the amount of \$173,831.

Funds are available in budget account 3806-9, Network Clearing Account.

President Van Horn recommended that the Board of Regents authorize the Health Sciences Center to issue a purchase order to Trans-Tel Central, Inc. for central node interface equipment at a cost of \$173,831.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

PROFESSIONAL SERVICE AGREEMENTS

New - OUHSC Department of Surgery and Saint Francis Hospital \$142,848
Emergency Department, Tulsa

Training at the Saint Francis Hospital will advance the medical education of The University of Oklahoma College of Medicine Emergency Medicine residents by giving them exposure to and involvement in major trauma and emergency medical cases and opportunity to use technical skills. The term of this contract is from July 1, 1992 through June 30, 1993. This contract has been reviewed by Legal Counsel. Funds will be deposited and expended through account A0000982, PPP-Surgery Department Account EMTc.

Renewal of the following residency agreements is proposed for the period July 1, 1992 through June 30, 1993:

College of Medicine and the Oklahoma Medical Center/ Children's Hospital of Oklahoma	\$2,928,123
College of Medicine and HCA/Presbyterian Hospital	\$ 984,302
College of Medicine and Children's Hospital of Oklahoma	\$2,928,123
College of Medicine and Physician Manpower Training Commission	\$1,615,284
College of Medicine and Oklahoma Memorial Hospital	\$4,959,502
College of Medicine and Veterans Affairs Medical Center	\$3,614,870

Renewal of the following professional service agreements is proposed:

OUHSC Department of Nuclear Pharmacy and Oklahoma Medical Center July 1, 1992 through June 30, 1993	\$ 224,538
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OUHSC Department of Anesthesiology and Veterans Administration \$ 199,035
Medical Center - June 1, 1992 through September 30, 1993

OUHSC College of Medicine and the Oklahoma Medical Center \$2,500,000
(Medicaid and Patient Services)
July 1, 1992 through June 30, 1993

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

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

SCHEDULING OF NONCONFERENCE FOOTBALL GAMES

Athletic Director Duncan is currently negotiating a nonconference home football game for the fall of 1993 and a nonconference away football game for the fall of 1994.

President Van Horn recommended that the Board of Regents authorize Athletic Director Donnie Duncan to schedule a nonconference home football game for the fall of 1993 and a nonconference away football game in the fall of 1994.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

INTERNAL AUDIT FINDINGS

The Internal Audit Policy of the Board of Regents provides that the Director of Internal Auditing makes quarterly reports to the Regents on internal audits and post audits that have been completed since his last report. The policy also provides that the Director of Internal Auditing has the opportunity at each Regents' meeting to report on any condition which in his judgment could adversely affect the University. Mr. John Eckert, Director of Internal Auditing, did not have any significant findings to report at this meeting.

ACADEMIC PERSONNEL ACTIONS

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

LITIGATION

LETTERS OF INTENT

Regent Hall moved the Board meet in executive session for the purpose of discussing personnel-related issues as listed above and also any pending litigation. The following voted yes on the motion: Regents Gullatt, West,

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Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved. The executive session began at 9:48 a.m. in the Provost's Conference Room 221-A and concluded at 11:18 a.m. The Regents reconvened in open session in Room 299 at 11:22 a.m.

ACADEMIC PERSONNEL ACTIONS

NORMAN CAMPUS:

Leaves of Absence:

Arthur B. VanGundy, Professor of Communication, sabbatical leave of absence with full pay, August 16, 1992 through December 31, 1992. To write and do research.

Margarita Banos-Milton, Assistant Professor of Dance, leave of absence without pay .75 time, August 16, 1992 through May 15, 1993.

Thomas M. Miller, Professor of Physics and Astronomy, leave of absence without pay, August 16, 1992 through May 15, 1993. To continue with research work.

Wanda E. Ward, Associate Professor of Psychology and Director, Center for Research on Multi-Ethnic Education, leave of absence without pay, July 1, 1992 through December 31, 1992. To work at the National Science Foundation.

Appointments or Reappointments:

Roy Joseph Kelsey, Associate Professor of Journalism and Mass Communication, annual rate of \$41,500 for 9 months (\$4,611.11 per month), August 16, 1992 through May 15, 1993. Paid from 122-7256, Journalism and Mass Communication, pos. 1.60.

Uday Chandra, Assistant Professor of Accounting, annual rate of \$62,000 for 9 months (\$6,888.88 per month), August 16, 1992 through May 15, 1993. If evidence of completion of dissertation is not provided by July 1, 1992, base salary rate will be \$60,000 and will be appointed as Acting Assistant Professor of Accounting. Paid from 122-7213, Business Administration Instruction, pos. 9.60.

Feng-Chyuan Lai, Ph.D., Assistant Professor of Aerospace and Mechanical Engineering, annual rate of \$43,000 for 9 months (\$4,777.78 per month), August 16, 1992 through May 15, 1993. Paid from 122-7208, Aerospace and Mechanical Engineering, pos. 1.60, and 122-7408, Aerospace and Mechanical Engineering Research, pos. 1.63.

Amy W. Shannon, Assistant Professor of Bibliography and Science Reference Librarian, University Libraries, annual rate of \$27,000 for 12 months (\$2,250.00 per month), August 1, 1992 through June 30, 1993. Paid from 122-7600, University Libraries, pos. 8.63.

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Mark Brotherton, Assistant Professor of Drama, annual rate of \$27,000 for 9 months (\$3,000.00 per month), August 16, 1992 through May 15, 1993. Paid from 122-7226, School of Drama, pos. 18.60.

Valdrie Nunery Walker, Ed.D., Assistant Professor of Educational Leadership and Policy Studies, annual rate of \$38,000 for 9 months (\$4,222.22 per month), August 16, 1992 through May 15, 1993. Paid from 122-7344, Educational Leadership and Policy Studies, pos. 9.60.

David Wei Pan, Assistant Professor of Health, Physical Education, and Recreation, annual rate of \$31,000 for 9 months (\$3,444.44 per month), August 16, 1992 through May 15, 1993. Paid from 122-7279, Health, Physical Education, and Recreation, pos. 15.60, and 122-7479, Health, Physical Education, and Recreation Research, pos. 15.63.

Changes:

Robert J. Bursik, Jr., Associate Professor of Sociology; given additional title Chair of Sociology, salary changed from annual rate of \$43,585 for 9 months (\$4,842.78 per month) to annual rate of \$59,000 for 12 months (\$4,916.67 per month), July 1, 1992; appointment of Chair through June 30, 1995. Paid from 122-7289, Sociology, pos. 14.60, and 122-7489, Sociology Research, pos. 14.63.

Richard D. Elmore, Robert and Doris Klabzuba Associate Professor of Geology and Geophysics, salary changed from annual rate of \$53,854 for 9 months (\$5,983.78 per month) to annual rate of \$59,838 for 9 months (\$6,648.67 per month), July 1, 1992. Paid from 122-7242, Geology and Geophysics, pos. 17.60. To provide temporary salary supplement due to filling of Endowed Chair.

Michael H. Engel, Willard L. Miller Associate Professor of Geology and Geophysics, salary changed from annual rate of \$53,056 for 9 months (\$5,895.11 per month) to annual rate of \$58,951 for 9 months (\$6,550.11 per month), July 1, 1992. Paid from 122-7242, Geology and Geophysics, pos. 3.60. To provide temporary salary supplement due to filling of Endowed Chair.

Teree E. Foster, Professor of Law; title Associate Dean, College of Law, deleted; salary changed from annual rate of \$86,500 for 12 months (\$7,208.33 per month) to annual rate of \$70,773 for 9 months (\$7,863.67 per month), August 1, 1992; leave of absence without pay, August 16, 1992 through May 15, 1993. Paid from 272-7201, College of Law, pos. 19.60.

M. Charles Gilbert, Director and Professor of Geology and Geophysics, and Eberly Family Chair in Geology and Geophysics, salary changed from annual rate of \$90,600 for 12 months (\$7,550.00 per month) to annual rate of \$95,600 for 12 months (\$7,966.67 per month), July 1, 1992. Paid from 122-7242, Geology and Geophysics, pos. 1.60. To provide temporary salary supplement due to filling of Endowed Chair.

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Mary M. Holt, Associate Professor and Acting Director of Drama; title changed from Interim Chair to Chair of Dance; given additional title Associate Dean, College of Fine Arts; salary changed from annual rate of \$60,992 for 12 months (\$5,082.67 per month) to annual rate of \$61,000 for 12 months (\$5,083.33 per month), July 1, 1992. Paid from 122-7022, Dance, pos. 2.60, and 122-7380, Fine Arts Dean, pos. 2.63.

Marie A. Hughes, Associate Professor of Marketing, leave of absence without pay, August 16, 1992 through May 15, 1993; salary changed from annual rate of \$77,437 for 12 months (\$6,453.08 per month) to annual rate of \$63,357 for 9 months (\$7,039.67 per month), June 5, 1992. Paid from 122-7213, Business Administration Instruction, pos. 142.60, and 122-7413, Business Administration Research, pos. 142.65.

Arthur E. Johnson, Professor of Chemistry and Biochemistry; given additional title Grayce B. Kerr Centennial Chair, April 1, 1992 through March 31, 1997; salary changed from annual rate of \$60,821 for 9 months (\$6,757.89 per month) to annual rate of \$71,000 for 9 months (\$7,888.89 per month), April 1, 1992. Paid from 122-7362, Grayce B. Kerr Centennial Chair, pos. 1.60.

Michael C. Knapp, Associate Professor of Accounting; reappointed John R. Barnes Fellow in Accounting, salary changed from annual rate of \$67,680 for 9 months (\$7,520.00 per month) to annual rate of \$75,745 for 9 months (\$8,416.11 per month), August 16, 1992 through May 15, 1993. Paid from 122-7213, Business Administration Instruction, pos. 8.60, and 122-7413, Business Administration Research, pos. 8.65.

Robert F. Lusch, Professor of Marketing and of Accounting; title Dean, College of Business Administration, deleted, July 1, 1992; salary changed from annual rate of \$106,400 for 12 months (\$8,866.66 per month) to annual rate of \$102,273 for 9 months (\$11,363.66 per month), August 16, 1992. Paid from 122-7213, Business Administration Instruction, pos. 136.60.

Shane R. Moriarity, Professor of Accounting; Director, School of Accounting; Director of Accounting Research; given additional title Interim Dean, College of Business Administration; salary temporarily changed from annual rate of \$92,554 for 12 months (\$7,712.83 per month) to annual rate of \$101,809 for 12 months (\$8,484.08 per month), July 1, 1992. Paid from 122-7213, Business Administration Instruction, pos. 10.60.

Mary Jo Nye, George Lynn Cross Research Professor of History of Science; given additional title Chair of the History of Science, August 16, 1992 through May 15, 1995.

Jerry R. Parkinson, Associate Professor of Law; given additional title Associate Dean, College of Law; salary changed from annual rate of \$55,519 for 9 months (\$6,168.78 per month) to annual rate of \$67,857 for 12 months (\$5,654.75 per month), August 1, 1992. Paid from 272-7201, College of Law, pos. 2.60, and Law Center Administration, pos. 2.63.

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Sandra L. Ragan, Associate Professor of Communication; title changed from Associate Chair to Chair of Communication; salary changed from annual rate of \$40,253 for 9 months (\$4,472.56 per month) to annual rate of \$55,000 for 12 months (\$4,583.33 per month), July 1, 1992. Appointment as Chair through June 30, 1995. Paid from 122-7290, Communication, pos. 2.60, and 122-7490, Communication Research, pos. 2.63.

Garry L. Rolison, Assistant Professor of Sociology; reappointed Acting Director and Research Fellow, Center for Research on Multi-Ethnic Education; annual rate of \$41,549 for 9 months (\$4,616.58 per month), August 16, 1992 through December 31, 1992. Paid from 122-7425, Center for Research on Multi-Ethnic Education, pos. 4.63.

Drue K. Schuler, title changed from Acting Assistant Professor to Assistant Professor of Marketing, salary changed from annual rate of \$48,000 for 9 months (\$5,333.33 per month) to annual rate of \$53,148 for 9 months (\$5,905.33 per month), August 16, 1992 through May 15, 1993. Paid from 122-7213, Business Administration Instruction, pos. 144.60.

Kozaburo A. Yukihiro, title changed from Associate Professor of Drama to Associate Professor of Dance, August 16, 1992.

Resignations and/or Terminations:

Jill Dobriner, Assistant Professor of English and of Women's Studies, August 16, 1992.

Tyrone G. Georgiou, Acting Director and Visiting Professor of Art, July 1, 1992.

Darrel G. Harden, Associate Professor of Aerospace and Mechanical Engineering, July 9, 1992.

HEALTH SCIENCES CENTER:

Appointments or Reappointments:

S. Marie Harvey, Dr.PH, Professor and Chair of Health Promotion Sciences, annual rate of \$70,000 for 12 months (\$5,833.33 per month), January 1, 1993. Paid from 25089360, Department of Health Promotion Sciences.

David J. Falcone, Ph.D., Professor and Chair of Health Administration and Policy, annual rate of \$75,000 for 12 months (\$6,250.00 per month), August 1, 1992 through June 30, 1993. Paid from 25029360, Health Administration and Policy.

Michael Terrance Zavy, Ph.D., Associate Professor of Obstetrics and Gynecology, annual rate of \$45,000 for 12 months (\$3,750.00 per month), July 1, 1992 through June 30, 1993. Paid from 22069220, Obstetrics and Gynecology.

Brent Reiff Brown, M.D., Assistant Professor of Medicine, annual rate of \$68,000 for 12 months (\$5,666.67 per month), July 1, 1992 through June 30, 1993. Paid from D0319000, Medicine Operational.

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Thomas J. Shireman, M.D., Assistant Professor of Medicine, annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 1992 through June 30, 1993. Paid from D0319000, Medicine Operational.

Lawrence E. Widman, M.D., Ph.D., Assistant Professor of Medicine, annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 1992 through June 30, 1993. Paid from D0319000, Medicine Operational.

Arthur Herman Schipul, Jr., M.D., Assistant Professor of Obstetrics and Gynecology, annual rate of \$50,000 for 12 months (\$4,166.67 per month), August 1, 1992 through June 30, 1993. Paid from A0000073, PPP Obstetrics and Gynecology.

Scott Wayne Searcey, D.D.S., Clinical Assistant Professor of Oral and Maxillo-facial Surgery, Colleges of Dentistry and Medicine, annual rate of \$84,000 for 12 months (\$7,000.00 per month), July 1, 1992 through June 30, 1993. Paid from 10359230, Dentistry-Oral Surgery, and A0000382, PPP Surgery (Oral Surgery).

Kim McLanahan, M.D., Clinical Assistant Professor of Radiological Sciences, annual rate of \$52,500 for 12 months (\$4,375.00 per month), July 1, 1992 through June 30, 1993. Paid from A0000181, Radiology Salary Supplement.

Joe David Starke, M.D., Assistant Professor of Surgery, Tulsa, annual rate of \$75,000 for 12 months (\$6,250.00 per month), August 1, 1992 through June 30, 1993. Paid from 2807-5, Surgery, Tulsa, and A0000398, PPP-TMC Surgery Department.

Elizabeth Anne Gordon, M.D., Instructor in Anesthesiology, annual rate of \$45,000 for 12 months (\$3,750.00 per month), July 1, 1992 through June 30, 1993. Paid from A0000571, PPP Anesthesiology Administration.

Jan S. Szafranski, Visiting Instructor in Anesthesiology, annual rate of \$50,000 for 12 months (\$4,166.67 per month), May 18, 1992 through June 30, 1992. Paid from A0000571, PPP Anesthesiology Administration.

Kami L. Seaberg, M.D., Instructor in Medicine, annual rate of \$55,000 for 12 months (\$4,583.34 per month), July 1, 1992 through June 30, 1993. Paid from D0319000, Medicine Operational.

Jill E. Adler, M.D., Clinical Instructor in Pediatrics, annual rate of \$45,000 for 12 months (\$3,750.00 per month), .75 time, May 1, 1992 through June 30, 1992. Paid from A0000079, PPP Pediatrics.

Philip Cameron Mantor, M.D., Instructor in Surgery, annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 1, 1992 through June 30, 1993. Paid from A0000082, PPP Surgery.

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<u>NAME AND TITLE(S)</u>	<u>ANNUAL FTE INCOME POTENTIAL</u>	<u>ANNUAL GUARANTEED BASE SALARY</u>	<u>ANNUAL PPP EARNINGS POTENTIAL</u>	<u>EFFECTIVE DATE</u>
APPOINTMENTS:				
Beverly Gay Bryant, Clinical Associate Professor of Radiologic Technology	\$46,500	\$44,500 (\$3,708.33 per month)	\$ 2,000	7-1-92 thru 6-30-93
Anthony M. Abang, Pharm.D., Assistant Professor of Pharmacy	72,000	48,000 (\$4,000.00 per month)	24,000	7-15-92 thru 6-30-93
CHANGES:				
Barnabas Esparza, title changed from Clinical Assistant Professor to Assistant Professor of Radiologic Technology	FROM: \$37,325 TO: 40,000	FROM: \$32,325 (\$2,693.75 per month) TO: 35,000 (\$2,916.67 per month)	FROM: \$5,000 TO: 5,000	4-1-92 thru 6-30-92
Jan M. Schuessler, title changed from Clinical Assistant Professor to Assistant Professor of Radio- logic Technology	FROM: 33,164 TO: 35,000	FROM: 31,164 (\$2,597.00 per month) TO: 33,000 (\$2,750.00 per month)	FROM: 2,000 TO: 2,000	4-1-92 thru 6-30-92

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Changes:

Mary Allen, Associate Professor of Nursing and Division Director, Psychiatric-Mental Health/Community Health Nursing; FTE Ceiling increased from \$60,202 to \$63,931, May 1, 1992.

Harold Cleveland, Associate Professor of Clinical Dietetics; Adjunct Associate Professor of Allied Health Education and of Public Health, FTE Ceiling increased from \$48,442 to \$52,442, May 1, 1992.

Thomas R. Crow, Clinical Assistant Professor of Family Practice, Tulsa; salary changed from \$1,000.00 per month (total of \$12,000), .10 time, to without remuneration, July 1, 1992 through June 30, 1993.

J. Patricia Dolphin, Associate Professor of Nursing and Interim Associate Dean of Academic Affairs, College of Nursing; changed from tenure track faculty to consecutive term faculty, July 1, 1992.

Maurillo Garcia-Maldonado, title changed from Instructor to Clinical Instructor in Medicine, salary changed from annual rate of \$74,643 for 12 months (\$6,220.25 per month) to without remuneration, May 1, 1992.

John B. Harley, Adjunct Professor of Microbiology and Immunology; title changed from Professor of Medicine to James R. McEldowney Professor of Immunology, Department of Medicine, July 1, 1992.

Judith Harris, Instructor in Obstetrics and Gynecology; given additional titles Senior Perinatal Coordinator, Department of Obstetrics and Gynecology, and Clinical Assistant Professor of Nursing, July 1, 1992 through June 30, 1993.

Peggy Hines, Clinical Instructor in Pediatrics, salary changed from without remuneration to annual rate of \$65,000 for 12 months (\$5,416.66 per month), May 1, 1992 through June 30, 1992. Paid from A0000079, PPP Pediatrics.

P. David Hunter, Clinical Assistant Professor of Dermatology and of Otorhinolaryngology, salary changed from \$500.00 per month (total of \$6,000), .20 time, to \$1,940.83 per month (total of \$23,290), .33 time, June 1, 1992 through June 30, 1993. Paid from 2204-2, Dermatology, and A0000678, Otorhinolaryngology Patient Care.

Paul Krautter, Clinical Assistant Professor of Family Practice, Tulsa, salary changed from \$1,000.00 per month (total of \$12,000), .10 time, to without remuneration, July 1, 1992 through June 30, 1993.

Elisa T. Lee, George Lynn Cross Research Professor of Biostatistics and Epidemiology; given additional title Associate Dean for Research, College of Public Health, June 1, 1992.

E. Montez Mutzig, title changed from Clinical Instructor to Clinical Assistant Professor of Medicine, Tulsa, July 1, 1992 through June 30, 1993.

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Jay L. Olson, promoted from Instructor to Assistant Professor of Anesthesiology, salary increased from annual rate of \$45,962 for 12 months (\$3,830.16 per month) to annual rate of \$48,600 for 12 months (\$4,050.00 per month), May 1, 1992 through June 30, 1992. Paid from 22009220, Anesthesiology; B0330001, Children's Memorial Hospital Reimbursement; and A0000371, PPP Anesthesiology Miscellaneous.

Steven R. Orwig, title changed from Clinical Instructor to Assistant Professor of Medicine, salary changed from without remuneration to annual rate of \$83,502 for 12 months (\$6,958.50 per month), April 1, 1992 through June 30, 1992. Paid from Veterans Affairs Medical Center.

Hemant I. Panchal, title changed from Visiting Instructor to Assistant Professor of Anesthesiology, June 1, 1992 through June 30, 1992.

Jay H. Stein, Senior Vice President and Provost, Health Sciences Center, and Professor of Medicine; changed to tenured faculty, August 1, 1992.

Thomas G. Vondracek, title changed from Clinical Instructor to Assistant Professor of Pharmacy, salary changed from without remuneration to annual rate of \$47,000 for 12 months (\$3,916.66 per month), July 1, 1992 through June 30, 1993. Paid from 3030-7, Pharmacy Practice.

Michael A. Weisz, title changed from Clinical Instructor to Clinical Assistant Professor of Medicine, Tulsa, July 1, 1992 through June 30, 1993.

Resignations and/or Terminations:

Richard H. Catlett, Instructor in Medicine, June 30, 1992 (with accrued vacation through August 11, 1992).

Robert F. Cerza, Assistant Professor of Anesthesiology, May 31, 1992 (with accrued vacation through June 23, 1992).

Richard A. Gilmore, Adjunct Professor of Family Practice, Tulsa, June 30, 1992.

Estelle T. Goldstein, Assistant Professor of Psychiatry and Behavioral Sciences, June 30, 1992.

Edward J. Gutmann, Assistant Professor of Pathology, May 8, 1992 (with accrued vacation through June 24, 1992).

Lynne Y. Hunter, Assistant Professor of Radiologic Technology, May 15, 1992 (with accrued vacation through July 2, 1992).

Jeffrey J. Knickerbocker, Assistant Professor of Obstetrics and Gynecology and Adjunct Assistant Professor of Physiology, May 15, 1992 (with accrued vacation through June 25, 1992).

Gale A. McCarty, Associate Professor of Medicine, June 26, 1992 (with accrued vacation through August 12, 1992).

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James W. Mold, Associate Professor of Family Medicine, June 30, 1992 (with accrued vacation through August 27, 1992).

Edwin G. Olson, Associate Professor of Medicine, April 30, 1992 (with accrued vacation through June 16, 1992).

Albert F. Staples, Professor Emeritus and Interim Chair of Oral and Maxillofacial Surgery, College of Dentistry, and Clinical Professor of Oral and Maxillofacial Surgery, College of Medicine, June 30, 1992 (with accrued vacation through July 29, 1992).

Lesley Walls, Clinical Professor of Family Practice, Tulsa, June 30, 1992.

Retirement:

Vernon J. Ficken, Assistant Professor of Radiological Sciences, May 31, 1992 (with accrued vacation through July 28, 1992); appointed Adjunct Assistant Professor of Radiological Sciences, without remuneration.

President Van Horn recommended approval of the academic personnel actions shown above.

Regent Hall moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

President Van Horn reported the following deaths:

Louise B. Moore, Associate Professor Emeritus of Journalism, on June 5, 1992.

John L. Plewes, Professor and Chair of Anesthesiology and Adjunct Associate Professor of Physiology, on June 21, 1992.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Regent Gullatt stated this item is being amended in three instances. The effective date of the change in compensation for Leslie Baumert, Mary Mowdy and Norris Williams will be July 1, 1992 rather than December 1, 1991 as printed in the agenda.

President Van Horn recommended approval of the administrative and professional personnel actions shown below with the three amended effective dates:

NORMAN CAMPUS:

Changes:

William Audas, Director, Career Planning and Placement; given additional title Adjunct Assistant Professor of Business Administration, July 1, 1992 through June 30, 1993.

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Leslie M. Baumert, Interim Director of Prospective Student Services, salary temporarily changed from annual rate of \$36,160 for 12 months (\$3,013.33 per month) to annual rate of \$40,660 for 12 months (\$3,388.33 per month), July 1, 1992. Administrative Staff. Paid from 142-7186, Prospective Student Services, pos. 1.0. Increase in responsibilities during the interim and reorganization of Student Affairs.

Sylvia V. Duca, Program Director, Continuing Education Academic Programs; reappointed Program Director, NASA Oklahoma Space Grant Consortium, March 1, 1992 through February 28, 1993. Administrative Staff.

Francine M. Gissy, title changed from Program Director, Office of Business and Industrial Cooperation and Continuing Education Academic Programs, to Program Director, Center for Business and Economic Development, July 1, 1992. Administrative Staff.

Mary T. Mowdy, Interim Director of Financial Aid Services, salary temporarily changed from annual rate of \$34,796 for 12 months (\$2,899.67 per month) to annual rate of \$40,796 for 12 months (\$3,399.67 per month), July 1, 1992. Administrative Staff. Paid from 142-7134, Financial Aid, pos. 1.0. Increase in responsibilities during the interim and reorganization of Student Affairs.

Norris G. Williams, Director of Minority Student Recruitment, salary changed from annual rate of \$46,823 for 12 months (\$3,901.92 per month) to annual rate of \$48,823 for 12 months (\$4,068.58 per month), July 1, 1992. Administrative Officer. Paid from 142-7129, Office of Recruitment Services, pos. 1.0. Increase in responsibilities due to Student Affairs reorganization.

Retirements:

Michal W. Gray, Assistant Director, Law Center Administrative Services, June 30, 1992. Medical disability retirement.

Mary Lyle Weeks, Coordinator, Communications Services, University Affairs, June 30, 1992.

HEALTH SCIENCES CENTER:

Changes:

Marilyn J. Allen, title changed from Interim Assistant Director to Assistant Director, Grants and Contracts Administration, May 27, 1992. Administrative Staff.

Donald M. Bellgardt, title changed from Manager, Cost Accounting and Management Information Systems, to Manager, Cost Analysis, Grants and Contracts Administration, May 27, 1992. Administrative Staff.

Regent Lewis moved approval of the recommendation as amended. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

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LITIGATION

No action was necessary as a result of the discussion in executive session of the pending litigation.

LETTERS OF INTENT

Letters of intent for Coaches Gibbs, Tubbs and Cochell, and Athletic Director Duncan are prepared at the beginning of each fiscal year. Regents' action on the following specific terms and conditions are proposed: (1) the annual compensation for each as specified in the 1992-93 budget, (2) a current commitment to the Coach or Athletic Director and the Coach/Athletic Director to the University under the terms spelled out in the letter for five years beginning July 1, 1992, and (3) an annual review with regard to terms of employment, salary and other fringe benefits provided by the University none of which shall be modified without the consent of all parties unless such modification is required by law or applicable NCAA or Conference rule or regulation.

President Van Horn recommended that the Board of Regents approve letters of intent for Coaches Gibbs, Tubbs, and Cochell, and Athletic Director Duncan for the 1992-93 fiscal year.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. The Chair declared the motion unanimously approved.

There being no further business, the meeting adjourned at 11:25 a.m.



Chris A. Purcell

Executive Secretary of the Board of Regents

Statement of Revenues and Expenditures
All Funds, All Campuses
For the Period Ending May 31, 1992

Fiscal Year Norm = 91.67%

	Original Annual Budget	Current Revised Annual Budget	Percent of Total	Current Y--T--D Actual	Percent of Current Budget	Previous YTD Actual	Percent of Previous Year Current Budget
Revenue:							
State Appropriations	\$149,896,363	\$150,320,912	32.2%	\$137,876,849	91.7%	\$126,476,529	91.3%
Student Tuition and Fees	37,805,690	38,528,332	8.3%	39,386,700	102.2%	32,324,539	96.9%
Federal Grants and Contracts	64,181,284	61,529,576	13.2%	56,354,316	91.6%	51,345,449	89.7%
State and Local Grants and Contracts	20,462,558	20,473,608	4.4%	18,594,105	90.8%	16,189,436	103.0%
Private Gifts, Grants and Contracts	28,403,127	28,250,822	6.1%	25,256,627	89.4%	18,237,245	77.6%
Endowment Income	1,154,270	1,086,791	0.2%	1,554,981	143.1%	1,652,706	125.9%
Sales & Services of Educational Activities	4,634,004	4,634,004	1.0%	3,170,884	68.4%	3,309,654	77.1%
Auxiliary Enterprises	52,513,279	54,825,641	11.8%	51,768,238	94.4%	53,410,053	102.1%
External Service Units	10,907,086	10,907,086	2.3%	9,892,868	90.7%	8,222,207	91.2%
Professional Practice Plan	70,340,307	70,340,307	15.1%	63,955,715	90.9%	57,843,065	91.0%
Residency Income	5,168,547	5,168,547	1.1%	4,769,858	92.3%	4,706,908	95.7%
Other Sources	15,494,618	14,186,105	3.0%	11,943,918	84.2%	13,307,232	100.6%
Subtotal Revenue	460,961,133	460,251,731	98.6%	424,525,059	92.2%	387,025,023	92.8%
Budgeted Reserve	107,932	114,525	0.0%	114,525	100.0%	456,932	100.0%
Current Distributions from Reserve	0	6,246,845	1.3%	6,246,845	100.0%	4,648,808	98.6%
Total Revenue	461,069,065	466,613,101	100.0%	430,886,429	92.3%	392,130,763	92.9%
Expenditures:							
Faculty Salaries	79,012,376	77,600,182	16.8%	69,679,639	89.8%	63,979,622	87.0%
Professional Salaries	88,012,217	91,551,273	19.8%	83,490,353	91.2%	75,092,216	89.4%
Hourly Staff Salaries	47,341,241	46,285,254	10.0%	43,792,975	94.6%	44,762,167	92.5%
Associated Fringe Benefits	44,337,571	45,554,171	9.8%	40,422,374	88.7%	33,983,134	93.2%
Prof. Practice Salary Supplements	25,251,200	25,251,200	5.5%	22,527,778	89.2%	22,663,982	96.5%
Supplies and Materials	20,131,819	21,913,878	4.7%	15,704,012	71.7%	17,625,565	86.2%
Library Books and Periodicals	4,066,836	4,326,204	0.9%	3,817,282	88.2%	2,863,250	87.3%
Equipment	20,588,592	19,113,017	4.1%	16,547,349	86.6%	13,852,569	92.4%
Travel	8,518,398	7,909,992	1.7%	7,684,124	97.1%	8,031,919	110.4%
Communication	5,962,089	6,233,182	1.4%	6,248,347	100.2%	6,044,536	108.4%
Utilities	15,752,249	16,083,082	3.5%	13,919,101	86.5%	13,534,965	94.0%
Computing Supplies and Equipment	9,768,906	11,044,180	2.4%	11,266,409	102.0%	9,329,432	108.6%
Maint. & Repair of Buildings & Grounds	9,175,752	10,698,710	2.3%	10,522,610	98.4%	10,181,198	111.9%
Professional and Technical Fees	8,027,328	8,311,463	1.8%	8,215,096	98.8%	8,000,455	123.7%
Contractual & Related Current Expenses	34,440,314	33,565,874	7.3%	30,997,930	92.4%	32,700,717	92.7%
Scholarships and Fellowships	12,255,455	11,905,353	2.6%	11,179,218	93.9%	10,261,280	98.2%
Merchandise Purchased for Resale	8,000,379	8,015,872	1.7%	8,114,892	101.2%	2,141,993	53.7%
Debt Service	2,358,894	1,769,336	0.4%	1,587,039	89.7%	630,782	35.7%
Indirect Cost Recovery	9,796,045	9,401,643	2.0%	8,677,278	92.3%	7,540,849	99.8%
Premiums--Property/Liability Insurance	3,844,770	3,244,770	0.7%	2,809,210	86.6%	3,083,201	94.1%
Patient Refunds	1,162,893	1,162,893	0.3%	1,247,900	107.3%	1,108,541	108.1%
Laboratory Testing	540,349	540,349	0.1%	586,193	108.5%	488,547	88.9%
Membership/Registration Fees	1,483,341	1,483,341	0.3%	1,465,851	98.8%	1,439,496	90.1%
Total Expenditures	459,829,014	462,965,219	100.0%	420,502,961	90.8%	389,340,416	92.4%
Current Revenues over/(under) Expenditures	1,240,051	3,647,882		10,383,468		2,790,347	
Internal Service Units	86,639,731	62,856,339	100.0%	56,529,227	89.9%	77,147,907	88.6%

The University of Oklahoma
Summary of Reserves
For the Period Ending May 31, 1992

Schedule II

GENERAL UNIVERSITY RESERVES

DEFINITION OF RESERVES: *That portion of the University's resources which are not currently budgeted for expenditure or otherwise held for specific future uses, projected to year end. As such, resources of this nature are available to fund future capital projects, operating needs, and/or unforeseen contingencies for any lawful purpose of the University.*

<u>TYPE/SOURCE OF RESERVE</u>	NORMAN	HSC	TOTAL
UNALLOCATED GENERAL UNIVERSITY RESERVES			
Norman Campus	\$3,318,327	\$0	\$3,318,327
Health Sciences Center	0	712,564	712,564
Law Center	100,000	0	100,000
Oklahoma Geological Survey	50,000	0	50,000
TOTAL GENERAL UNIVERSITY	<u>3,468,327</u>	<u>712,564</u>	<u>4,180,891</u>
GRANTS AND CONTRACTS INDIRECT COST REIMBURSEMENT	0	56,201	56,201 (1)
AGENCY SPECIAL (Unrestricted Interest Income)	96,470	2,065,101	2,161,571 (2)
REVENUE BOND RESERVES IN EXCESS OF REQUIRED AMOUNTS			
Utility System	228,590	832,993	1,061,583
Organized Group Housing	1,689	0	1,689
Student Facilities	259,996	0	259,996
Stadium System	635,785	0	635,785
TOTAL REVENUE BOND RESERVES	<u>1,126,060</u>	<u>832,993</u>	<u>1,959,053 (3)</u>
SECTION 13/NEW COLLEGE	153,025	0	153,025
TOTAL RESERVES	<u>\$4,843,882</u>	<u>\$3,666,859</u>	<u>\$8,510,741</u>

(1) Net of working capital requirements of \$4,671,890 for the Norman Campus Sponsored Programs, and \$3,300,000 for the Health Sciences Center Sponsored Programs.

(2) Amount which can be invested for general institutional purposes for the University. The interest earnings are used for general institutional purposes.

(3) Amount which is invested for the benefit of each individual bond system.

AUXILIARY & SERVICE UNIT DESIGNATED RESERVES

<u>TYPE/SOURCE OF RESERVE</u>	NORMAN	HSC	TOTAL
AUXILIARY ENTERPRISES			
Contingency Reserves	\$3,158,578	\$2,673	\$3,161,251
Renewals & Replacements	2,335,285	20,588	2,355,873
Capital Improvements	5,756,448	0	5,756,448
Debt Service (Required Reserve at Trustee Bank)	8,324,969	0	8,324,969 (3)
Total Auxiliary Enterprises	<u>19,575,280</u>	<u>23,261</u>	<u>19,598,541</u>
SERVICE UNITS			
Contingency Reserves	922,185	563,907	1,486,092
Renewals & Replacements	1,203,842	499,186	1,703,028
Capital Improvements	1,112,346	98,815	1,211,161
Debt Service (Required Reserve at Trustee Bank)	327,500	1,708,132	2,035,632 (3)
Total Service Units	<u>3,565,873</u>	<u>2,870,040</u>	<u>6,435,913</u>
TOTAL DESIGNATED RESERVES	<u>\$23,141,153</u>	<u>\$2,893,301</u>	<u>\$26,034,454</u>

Total University Combined Statement of Changes in Fund Balance

For the Period Ending May 31, 1992

	Current Revised Annual Budget	Beginning Fund Balance	Y-T-D Additions	Y-T-D Deductions	Ending Fund Balance
Norman Campus					
Educational and General	\$134,532,099	\$22,694,276	\$122,324,331	\$121,895,348	\$23,123,259
Grants and Contracts	49,100,000	3,006,369	45,988,100	45,988,100	3,006,369
Private Gifts	1,152,167	(19,509)	508,127	902,971	(414,353)
Endowment Funds	429,500	5,774,387	3,335,159	416,142	8,693,404
Sales & Services of Educ. Activities	3,849,004	1,359,931	2,512,937	2,667,084	1,205,784
Auxiliary Enterprises	54,343,871	11,896,345	51,280,638	50,436,119	12,740,864
Scholarships	6,905,710	31,351	8,184,339	8,254,966	(39,276)
Student Loans	2,070,500	14,057,693	507,713	394,624	14,170,782
Institutional Support Activities	962,219	331,174	1,020,365	1,107,257	244,282
Student Activity Fees	1,355,249	259,297	765,204	785,827	238,674
Student and Other Organizations –					
Agency Accounts	2,251,431	3,194,660	1,901,977	2,079,661	3,016,976
Internal Service Units	48,046,068	10,562,426	44,679,682	43,102,929	12,139,179
Total Norman Campus	304,997,818	73,148,400	283,008,572	278,031,028	78,125,944
Law Center	5,918,650	1,172,776	5,733,406	5,572,845	1,333,337
Oklahoma Geological Survey	2,181,586	273,399	2,040,703	1,979,450	334,652
Health Sciences Center					
Educational and General	68,571,205	1,947,979	63,290,694	62,081,121	3,157,552
Grants and Contracts	38,761,930	3,967,512	34,568,469	34,568,469	3,967,512
Private Gifts	0	0	0	0	0
Endowment Funds	430,000	72,355	350,073	523,486	(101,058)
Sales & Services of Educ. Activities	0	0	0	0	0
Auxiliary Enterprises	481,770	109,004	488,263	459,574	137,693
External Service Units	10,907,086	4,658,892	9,892,868	9,207,198	5,344,562
Professional Practice Plan	70,340,307	27,406,392	63,958,294	65,789,609	27,286,648
Scholarships	62,000	(5,401)	175,485	177,663	(7,579)
Student Loans	25,000	5,334,813	264,676	38,719	5,560,770
Residency	5,168,547	66,397	4,769,858	4,610,324	225,931
Student Activity Fee	239,200	129,127	326,180	284,794	170,513
Student and Other Organizations					
Agency Accounts	212,700	101,256	337,200	281,610	156,846
Internal Service Units	14,810,271	3,122,947	12,887,117	13,426,298	2,583,766
Total Health Sciences Center	210,010,016	46,911,273	191,309,177	191,448,865	46,771,585
Less Internal Service Units	62,856,339	13,685,373	57,566,799	56,529,227	14,722,945
GRAND TOTAL	\$460,251,731	\$107,820,475	\$424,525,059	\$420,502,961	\$111,842,573

The University of Oklahoma
Statement of Plant Funds
All Funds, All Campuses
For the Period Ending May 31, 1992

Schedule IV

<u>Funding Source</u>	<u>Project Budget</u>	<u>Allotment This Year</u>	<u>Allotment To Date</u>	<u>Expenditures This Year</u>	<u>Expenditures To Date</u>	<u>Allotment Balance</u>
State Appropriations	\$26,868,860	\$0	\$19,800,860	\$171,915	\$19,785,601	\$15,259
Federal Grants and Contracts	7,082,100	1,739,000	4,825,064	1,257,629	3,891,529	933,535
State Grants and Contracts	0	0	0	0	0	0
Private Gifts, Grants and Contracts	24,505,477	423,972	24,105,477	2,172,228	23,736,863	368,614
Section 13/New College	18,260,520	3,540,369	16,319,325	4,079,619	14,338,441	1,980,884
Other Income – Bonds	37,970,446	(555,353)	37,666,246	330,775	37,628,788	37,458
Auxiliaries	2,123,268	168,585	1,886,985	325,479	1,813,850	73,135
Total	<u>\$116,810,671</u>	<u>\$5,316,573</u>	<u>\$104,603,957</u>	<u>\$8,337,645</u>	<u>\$101,195,072</u>	<u>\$3,408,885</u>

THE UNIVERSITY OF OKLAHOMA - HEALTH SCIENCES CENTER
SALARY JUSTIFICATIONS FOR EMPLOYEES
RECEIVING INCREASES GREATER THAN 0 %
ALL FACULTY
STAFF WITH SALARIES \$40,000 OR GREATER PER YEAR
FY93 BUDGET - ALL ACCOUNTS

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
NURSING							
Nursing Academic Programs							
FACULTY							
		BOOTON, DEBORAH ALICE	44,543	46,543	4.5%	2,000	PROMOTION
		EDWARDS, KARETHY ANN	46,441	48,441	4.3%	2,000	PROMOTION
PHARMACY							
Pharmacy Practice							
FACULTY							
		COHEN, LAWRENCE	69,250	72,250	4.3%	3,000	EQUITY/COMPRESSION/INVERSION
		RESMAN-TARGOFF, BETH H.	33,554	35,292	5.2%	1,738	PROMOTION
		SAGRAVES, ROSALIE	57,045	60,045	5.3%	3,000	PROMOTION
ALLIED HEALTH							
Dept of Clinical Dietetics							
FACULTY							
		KNEHANS, ALLEN W.	37,800	39,800	5.3%	2,000	PROMOTION
Dept of Physical Therapy							
FACULTY							
		ELAM, BILLY DEAN	39,375	42,375	7.6%	3,000	PROMOTION
		FERRETTI, MARTHA J.	58,500	61,500	5.1%	3,000	PROMOTION
Dept of Communication Disorders							
FACULTY							
		OWEN, ANN S.	36,499	38,499	5.5%	2,000	PROMOTION
PUBLIC HEALTH							
Office of the Dean-College of Public Health							
FACULTY							
		LEE, ELISA T.	72,716	76,355	5.0%	3,639	INCREASED RESPONSIBILITY
Center for Epidemiologic Research							
FACULTY							
		GO, OSCAR T.	32,000	35,000	9.4%	3,000	RECLASSIFICATION
		YEH, JEUNLIANG	35,000	40,000	14.3%	5,000	RECLASSIFICATION
Dept of Occupational and Environmental Health							
FACULTY							
		JOHNSON, DAVID LEE	55,000	56,650	3.0%	1,650	EQUITY/COMPRESSION/INVERSION

THE UNIVERSITY OF OKLAHOMA - HEALTH SCIENCES CENTER
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 FY93 BUDGET - ALL ACCOUNTS

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
DENTISTRY							
Div of Restorative Dentistry							
FACULTY							
		HOLT, RALEIGH ALTON	54,653	55,153	.9%	500	EQUITY/COMPRESSION/INVERSION
		MILLER, ROBERT C.	41,460	42,000	1.3%	540	EQUITY/COMPRESSION/INVERSION
		MITCHELL, DONALD L.	53,508	54,000	.9%	492	EQUITY/COMPRESSION/INVERSION
		ROANE, JAMES B.	33,438	34,938	4.5%	1,500	PROMOTION
Div of Oral Biology							
FACULTY							
		CARSON, STEVEN R.	33,810	34,500	2.0%	690	EQUITY/COMPRESSION/INVERSION
		DMYTRYK, JOHN J.	53,550	54,500	1.8%	950	EQUITY/COMPRESSION/INVERSION
		JONES, NANCI M.	28,392	29,400	3.6%	1,008	PROMOTION
		SETTLE, SUSAN LYNN	32,500	34,500	6.2%	2,000	EQUITY/COMPRESSION/INVERSION
Div of Oral and Maxillofacial Surgery							
FACULTY							
		NASSER, SHAKIBA	28,000	30,000	7.1%	2,000	EQUITY/COMPRESSION/INVERSION
Div of Developmental Dentistry							
FACULTY							
		CURRIER, GEORGE FRANS	58,395	61,395	5.1%	3,000	PROMOTION
		SINHA, PRAMOD K.	17,418	27,000	55.0%	9,582	NECESSARY TO RETAIN EMPLOYEE
MEDICINE							
Dept of Anatomical Sciences							
FACULTY							
		O'DONOGHUE, DANIEL	41,730	43,000	3.0%	1,270	EQUITY/COMPRESSION/INVERSION
		SHEW, RONALD L.	41,612	50,001	20.2%	8,389	PROMOTION
Dept of Microbiology and Immunology							
FACULTY							
		BANAS, JEFFREY A.	32,000	37,000	15.6%	5,000	INCREASED RESPONSIBILITY
		SHIKHMAN, ALEXANDER	26,400	27,720	5.0%	1,320	EQUITY/COMPRESSION/INVERSION
Dept of Pathology							
FACULTY							
		DUNN, SAMUEL T.	32,825	33,810	3.0%	985	EQUITY/COMPRESSION/INVERSION
		GRAMMAS, PAULA	63,600	66,864	5.1%	3,264	EQUITY/COMPRESSION/INVERSION
STAFF							
		GREEAR, MARY E.	39,960	41,576	4.0%	1,616	EQUITY/COMPRESSION/INVERSION
		RODEN, JUDY A.	49,659	54,576	9.9%	4,917	EQUITY/COMPRESSION/INVERSION

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FY93 BUDGET - ALL ACCOUNTS

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
Dept of Pharmacology							
	FACULTY						
		CAI, YONG	21,000	21,500	2.4%	500	PROMOTION
		REINKE, LESTER A.	58,300	62,300	6.9%	4,000	PROMOTION
Dept of Physiology and Biophysics							
	FACULTY						
		BENYAJATI, SIRIBHINYA	43,700	48,200	10.3%	4,500	PROMOTION
		XU, ROBERT	15,600	18,000	15.4%	2,400	INCREASED RESPONSIBILITY
Dept of Dermatology							
	FACULTY						
		NAYLOR, MARK F.	60,000 (VA) *	25,749 44,251 *	16.7%	10,000	EQUITY/COMPRESSION/INVERSION
Dept of Family Medicine							
	FACULTY						
		CRANDALL, SONIA J.	38,563	45,000	16.7%	6,437	EQUITY/COMPRESSION/INVERSION
		SCHWEIBERT, L. PETER	62,275	68,275	9.6%	6,000	PROMOTION
Family Medicine Practice Program-Enid							
	FACULTY						
		RONCK, JOHN WILLIAM	30,953	33,953	9.7%	3,000	PROMOTION
Dept of Medicine							
	STAFF						
		MEIDL, THOMAS W.	62,040	65,100	4.9%	3,060	EQUITY/COMPRESSION/INVERSION
		WINGER, LINDA F.	50,676	53,208	5.0%	2,532	EQUITY/COMPRESSION/INVERSION
Medicine Cardiology							
	FACULTY						
		STANESCU, CAMELIA	29,981	34,000	13.4%	4,019	EQUITY/COMPRESSION/INVERSION
Medicine Hematology/Oncology							
	FACULTY						
		COMP, PHILIP CINNAMON	59,090 (VA) 52,195 *	62,537 52,195 *	3.1%	3,447	INCREASED RESPONSIBILITY
Dept of Neurology							
	FACULTY						
		BOBELE, GARY BRUCE	64,742	66,742	3.1%	2,000	EQUITY/COMPRESSION/INVERSION

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Dept of Obstetrics and Gynecology							
FACULTY							
		D'CRUZ, OSMOND J.	31,510	33,085	5.0%	1,575	PROMOTION
		HALES, KURT (VA)	30,029 *	32,928	9.7%	2,899	PROMOTION
		THURNAU, GARY R.	68,040	71,442	5.0%	3,402	PROMOTION
		WILD, ROBERT A.	65,520	68,796	5.0%	3,276	PROMOTION
STAFF							
		BROOKS, KENNETH WAYNE	37,091	42,000	13.2%	4,909	RECLASSIFICATION
Dept of Orthopaedic Surgery & Rehabilitation							
STAFF							
		DAVIDSON, RONALD L.	37,362	50,581	35.4%	13,219	PROMOTION
Dept of Otorhinolaryngology							
FACULTY							
		THOMPSON, ANN M.	38,500	40,888	6.2%	2,388	EQUITY/COMPRESSION/INVERSION
Dept of Pediatrics							
STAFF							
		GARST, PATTY J.	36,000	42,000	16.7%	6,000	COMPETE WITH MARKET PAY
		HAPP, EDITH ANNE	36,000	42,000	16.7%	6,000	COMPETE WITH MARKET PAY
		HARRIS, CHOISE GWEN	36,000	42,000	16.7%	6,000	COMPETE WITH MARKET PAY
		HOLT, MARCY	36,000	42,000	16.7%	6,000	COMPETE WITH MARKET PAY
		LOOSBROCK, ELEANOR MARIE	36,000	42,000	16.7%	6,000	COMPETE WITH MARKET PAY
		MCCASKILL, BRENDA S	36,000	42,000	16.7%	6,000	COMPETE WITH MARKET PAY
		RICH, JAYNIE	36,000	42,000	16.7%	6,000	COMPETE WITH MARKET PAY
		TERHUNE, MICHELLE	36,000	42,000	16.7%	6,000	COMPETE WITH MARKET PAY
Dept of Psychiatry and Behavioral Sciences							
FACULTY							
		DLUGOKINSKI, ERIC LEONARD	42,393	46,500	9.7%	4,107	PROMOTION
		KRUG, RONALD S.	57,256	64,126	12.0%	6,870	INCREASED RESPONSIBILITY
		NGUYEN, NGA A.	63,000	68,000	7.9%	5,000	EQUITY/COMPRESSION/INVERSION
		TUCKER, PHOEBE M.	56,000	61,000	8.9%	5,000	EQUITY/COMPRESSION/INVERSION
		WEBB, JOAN L.	61,200	67,000	9.5%	5,800	EQUITY/COMPRESSION/INVERSION
Dept of Radiological Sciences							
FACULTY							
		LOEFFLER, CHRISTINE	40,000	56,000	40.0%	16,000	INCREASED RESPONSIBILITY

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VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
MEDICINE-TULSA							
CMT Dept of Internal Medicine							
FACULTY							
		HAYNIE, MARY E.	42,628	45,186	6.0%	2,558	EQUITY/COMPRESSION/INVERSION
		KIM, INSUNG	53,456	53,456	.9%	531	INCREASED RESPONSIBILITY
	(VA)	MOORE, GEORGE	6,544 *	7,075 *			
			71,438	80,000	12.0%	8,562	INCREASED RESPONSIBILITY
CMT Dept of Obstetrics and Gynecology							
FACULTY							
		CHOO, YEW-CHEONG	19,600	31,600	61.2%	12,000	EQUITY/COMPRESSION/INVERSION
CMT Family Medicine Clinic - Bartlesville							
FACULTY							
		HAY, RONALD	10,800	14,000	29.6%	3,200	INCREASED RESPONSIBILITY
		PRIBIL, GERALD	5,400	6,500	20.4%	1,100	INCREASED RESPONSIBILITY
PROVOST							
Architectural and Engineering Services							
STAFF							
		CAMPBELL, WILLIAM H.	41,134	47,304	15.0%	6,170	COMPETE WITH MARKET PAY
LEGAL SERVICES							
STAFF							
		SEAMANS, SUSAN G.	60,736	64,736	8.2%	4,000	EQUITY/COMPRESSION/INVERSION
EDUCATIONAL SERVICES							
Vice-Provost for Educational Services							
STAFF							
		HARDY, HOUSTON THOMAS	40,102	41,386	3.2%	1,284	EQUITY/COMPRESSION/INVERSION
Office of Student Financial Aids							
STAFF							
		BARRETT, DAVID W.	43,682	44,282	1.4%	600	EQUITY/COMPRESSION/INVERSION
HSC Library							
FACULTY							
		GOODSON, JENNIFER CRAWFORD	22,500	23,500	4.4%	1,000	EQUITY/COMPRESSION/INVERSION
		STAPLES, SUSAN ELAINE	21,000	22,000	4.8%	1,000	EQUITY/COMPRESSION/INVERSION
		WAGNER, JACK L.	25,940	26,940	3.9%	1,000	EQUITY/COMPRESSION/INVERSION

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 FY93 BUDGET - ALL ACCOUNTS

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
ADMINISTRATION & FINANCE							
Office of the Budget							
	STAFF						
		ANDERSON, RICHARD L.	40,900	42,500	3.9%	1,600	EQUITY/COMPRESSION/INVERSION
Research and Educational Systems							
	STAFF						
		CUCCHIARA, ANDREW J.	40,395	44,395	9.9%	4,000	PROMOTION
		FAIRLESS, BRIAN LYNN	32,137	40,000	24.5%	7,863	NECESSARY TO RETAIN EMPLOYEE
Administrative Computing Services							
	STAFF						
		PANG, KWAI W.	54,000	58,200	7.8%	4,200	PROMOTION
		REVENE, DONALD P.	46,169	56,102	21.5%	9,933	PROMOTION
Administration and Finance							
	STAFF						
		LEMONS, MARK E.	79,000	82,000	3.8%	3,000	PROMOTION
Grants and Contracts Accounting							
	STAFF						
		MAYFIELD, O. SAMMY	49,304	50,304	2.0%	1,000	EQUITY/COMPRESSION/INVERSION
Auxiliary and Service Unit Accounting							
	STAFF						
		GLOVER, SHERRY E.	41,500	43,500	4.8%	2,000	EQUITY/COMPRESSION/INVERSION
		HENSON, TERESA M.	55,100	56,100	1.8%	1,000	EQUITY/COMPRESSION/INVERSION
		LAMBRECHT, ROBYN A.	39,088	40,288	3.1%	1,200	EQUITY/COMPRESSION/INVERSION