

C O N T E N T S
MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
SEPTEMBER 9-10, 1992

Minutes (23037)

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THE UNIVERSITY OF OKLAHOMA

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**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
SEPTEMBER 9-10, 1992**

A regular meeting of the Board of Regents of The University of Oklahoma was called to order in Dining Rooms 1 and 2 of the Oklahoma Memorial Union on the Norman Campus beginning at 12:33 p.m. on Wednesday, September 9, 1992.

The following Regents were present: Regent E. Murray Gullatt, Chairman of the Board, presiding; Regents J. Cooper West, Ada Lois Sipuel Fisher (arrived about 12:50 p.m.), C. S. Lewis III, G. T. Blankenship, Larry C. Brawner, 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, Daniel J. O'Neil, and Roland M. Smith, 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.

Notice of the time, date, and place of the meeting was submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 12: 20 p.m. on September 8, 1992, both as required by 25 O.S. 1981, Section 301-314.

**LITIGATION
COLLEGE OF ARTS AND SCIENCES DEAN SEARCH**

Chairman Gullatt moved the Board meet in executive session for the purpose of hearing a report on litigation matters and also discussing the College of Arts and Sciences Dean Search. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Brawner, and Hall. The Chair declared the motion unanimously approved.

The executive session began at 12:38 p.m. in the Sky Terrace Room and concluded at 2:20 p.m. The Regents reconvened in regular session in Dining Rooms 1 and 2 at 2:25 p.m. with all Regents present.

MINUTES

Regent Hall moved approval of the minutes of the regular meeting held on July 8-9, 1992. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, and Hall. Regent Brawner abstained. The Chair declared the motion approved.

CAMERON UNIVERSITY

PRESIDENT'S REPORT

Dr. Davis presented the following report:

Enrollment

Headcount and FTE enrollments are up for fall term at Cameron University. The total number of students increased by 390 to 6,075, an increase of seven percent from a year ago, while full time equivalency (FTE) enrollment grew by 314 students to a total of 4,256, an increase of eight percent over last year.

The largest increase came in the graduate school, where headcount grew by 31 percent and FTE by 39 percent. Freshman and sophomore students increased 11 percent in both headcount and FTE, while the number of junior and senior students remained constant. These enrollment figures came after the first two weeks of class and do not include enrollments for Cameron's second eight-week night class session. Approximately one quarter of the night class enrollment is expected during the second session.

Awards and Honors

State Representatives Sid Hudson and Carolyn Thompson have been selected to receive the Cameron University Distinguished Service Award, the highest honor given by the University, for their service contributions to Oklahoma education. The awards will be presented September 25 at the annual Academic Convocation.

Dr. E. Ann Nalley, Professor of Chemistry, was elected national president-elect of Phi Kappa Phi honor society at the society's convention August 12 at the University of North Carolina at Charlotte. She will serve as president-elect for three years and in 1995 will begin a three-year term as national president of Phi Kappa Phi. She will be president during the 1997 centennial of the organization.

Five CU alumni will receive awards during Homecoming September 26. They are Aaron C. Burlson, Altus, military and civic leader; Rector Johnson, Broken Bow, educator; Robert S. "Bob" Johnson, Lake Wylie, S.C., American flying ace of World War II; Herbert S. Orr, M.D., Tulsa, physician and philanthropist; and Tom Wilson, Norman, former OU supervisor of maintenance and construction.

Grants

A three-year Junior Research Fellow Support for Research Program employing CU graduate students at Fort Sill began September 1. The new program, funded by a \$148,817 grant from the Defense Supply Service, will employ up to five graduate students each year in the Army Research Institute at Fort Sill. Dr. Scott Hopkins, Professor of Education and Psychology, will head the project for Cameron.

Cameron University has received final approval for a Title IV Upward Bound grant. Upward Bound is a part of the federal grant program known as TRIO. Currently, Cameron has two other parts of the TRIO program, Student Support Services and Talent Search (locally known as Open Doors). All three programs are focused on either encouraging students to pursue some form of post secondary education or to retain them in post secondary educational programs. The grant awarded Cameron will serve 50 high school students. During the school year they will receive intensive

counseling and tutoring, basically whatever is deemed necessary to retain them in high school and prepare them for post secondary education. A summer program is designed to focus on enhancing math and science skills and knowledge. This program is part of Cameron University's outreach to the community.

Other

Dr. Thomas Labé, Assistant Professor of Music, will have his first solo piano recording released on the Dorian Discovery label in October. Titled "The Virtuoso Johann Strauss," it consists of eight keyboard arrangements of popular Strauss works. Dorian is a prestigious recording label among audiophiles.

Two hundred fifty-six Cameron faculty and staff and their spouses have completed the initial testing for the Southwest Oklahoma Heart Watch program, part of a national heart attack risk study. All Cameron faculty and staff and their spouses were invited to participate in the program, which provides free health screenings twice a year during the five-year study. The screenings will include tests for cholesterol, blood pressure and blood sugar, together with a body fat analysis and health risk appraisal. Those whose tests revealed high heart attack risk factors will be given more extensive blood analysis and follow-up testing and counseling.

During the academic year, Cameron's Wellness Program will feature nutritional counseling, stress reduction, weight management, smoking cessation, personal motivation and individually designed fitness training programs. All programs are offered at little or no cost for faculty, staff and spouses. All faculty and staff will receive a monthly copy of *Vitality Magazine*, a publication which addresses healthy lifestyles.

ACADEMIC ENRICHMENT

President Davis introduced Paulette Jackson from the Southwest Area Health Education Council for an overview of the program.

Ms. Jackson said Cameron University has served as the Area Health Education Center (AHEC) for 25 counties in Southwest Oklahoma over the past five years. Services provided by Southwest AHEC, one of four regional AHECs located across the State, include professional development (continuing education) and comprehensive health care information services to practicing health professionals, innovative clinical educational opportunities and strategies for undergraduate, graduate and medical resident students, promotion of student recruitment and retention of under-represented populations to the health professions, and response to the consumer's need for basic health information and healthy living skills.

The AHEC program has been sponsored by the College of Osteopathic Medicine in Tulsa, now a branch of Oklahoma State University, and is federally funded by the United States Public Health Service through September 30, 1993. As the federal funding for this program begins to draw down, the need for increased self-reliance for funding has become apparent. The AHEC staff, on its own initiative, has developed an action plan for transition from reliance on the federally-funded AHEC program to a self-sustaining Health Education Outreach Center (HEOC). HEOC will provide educational outreach to the local area, across the State, and across the nation when appropriate. HEOC proposes to work closely with The University of Oklahoma Health Sciences Center to explore health education out-reach activities of mutual benefit.

REPLACEMENT OF CHILLER-HEATERS IN CAMPUS BUILDINGS

The gas-fired ARKLA chiller/heater units in one section of the Library have failed and cannot be repaired, and similar units in the Administration Building now require service at least twice weekly, are only marginally operable and cannot be repaired. One 20-ton and one 30-ton replacement units are required for the Library and two 30-ton units are required for the Administration Building. Competitive bids have been received for the replacement units from R & B Equipment Company in the amount of \$101,750.00, and from Gordon's Specialty Company, Norman, for \$132,944.00. The Library replacement units are available now and the Administration units will be available in 45 days. The equipment will be installed by University personnel.

President Davis recommended that a purchase order be issued to R & B Equipment Company, Bethany, Oklahoma, for one 20-ton and three 30-ton Yazaki gas-fired chiller/heaters in the amount of \$101,750.00 for installation in the Library and Administration Building.

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

SELECTION OF ARCHITECT FOR SWIMMING POOL DEMOLITION

The swimming pool in the Fitness Center has suffered a structural failure and must be demolished and removed so that a replacement pool can be designed and constructed. Pursuant to the action of the Board of Regents taken at the July meeting, Cameron personnel have solicited architectural firms interested in the project and conducted interviews and preliminary evaluations of the firms in accord with Oklahoma statutes and the policies of the Board of Regents.

Following the normal selection procedures, five architectural firms were selected for interview from among the seven firms which expressed an interest in response to the University's announcement. On August 27, 28 and 31, 1992, the interview committee met with representatives of the five firms, discussed the project with them, and considered the proposals of the firms for providing architectural and engineering services to accomplish the demolition and removal of the pool.

The interview committee was composed of the following persons:

Harold R. Robinson, Director of Physical Facilities, Chair
Sam Carroll, Fitness Center Director
Tom R. Chapman, Assistant Director of Physical Facilities

Based on the evaluation of the qualifications of each firm, together with information obtained during the interview, the committee rated the firms in the following manner:

Evaluation of Architectural/Engineering Firms Under Consideration

Factors	Crandall/ Reed, Architects, Oklahoma City	Stubblefield and Associates, Architects, Norman	Ray James, Architect & Associates, Ada, Oklahoma	The Breisch Company, Sand Springs, Oklahoma	RGDC, Inc., Oklahoma City
1. Team Proposed for this Project	23	28	24	27	24
2. Proposed Management Plan	23	27	24	25	24
3. Previous Experience of Team Proposed for this Project	24	28	24	28	25
4. Location and Facilities of Offices for this Project	25	25	24	23	25
5. Project Control	24	27	24	24	25
6. Present Proposed Design Approach for this Project	24	27	24	27	27
7. Describe Your Specialized Experience	25	25	25	25	25
8. Examples of Similar Projects	25	25	25	25	25
9. Describe Awards You Have Received for Design Excellence	24	24	24	24	24
10. Have You Been Involved in Litigation in the Last Five Years?	25	25	25	25	24
11. Litigation Support	48	58	48	48	48
TOTAL	290	319	291	301	296

President Davis recommended that the Board of Regents place in rank order the three firms which are under consideration as consultant architects for the demolition of the swimming pool in the Cameron University Fitness Center.

Regent Hall moved the firms be ranked as follows:

1. Stubblefield and Associates, Architects, Norman
2. The Breisch Company, Sand Springs, Oklahoma
3. RGDC, Inc., Oklahoma City

The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, Brawner, and Hall. The Chair declared the motion unanimously approved.

ESTABLISHMENT OF OFFICE OF PUBLIC SAFETY AND COMMISSIONING OF CAMPUS POLICE OFFICERS

Governing boards of institutions of higher education are authorized to establish campus police departments and employ and commission campus police officers pursuant to the Oklahoma Campus Security Act, found in 74 Oklahoma Statutes 1991, §360.15, et seq. The Office of Public Safety at Cameron University was established by the Board of Regents for Oklahoma A&M Colleges and its officers commissioned by that board. Even though the Board of Regents for The University of Oklahoma and Cameron University has taken action to continue the employment of campus police officers at Cameron, specific action should be taken to re-establish the department and re-commission the officers listed below:

<u>Name</u>	<u>CLEET Certified</u>	<u>Social Security No.</u>
Donald D. Flack	Yes	██████████
Brian D. Bohn	No	██████████
Albert L. Turner	Yes	██████████
Charles R. Thomas	Yes	██████████
John H. Christ	Yes	██████████
Lloyd A. Nelson	Yes	██████████

President Davis recommended that the Office of Public Safety at Cameron University be re-established pursuant to the Oklahoma Campus Security Act and that the police officers employed thereby be commissioned by the Board of Regents.

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

ACADEMIC PERSONNEL ACTIONS

Appointments or Reappointments:

Carl Frank, Instructor in Technology, annual rate of \$27,000 for 9/10 months, August 15, 1992 through May 14, 1993. Paid from 11533, Department of Technology.

Cheryl Rodgers, Instructor in Education and Psychology, annual rate of \$28,700 for 9/10 months, August 15, 1992 through May 14, 1993. Paid from 11293, HB 1706 and 11423, Department of Education and Psychology, pos. F066.

Betty S. Harris, Assistant Professor of Education and Psychology, annual rate of \$29,000 for 9/10 months, August 15, 1992 through May 14, 1993. Paid from 11423, Department of Education and Psychology, pos.

Resignations and/or Terminations:

Jim Brizendine, Librarian/Instructor, Library, August 21, 1992.

Joe Stedt, Associate Professor of Education and Psychology, July 24, 1992.

Jerrold Warner, Instructor, Department of Politics, Sociology, and Criminal Justice, August 2, 1992.

President Davis 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, Brawner, and Hall. The Chair declared the motion unanimously approved.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Appointments:

David L. Carl, Ed.D., Associate Provost, annual rate of \$60,000.00 for 12 months (\$5,000.00 per month), September 8, 1992 through June 30, 1993. Paid from 11493, pos. A123.

Ted Wendt, Ph.D. Dean, School of Fine Arts, annual rate of \$58,000 for 12 months, effective September 1, 1992 through June 30, 1993. Paid from 11313, School of Fine Arts and 11353, Department of Theatre Arts, pos. F-001.

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

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

Regent Gullatt moved the regular meeting be recessed and the Finance and Audit Committee meeting go into session. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, Brawner, and Hall. The Chair declared the motion unanimously approved. The Finance and Audit Committee meeting began at 2:49 p.m.

The Regents reconvened in regular session at 3:35 p.m. in the same location and with all Regents present.

THE UNIVERSITY OF OKLAHOMA

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Van Horn gave the following report:

Enrollment

Enrollment for Fall 1992 has increased by more than 500 students to over 24,400. As of September 4, 19,993 students had enrolled on the Norman Campus, up 404 students from Fall 1991. Enrollment continues through this week, and final Norman enrollment will top 20,000. Health Sciences Center enrollment, including Oklahoma City and Tulsa campuses, is 3,055, an increase of 115 from last year. Enrollment through the College of Continuing Education will near 1,400.

National Scholars

The University reached another record for enrolling national scholars in Fall 1992, with 118 National Merit Scholars, 28 National Achievement Scholars, and nine National Hispanic Scholars. National rankings for such enrollments will be high and the University will top the Big Eight in all three categories. OU anticipates a top three rank among public colleges and universities for National Merit Scholars and top two among public institutions for National Achievement Scholars. In addition, the OU freshman class includes a Presidential Scholar.

Student Achievements

The University's Zeta-Theta Chapter of Phi Alpha Theta, international honor society in history, was presented the Best Chapter Award for colleges and universities with enrollment over 23,000.

Mark Comstock, a Ph.D. recipient from OU, received the 1992 Outstanding Dissertation Award from the Accounting, Behavior and Organization section of the American Accounting Association. Stephen A. Butler, Associate Professor of Accounting, was chair of Comstock's dissertation committee.

Dr. Katherine Abbott, a 1991 graduate in Dentistry, is the first OU College of Dentistry graduate to receive a two-year postdoctoral fellowship from the National Institutes of Health. She is pursuing research at the Oklahoma Medical Research Foundation.

Faculty Awards and Honors

Yoshi Sasaki, George Lynn Cross Research Professor of Meteorology, received a citation from the Japanese Foreign Ministry, Tokyo, for his contributions to U.S.-Japanese academic relations and international affairs.

Gilbert G. Haas, Jr., Professor and Chief of the Health Sciences Center's reproductive endocrinology and infertility section, was elected President of the American Society for the Immunology of Reproduction.

G. William England, Director of the Meaning of Work Research Program in the College of Business Administration, has a two-year term as President of the International Society for the Study of Work and Organizational Values. He recently chaired ISSWOV's international conference in Czechoslovakia.

Roy L. DeHart, Professor and Director of Occupational and Environmental Medicine, is the new President of the American College of Occupational and Environmental Medicine.

Djelal Kadir, Distinguished Professor of Literature and Editor of World Literature Today, has been appointed to the executive council of the International Comparative Literature Association's Coordinating Committee for the Publication of Comparative Literary Histories.

Grants and Gifts

The Rock Mechanics Research Center at OU will receive \$1.2 million over a four-year period from the National Science Foundation, with matching funds from state and industry. OU gained one of four awards to universities under the NSF State Industry/University Cooperative Research Centers program designed to promote research with industrial applications.

EARTHSTORM, a multi-disciplinary teacher enhancement program that draws upon the environmental monitoring stations of Oklahoma Mesonet, was awarded \$750,000 from the National Science Foundation. Project director is Kenneth Crawford, Director of the Oklahoma Climatological Survey.

BIOTRACKS, an Oklahoma Museum of Natural History outreach program for secondary school students, received \$225,000 from the Howard Hughes Medical Institute. The program was created by Peter Tirrell, Assistant Director.

Professors Laurie Vitt and Janalee Caldwell of Zoology, who also serve as curators in the Oklahoma Museum of Natural History, received a three-year \$180,000 grant from the National Science Foundation to study reptiles and amphibians in the Amazon basin of Brazil.

Mrs. La Rita Pack Pace of Oklahoma City has given 28 paintings on paper by 25 of the best known traditional Native American artists to the OU Museum of Art. Mrs. Pack Pace was an OU art student in the 1920s, when the Kiowa Five reached prominence under the tutelage of Art Professor Oscar B. Jacobson.

ACADEMIC ENRICHMENT

Provost Kimpel introduced Dr. Robert Dauffenbach, Professor of Economics and of Business Administration and Director of the Center for Economic and Management Research for a presentation.

Using a series of graphics, Professor Dauffenbach examined how the Oklahoma economy has responded to national employment trends from 1970 through 1991. The graphics reveal the changing structure of the Oklahoma economy, especially as it relates to the energy boom-bust period, and are scaled to particularly highlight the behavior of the State economy in

relation to the national economy. Each major industrial sector of Oklahoma is examined, including construction; mining and petroleum extraction; manufacturing; transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; services; and government.

He said the graphics show: (1) the extent of the employment impact on the Oklahoma economy of the energy boom; (2) the nature of the recovery and implicit resiliency of the Oklahoma economy during the energy bust; and (3) the new ties that have formed between economic growth nationally and growth in this State. The analysis demonstrates that Oklahoma's growth today depends, possibly more so than at any other time in its past, on growth of the national economy.

Dr. Dauffenbach said OU's Center for Economic and Management Research, which publishes the monthly *Oklahoma Business Bulletin* and annual *Statistical Abstract of Oklahoma*, is a storehouse of information on the Oklahoma economy. Staff of CEMR have made numerous and significant contributions to public policy research in Oklahoma.

EDUCATIONAL BENEFITS OF THE CAPITAL BOND ISSUE

On November 3, Oklahoma voters will determine the fate of a \$350 million capital bond issue that would provide \$22.7 million for the Norman campus and \$29.0 million for the Health Sciences Center, including \$6.6 million for the College of Medicine-Tulsa. Projects funded by the bond issue would have significant impact on the academic strength and competitiveness of the University. They provide for:

- improved classroom and laboratory for several academic units
- provision of critical research and clinical facilities for the academic health care programs
- modernization of computing resources, which will improve instruction and research for all academic units in the University and strengthen the University Libraries
- expansion of facilities for strong academic units that bring national recognition for the University
- needed modifications for health, safety and access, to provide a safe academic environment for students and faculty
- consolidation of fund-raising efforts, to generate additional private funds for support of academic programs.

Provost Kimpel and Vice President Farley reviewed the specific academic benefits of the projects on each campus to be funded if the bond issue is passed.

NATIONAL SCHOLARS REPORT

Vice President Roland Smith presented this report. He said through the encouragement and support of the Oklahoma Academic Scholars Program of the State Regents for Higher Education, the OU Board of Regents, private and corporate donors, the Noble

Foundation, and The University of Oklahoma, the OU National Scholars Program has succeeded in recruiting some of the nation's most academically talented students to OU. During the 1992-93 academic year, the University will be the home to over 440 National Scholars.

In 1988, the Oklahoma State Legislature enacted legislation establishing the Oklahoma Academic Scholars Program of the Oklahoma State Regents for Higher Education. This program, along with the strong support and guidance from the Oklahoma State Regents, has enabled the State of Oklahoma to begin to stem the flow of the best students to out-of-state colleges and universities. Equally important to the University and the State of Oklahoma, this year 92 National Scholars from out-of-state have chosen to enroll at The University of Oklahoma.

OU's rankings for the 1992-93 academic year probably will be:

For Freshman National Merit Scholars:

First in the Big 8
3rd among all public institutions
7th nationally among all colleges and universities

For Freshman National Achievement Scholars:

First in the Big 8
2nd among all public institutions
3rd nationally among all colleges and universities

For Freshman National Hispanic Scholars:

First in the Big 8
Figures unavailable for National Rankings

Although OU is only the 65th largest public institution in the United States, The University of Oklahoma will probably have the highest percentage of Freshman National Scholars in our student population of any public institution in the United States.

For the first time in three years, The University of Oklahoma will have a Presidential Scholar in its freshman class. Our 1992 Presidential Scholar is one of 20 students selected from a national pool in the Fine Arts area.

Dr. Smith introduced Ms. Lisa Vaughn, Interim Director for National Scholars Programs, for comments. Ms. Vaughn said the University has an unbelievable retention rate of 94% for scholars. We are not only attracting these students but we are keeping them here and hopefully they will graduate and make a positive contribution to the University and to the State.

1991-92 FUND RAISING REPORT

Vice President Bennett reported for the fourth straight year, The University of Oklahoma experienced a record year in private philanthropy, receiving \$32,025,808 in gifts of cash and property during fiscal year 1991-92. The \$32 million in private support is the highest ever in OU history. Much of this growth is due to better, more comprehensive procedures for counting all gifts of private support, including funds for research granted by philanthropic foundations and organizations.

A key part of the fund-raising success is the addition of six new endowed positions during 1991-92 under the State Matching Gifts Program, which was initiated in 1988-89. To date, OU has qualified for matching funds for 62 endowed positions under the matching program.

Mr. Bennett provided an overview of the Division of University Affairs, including identifying the directors of the four areas and information on the Division's budget and number of employees. He said it is anticipated a new Director of Development for the Health Sciences Center will be hired by late fall.

Critical and special emphasis has been placed on expanding OU's relatively small donor base. Three years ago approximately 8% of OU's alumni made a gift to the University. The national average is 20%-25%. Several new annual giving programs which have been initiated are an annual mail solicitation, a parents campaign, faculty and staff campaign, a senior gifts program, and the very successful phonathon.

Mr. Bennett said an Associates' Council, nationwide in scope, has been established that will assist in further developing the Associates' Program. Currently there are 1,400 Associates and to keep them better informed a newsletter has been initiated and the first issue will be mailed this month.

The University's major fund-raising priorities over the next few years are as follows:

- School of Music (\$2 million)
- Museum of Natural History (\$15 million)
- Match for the Library Endowment (\$115,000 per year)
- Biomedical Research Building (\$10.5 million)
- Endowed Chairs and Professorships
- Scholarships

Mr. Bennett stated that private dollars in the future will be the margin of excellence for The University of Oklahoma.

Chairman Gullatt announced the meeting recessed until the following morning at 9:00 a.m.

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

FISCAL YEAR 1993 SALARY EQUITY INCREASES

On July 9 the Board of Regents approved the Fiscal Year 1993 operating budget of \$473 million, with the exception of final salary equity recommendations. At that meeting, salary equity increases for the Health Sciences Center were also approved.

Summary schedules regarding salary equity increases for Fiscal Year 1993 and individual salary recommendations for the Norman Campus and Health Sciences Center that were not presented at the July meeting were included in the agenda for this meeting. Letters to faculty and staff with their salary and benefit information will be mailed following Board approval of the schedules.

Equity could include (1) adjustments for women and minorities paid less than other faculty and staff of the same rank or position with the same performance, (2) compression and inversion involving narrowing or overlapping of pay between longer-term and newly-hired employees with the same performance, (3) staff and faculty promotions, and (4) increases to bring all staff employees to the minimum pay rate of the current pay plan. To eliminate this last

problem in the future, the President has issued a new policy mandating that all employees be hired at or above the minimum pay for each position. The President, Vice Presidents and Deans agreed to not take salary increases.

Norman Campus

The Fiscal Year 1993 Norman Campus Educational and General budget increased by \$2.6 million in continuing funds including \$2.3 million in State appropriations and \$360,000 in overhead from auxiliary accounts, grants, and from student fees. The new continuing funds were used for \$890,000 in mandatory cost increases, \$700,000 in student fee waivers, \$600,000 in new faculty positions and \$425,000 in faculty equity salary increases. Approximately \$800,000 in continuing mandatory cost increases funded employee compensation increases. All employees received an increase in the University's contribution to the total compensation package for benefits. On the Norman Campus, the University will contribute an average of \$609 more for each faculty member's fringe benefits and an average of \$360 more for each staff member's benefits.

The Norman Campus Senior Vice President and Provost distributed \$425,000 for faculty salary increases totaling 1 percent of the salary base for filled faculty positions. All faculty salary increases requiring more than the 1 percent in new funds and all staff increases were funded through reallocation within colleges and departments.

The proposed equity adjustments will increase the salary base for filled faculty positions by 1.2 percent and increase the salary base of filled staff positions by 1 percent. Increases to bring staff to salary minimums will raise the staff salary base by an additional .3 percent. Almost 25 percent of the faculty and 21.5 percent of the staff are recommended for increases. Most of the faculty and staff equity increases on the Norman Campus range between 1 and 5 percent.

Health Sciences Center

For Fiscal Year 1993, the Health Sciences Center Educational and General budget was increased by \$1.5 million in State appropriations and \$600,000 in tuition and fees, indirect costs and overhead reimbursements. Of the increase \$700,000 was used for increases in mandatory costs, \$1.2 million funded academic improvements and support and \$100,000 funded faculty promotions and equity increases. The balance of increases for equity and for staff promotions was funded from reallocation and from sources other than State appropriations. Approximately 10.1 percent of full-time faculty and 13.1 percent of staff received equity increases. Over half of the faculty and staff equity increases ranged from 1 to 6 percent. The compensation package for all employees was also increased at the Health Sciences Center by an average of approximately \$572 in benefit costs per faculty member and \$250 in benefit costs per staff member.

Although the summary schedules for Health Sciences Center reflect all salary recommendations, the majority of the Health Sciences Center salary adjustments were presented and approved at the July Board of Regents' meeting. Only a few final recommendations are presented for approval at the present time.

Outlook for Fiscal Year 1994

It is possible that the State funding outlook will remain the same for Fiscal Year 1994, and unless State appropriations are cut back significantly all Vice Presidents, Deans and Directors will be asked to prepare for an average faculty and staff salary increase of from 3

percent to as high as 5 percent with no new money. Funds will be generated through savings from unfilled positions, downsizing of units and programs where possible, and increases in non-state revenue. All areas will be notified immediately of the need to identify funds for Fiscal Year 1994 salary increases to allow time for proper planning. Because there is no 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 1994).

President Van Horn recommended approval of final salary equity increases for the Norman Campus and the Health Sciences Center as presented.

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

1993 MEETING DATES

Possible dates for regular meetings of the Board of Regents in 1993 were included in the agenda for this meeting. Regent Lewis moved approval of the following meeting dates for 1993:

January 26-27 - Oklahoma City
March 3-4 - Norman
April 7-8 - Norman
May 12-13 - Tulsa
June 16-17 - Oklahoma City
July 28-29 - Norman
September 8-9 - Lawton
October 13-14 - Tulsa
November 10-11 - Oklahoma City
December 8-9 - Norman

The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, Brawner, and Hall. The Chair declared the motion unanimously approved.

REGENTS' ALUMNI AWARDS

Regents' Alumni Awards are given each year to honor up to 10 individuals, either alumni or friends of The University of Oklahoma, who have given generously of their time and services to the University. Donors who provide financial support in addition to giving generously of their time and talent will not be eliminated. However, this is not an award based solely on monetary contributions. Special attention is given to alumni who have continued their active support after recent graduation.

Nominations are submitted by alumni, friends, and employees of the University. Selection of the recipients is made by a committee appointed by the President of the OU Alumni Association. The Committee is composed of three alumni, one faculty member, one staff member, and one student.

Recipients are honored each year at a luncheon preceding a home football game. The award presentations are scheduled this year for October 3 and will be presented by the Chairman of the Board of Regents. Recipients will receive a plaque and their names will be placed on a large replica of the plaque in the Oklahoma Memorial Union.

President Van Horn reported the committee has met and selected the following individuals:

Wayne T. "Dusty" Biddle - Englewood, Colorado
John R. Bozalis - Oklahoma City, Oklahoma
Bob W. Coleman - San Antonio, Texas
William L. Ford - Shawnee, Oklahoma
Neil E. Hann - Edmond, Oklahoma
Charles C. Ingram - Tulsa, Oklahoma
Carol D. Rogers - Houston, Texas
Kenneth L. Smalley - Dallas, Texas
William W. Talley II - Oklahoma City, Oklahoma
A. Max Weitzenhoffer - New York City, New York

President Van Horn recommended the Board of Regents confirm the Regents' Alumni Awards for 1992.

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

SYLVIA LEWIS SCHOLARSHIP

The Sylvia Lewis Award is intended to assist and encourage students who exhibit academic and leadership qualities in continuing their education. Funding for up to 10 scholarships annually in the amount of \$1,000 is made available by the outstanding performances of student-athletes who have been honored by private corporations for their performance in national, usually televised, competition.

All University of Oklahoma students, except athletes, are encouraged to apply; however, preference will be given to minority students.

All candidates must be enrolled full time and maintain satisfactory academic progress (at least a 2.0 overall cumulative GPA for undergraduates or a 3.0 overall cumulative GPA for graduates). They must also demonstrate strong academic and leadership potential. Applicants are required to provide a resumé, a 50-word statement of their educational goals and a copy of their most recent transcript.

The award selection committee will consist of the Athletics Council Chair, the Director of Athletics or designee, and the Director of Financial Aid or designee.

President Van Horn recommended that the Board of Regents approve establishing a Sylvia Lewis Scholarship with funds received from sponsors of televised athletic events.

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

COMMITMENT OF ASSOCIATES' AND PRESIDENT'S PARTNERS FUNDS FOR THE NATIONAL MERIT SCHOLARSHIPS PROGRAM

With the support of Associates' and President's Partners funds, OU's National Scholars Program can continue to attract the most academically talented students not only in the State of Oklahoma but from across the nation as well. The current OU enrollment of National Scholars is 440 with a freshman class of 155, the largest in our program's history. This program not only brings national attention to OU but allows us to keep our best and brightest students in state.

President Van Horn recommended that the Board of Regents approve the commitment for fiscal year 1993 of \$149,943.75 in Associates' funds and \$49,981.25 in President's Partners funds to support the National Merit Program.

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

DEPARTMENT OF HEALTH, PHYSICAL EDUCATION, AND RECREATION DEPARTMENT/DEGREE NAME CHANGES

In 1986 the Department of Health, Physical Education, and Recreation was granted permission to suspend the undergraduate degree program in Recreation, and now places major emphasis on health and sport curricula and research topics, with less emphasis on teacher education in the area of traditional physical education. Thus, changing its name to the Department of Health and Sport Sciences will allow the University and public to be more aware of the department's mission and programs; will enhance the department's ability to secure external funding; will be more consistent with the names of departments conducting teaching, research, and service at comprehensive universities across the country; and will more accurately reflect its activities and relationship with the College of Arts and Sciences. If approved, this departmental name change will take effect with the Fall 1992 semester

Reflecting the changes in the department, it is also recommended that names of the following degrees be changed, effective with the December 1992 graduation:

- Bachelor of Science in Physical Education degree, College of Arts and Sciences, with options in Health Studies, Sports Studies, or Teacher Education; and Bachelor of Science in Education degree, College of Education, with a major in Health and Physical Education/option in Teacher Education to be changed to the Bachelor of Science in Health and Sport Sciences with options in Health Studies, Sport Studies, or Teacher Education.
- Master of Science and Master of Education in Health, Physical Education, and Recreation, Graduate College, with options in Health Promotion, Motor Behavior, Scientific Bases of Human Performance, or Recreation/Sport Management to be changed to the Master of Science or Master of Education in Health and Sport Sciences, with options in Health Promotion, Motor Behavior, Scientific Bases of Human Performance, or Sport Management.

These changes have been approved by the College of Arts and Sciences, College of Education, Academic Programs Council, Graduate Council, and Senior Vice President and Provost.

President Van Horn recommended approval of changing the name of the Department of Health, Physical Education, and Recreation to the Department of Health and Sport Sciences. He also recommended changing the names of degrees as specified above.

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

COOPERATIVE OU/OSU MASTER OF ARTS IN ECONOMICS AT UCT

In November 1989, the Board of Regents approved offering an MA in Economics (Managerial Emphasis) at the University Center at Tulsa. With approval by the UCT Board of Trustees, the proposal was forwarded to the Oklahoma State Regents for Higher Education, where it was not approved due to Oklahoma State University's position that it duplicated its MBA program. Subsequently, OSU's proposal to offer an MS in Economics degree at UCT was tabled by the Board of Trustees. Thus, neither OU's nor OSU's Economics degrees were implemented at UCT.

In 1991, President Van Horn presented a plan to the UCT trustees that called for cooperative program development by the consortium institutions in high priority need areas identified by the trustees, and the trustees subsequently adopted this cooperative model. Consequently, the faculties of the departments of Economics at OU and OSU began discussions to develop a cooperative program proposal in graduate Economics at UCT.

As a result of these discussions, it is recommended that a proposal for the first cooperative degree program to be offered at UCT be presented by OU and OSU to the UCT trustees at their October meeting. The plan calls for an MA in Economics (Regional-Urban Emphasis) from the University of Oklahoma and an MS in Economics (International Emphasis) from OSU. UCT students will take selected core courses, with instruction shared by the two institutions, then complete the degree from the institution offering the emphasis of their choice. The plan is designed so that an OU student can take 17 hours of OU graduate courses and 15 hours of OSU graduate courses at UCT, completing the 32-hour total degree requirement.

With approval by the Board of Regents, this proposal will be submitted to the UCT trustees in October for review, approval, and submission to the Oklahoma State Regents for Higher Education. If approved at that level, with resources allocated by UCT to support the program, coursework will be implemented beginning with the Fall 1993 semester.

President Van Horn recommended that the Board of Regents approve adding to the University Center at Tulsa list of approved programs a Master of Arts in Economics to be offered cooperatively by The University of Oklahoma and Oklahoma State University.

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

NAME FOR FACULTY STUDIO IN CATLETT MUSIC CENTER

In response to a proposal from The University of Oklahoma, the Charles A. Dana Foundation, Inc. of New York has made a generous gift of \$50,000 designated toward the completion of the construction of Catlett Music Center. The proposal suggested that the Foundation consider designating the gift for a Faculty Music Studio.

The Charles A. Dana Foundation, Inc. also has assisted The University of Oklahoma in the past by contributing \$50,000 to the Mildred Andrews Memorial Fund. This fund is to be used to purchase a concert pipe organ to be placed in the Concert Hall of Catlett Music Center when construction is completed.

The faculty of the School of Music is pleased to recognize this generous gift with the naming of a Faculty Music Studio.

President Van Horn recommended that the Board of Regents approve the designation of a faculty studio in the next phase of Catlett Music Center as the Charles A. Dana Foundation Faculty Music Studio.

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

FEDERAL RELATIONS SERVICES

To facilitate and assist the efforts of the University community to secure Federal grants and contracts and to maintain closer working relations with the Oklahoma Congressional delegation, it is in the best interest of the University to continue the services of Mr. Doyce Boesch. Mr. Boesch is located in Washington, D.C. and has agreed to continue providing services and devoting 51% of his time on behalf of the University. His duties include but are not limited to, (a) assisting the University community in identifying opportunities and working with the Vice President for Research in obtaining grants and contracts for research, training, equipment, and facilities; (b) working with the Oklahoma Congressional delegation in Washington by keeping them advised of University programs and by exploring with them opportunities for the University in Washington; and (c) working with the President and the Vice President for University Affairs in advancing the goodwill of the University with its alumni, supporters and friends. Mr. Boesch has agreed that during the term of this agreement he will not represent any other educational institution, nor will he represent a firm with a potential conflict of interest with the University. For performing these services, Mr. Boesch will be paid \$5,000 per month plus expenses.

Mr. Boesch will report to the Vice President for Research for the University and will work closely through his office with the provosts, other vice presidents, deans, and researchers on the Norman and Health Sciences Center Campuses. It is understood that Mr. Boesch will on an occasional basis travel to Oklahoma to meet with University personnel and to assist in the training of new researchers that are seeking grants and contracts.

The term of this agreement is for one year beginning September 1, 1992 and ending August 31, 1993. The agreement may be extended for additional one-year terms upon written agreement of the parties on terms acceptable to both parties. The Vice President for Research for the University shall have the authority to act on behalf of the University in extending the agreement.

President Van Horn recommended the Board of Regents approve a continuation of the consulting agreement with Mr. Doyce Boesch to provide Federal relations services to the University as set forth above.

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

PROPOSALS, CONTRACTS, AND GRANTS

The Provision of Goods and Services policy provides that contract and grant proposals for \$100,000 or less may be approved by the President or his designee. 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 June and July, 1992 are shown on the following pages. A list of contracts above \$100,000 executed during the same period of time on proposals previously reported is also included.

The news is very good when grant and contract expenditures for FY92 are compared to FY91. Overall, there was a 16% increase in these expenditures, thus exceeding our estimate of a 13% increase. FY92 was another record year.

OU made significant strides in improving its federal funding in FY92 with, for example, the Norman Campus increasing by 36%. However, federally funded research still can improve on both campuses. It totals \$20.5 million resulting from \$12.2 million and \$8.3 million on the Norman Campus and Health Sciences Center, respectively. Proposal productivity, a major source of the growth in future expenditures, is less than desired and likely results from the same individuals carrying the proposal development load for the University. This problem will be addressed during the coming year.

All early indicators are that FY93 again will be a record year. Based on awards and modifications in FY92, an 11% growth can be projected for FY93.

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 depending on these negotiations.

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

BOND COUNSEL SERVICES

The University's contract for bond counsel services expired on June 30, 1992 so bids were solicited to provide these services over the next five-year period. Bids were sent to 15 firms and five responses were received. The requirement was also advertised in both the Oklahoma City and Tulsa newspapers.

The bids were evaluated based upon the following criteria:

- A. Fees
- B. Past Performance
- C. Complexity, Size, and Similarity of Past Bond Projects
- D. Responses to Task Statements

The fees bid were as follows:

	<u>Phillips*</u> <u>McFall</u>	<u>Crowe</u> <u>Dunlevy</u>	<u>Andrews</u> <u>Davis</u>	<u>Fagin</u> <u>Bush</u>	<u>Shirk</u> <u>Work</u>
Minimum Fee	5,000	4,900	5,000	8,500	15,000
\$5 million bond issue	7,000	4,900	5,000	8,500	14,750
\$15 million bond issue	7,000	9,500	10,500	15,000	24,750
\$30 million bond issue	7,000	9,500	15,000	30,000	39,750

*Bid indicated plus all out-of-pocket expenses incurred (including, but not limited to, publication expense, reproduction expense, filing fees, travel expenses, long-distance telephone expense, and other similar expense). Whereas the RFP specified the allowance of "direct project legal expenses", the Phillips McFall response included reimbursement of "all out-of-pocket expenses" including travel expense. The RFP specified that "travel and per diem costs are the responsibility of the bond legal counsel and shall be considered as a part of the fee charged..." In view of the open-ended expense exposure and the closeness of the Phillips McFall bid with the Crowe Dunlevy bid, the Phillips McFall bid cannot be automatically regarded as the low bid for the \$15 million and \$30 million level bond issues.

All five firms are considered to be qualified to serve as bond counsel for the University. The differences in fees are relatively small and the lowest fee determination would depend upon the size of the bond issue. Crowe Dunlevy could be low if the bond issue were \$5 million or below, and Phillips McFall could be low if the bond issue were \$15 million or more. Both Crowe Dunlevy and Fagin Bush have previously served as the University's bond counsel and both have provided excellent service. The fees bid by Fagin Bush and Shirk Work were considered to be too high for further consideration.

The three firms with the lowest bids were reviewed in more detail and the following comments apply:

Phillips McFall: This firm was formed in 1986 and their principal bond counsel, who has been involved in 250 bond issues, joined the firm in 1989. In addition, one of the partners also has bond counsel experience.

Crowe Dunlevy: This firm is the low bid on the \$5,000 level bond issue and, because of the Phillips McFall expense contingency, may be the probable low bidder on all levels. Crowe Dunlevy has previously served as the University's bond counsel. Two attorneys listed as bond counsel specialists have been involved in a total of \$2.8 billion in financing projects and a total of four attorneys work on municipal and revenue bond issues.

Andrews Davis: Municipal bonds/public finance is listed in the firm's brochure as a "growing area of the firm's practice". Two attorneys were listed who specialized in Municipal Bond and Finance Law.

Of the three firms listed, the evaluation committee determined that the firm of Crowe Dunlevy should be recommended as the University's bond counsel. They are the largest firm, and their bid is low at two levels and (because of Phillips McFall expense contingency) is probably lower or equal to at the two higher levels.

President Van Horn recommended that the Board of Regents approve the award of a contract to Crowe Dunlevy to provide bond counsel services for the University for the period September 15, 1992 through December 31, 1997.

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

MODIFICATION OF REGENTS' FUND SPENDING AND INVESTMENT POLICIES

University of Oklahoma Board of Regents' policy (8.11.2 and 8.11.3) requires that the spending and investment policies applicable to the Regents' Fund be reviewed at least once a year. The last review was at the September 1991 Regents' meeting.

The policies were reviewed at the Finance and Audit Committee meeting held on September 9, 1992.

Spending Policy

The current policy provides for the distribution of 5.25% of a twenty-quarter (five-year) weighted average market value of the Consolidated Investment Fund (CIF). This policy continues to be similar to those followed by many other colleges and universities. Thirteen of the University's peer institutions participated in the 1991 NACUBO Endowment Study. Based on information presented therein, eleven of the peer institutions reported spending policies ranging from 5% to 8% of market value (in most cases a moving average market value). Of the remaining two peer institutions, one reported spending all current income and one reported no spending rule. Thus the recommended spending policy is comparable to that followed by other colleges and universities. It is recommended that no changes be made in the policy at this time.

Investment Policy

Based upon a current review of the investment policy, it was noted that it did not currently include a defined means of measuring the performance of the University's investment advisor, J. & W. Seligman & Co., Inc.,. As a result, the policy has been revised to include a performance measurement section. The suggested performance measurement criteria provides for the following:

- Quarterly reporting to the Board of Regents;
- Year-to-date results and cumulative results for a range of past time periods; and,
- Specific benchmark indices against which performance will be measured.

A copy of the proposed policy was included in the agenda to facilitate review.

The current investment management fee charged by the University's investment advisor, J. & W. Seligman & Co., Inc., represents 25% of the market value of externally managed assets. Based upon data reported in the 1991 NACUBO Endowment Study, institutions with endowment market values of \$25 million and under reported spending .57% of the market value of externally managed assets for investment management fees. Thus the investment management fee paid by the University compares favorably to those paid by other colleges and universities.

President Van Horn recommended modifications to the Regents' Fund Investment Policy as recommended by J. & W. Seligman & Co. as shown below (additions are underlined):

II. Other Investment Funds

These funds are to be invested in accordance with the terms and conditions of the underlying gift instruments. Any earnings therefrom are to be expended in accordance with the Regents' Fund Spending Policy.

Performance Measurement

Over a full market cycle of five years or longer, the performance of the investment advisor shall be measured against the following benchmarks:

- A. Total return is expected to be in the upper 50 percentile of a comparative balanced advisor universe, such as the SEI Endowment Fund universe;
- B. Total return should equal or exceed a calculated weighted average index and the Consumer Price Index;
- C. Bond Holdings should over reasonable periods of time achieve a total rate of return equal to or in excess of the Shearson Lehman Brothers Government/Corporate Bond Index; and,
- D. Equity holdings should over reasonable periods of time achieve a total rate of return equal to or in excess of a reference index of 75% Standard & Poor's 500 and 25% NASDAQ.

Performance will be reviewed semi-annually for the following periods: current year-to-date; one year; three years; five years; and, ten years.

Annual Review

Goals, objectives and guidelines shall be reviewed at least once a year.

Key Terms Defined

- I. Consolidated Investment Fund: The purpose of this fund group is to account for resources, the investment of which is not restricted by the terms and conditions of the underlying gift instruments, combined for investment purposes, thereby allowing individual funds the opportunity to share in a portfolio offering greater diversification and the hope of a better return than they could achieve individually. Resources within this fund are to be invested based upon investment recommendations provided by the Investment Advisor.

- II. Other Investment Funds: The purpose of these funds is to account for resources, the investment of which is restricted by the terms and conditions of the underlying gift instruments, i.e., funds for which the donor placed specific restrictions on the type of securities to be held. Perhaps the most common example of this type of fund is a real property fund. The University receives a gift of real property to be held in perpetuity, thus restricting other investment alternatives.
- III. Total Rate of Return: The return on an investment, taking into account capital appreciation, dividends or interest.
- IV. Weighted Average Index: A composite benchmark indices, weighted in proportion to the market value of the underlying investments, of the Standard & Poor's 500, NASDAQ, Lehman Brothers Government/Corporate Bond Index, and the 91 Day Treasury Bill.

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

EASEMENT FOR OKLAHOMA GAS AND ELECTRIC COMPANY

The University has been in the process of upgrading the electric service to South Campus facilities from the existing overhead lines to 12.5 KV underground service. There are three remote metered locations south of Constitution Street adjacent to the Golf Course which are not economically feasible to serve by The University of Oklahoma. Accordingly, the University has requested OG&E to take over service of these facilities. The primary service line will be installed underground from the east and the service to the individual facilities will be run overhead, replacing the existing University-owned power poles as required. In order to provide the requested service, OG&E will need an electric service easement 10 feet in width and approximately 1,627 feet in length.

The location of the easement is described as follows:

Several strips of land lying in and across parts of Block 33, FORMER NAVAL AIR TECHNICAL TRAINING CENTER, an addition in Norman, Cleveland County, Oklahoma, according to the recorded plat thereof; said strips of land each being ten (10) feet in width and five (5) feet on each side of the centerlines of the above said system as installed.

President Van Horn recommended that the Board of Regents grant an easement to Oklahoma Gas and Electric Company (OG&E) for the installation of underground and overhead electric service on the South Campus.

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

LLOYD NOBLE CENTER IMPROVEMENTS

Regents' Policy 7.21.2 approved November 8, 1984 reads in part as follows:

Seat Option Plan. A new seat option plan for home basketball games at Lloyd Noble Center is established. Monies generated from the plan will be used (1) to improve Lloyd Noble Center by the expansion and improvement of concession areas and rest rooms and by upgrading of the basketball facilities, and (2) to establish an endowment for the basketball program. Earnings from the endowment will be used to provide a secure financial base for the future of the program.

Now that the improvements to concessions and rest rooms have been completed, the Athletic Department has requested additional improvements in Lloyd Noble Center prior to the 1992-93 basketball season. Improvements include the installation of portable risers and chairs for courtside seating, a new band seating area over the south tunnel, press room improvements, new Big 8/NCAA Tournament banners, replacement of the Clinton Lounge furniture, construction of trophy/display cases, and creation of storage space for the basket ball team's equipment.

In 1984 the Board approved the concept of establishing an endowment to provide a secure financial base for the future of the basketball program. This action is intended to establish this fund and to authorize the Athletic Director to use the earnings to support the basketball program.

The source of funding for both the proposed improvements and the establishment of this endowment is the approximate \$440,000 in basketball seat option monies currently on deposit in The University of Oklahoma Foundation. Any subsequent funds received from the sale of seat options under the current program will be deposited in this endowment fund.

President Van Horn recommended that the Board of Regents (1) authorize the allocation of \$140,000 in Basketball Seat Option Funds for upgrading of the basketball facilities in Lloyd Noble Center, and (2) establish an endowment in the amount of \$300,000 with the earnings to be used to support the basketball program.

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

PHYSICAL SCIENCES CENTER RENOVATION PROJECT

At their September 1991 meeting, 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 July 9, 1992 an inspection of the laboratory casework, fume hoods and other items of fixed scientific equipment provided by Kewaunee Scientific Corporation was completed by representatives of Kewaunee Scientific Corporation, Rees Associates, Inc., and the University. A punch list of incomplete items of work has been developed by the project architect and given to Kewaunee Scientific Corporation for corrections.

The project architect has reviewed the results of the inspection and recommends that the installation of laboratory equipment and hoods for which Kewaunee Scientific Corporation is responsible be accepted as substantially complete effective July 9, 1992 and that final payment to Kewaunee Scientific Corporation be made following completion of all punch list items. Kewaunee Scientific Corporation 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 Kewaunee Scientific Corporation as substantially complete effective July 9, 1992 and (2) authorize final payment be made following completion of all punch list items.

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

MAX WESTHEIMER AIRPORT MASTER PLAN UPDATE

The current master plan for the development of Max Westheimer Airport was completed by an airport consultant and accepted by the Board of Regents in July 1986. The plan includes the relocation and extension of Runway 17/35, reconstruction of ramp areas, the reconstruction of Runway 3/21 and numerous other airport improvements. The plan has served as the basis for a series of grant applications. In accordance with the approved provisions of the plan, the Federal Aviation Administration (FAA) has assisted in funding by providing 90 percent of the eligible project costs of the following major improvements:

<u>Project</u>	<u>Project Cost</u>
1. Relocation and Extension of Runway 17/35	\$3,516,606
2. Ramp Area Reconstruction and Extension, Phase I	926,550
3. Ramp Area Reconstruction and Extension, Phase II	930,240
4. Runway 3/21 Reconstruction (under construction)	<u>1,056,556</u>
Total	\$6,429,952

The FAA advises airport operators to update their master plans approximately every five years. It has been six years since the current master plan was completed, and most of the significant projects identified therein which were eligible for federal funding have been accomplished or are under contract. Since a project must be included in the master plan in order to be eligible for FAA funding, it is recommended that the plan for Max Westheimer Airport be updated at this time.

The new master plan will include a revised Airport Layout Plan, descriptions for newly identified projects and preliminary cost estimates. The cost of the preparation of the master plan is eligible for FAA funding of 90 percent of the cost of the required professional services. The exact cost for professional services will be determined through negotiation but should be in the range of \$40,000 to \$50,000 depending on the final scope of services.

President Van Horn recommended that the Board of Regents approve a project to update the Max Westheimer Airport Master Plan and authorize the administration to select a planning consultant and proceed with the project.

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

LEASE PURCHASE APPROVAL REQUEST FOR NEW TELECOMMUNICATIONS SWITCH

The current NEC NEAX 22L telecommunications switching system was installed in August 1984 and is used to provide telephone services including equipment and long distance to students, faculty, and staff. There are currently in service approximately 7,000 working extensions and 400 local and long distance lines. A new switch is required to improve the quality of basic service and reliability and to provide the flexibility required to integrate with new technologies such as voice processing and an enhanced long distance billing system. The existing system was purchased under a 10-year lease purchase plan with the final payment being due in July 1993.

The specifications for the new system will include as a minimum the following three major requirements:

1. A new digital telephone switch - with capability for full integration of both voice and data communications.
2. Voice Processing System - with capability for voice mail, automated attendant, touch tone registration and information inquiry.
3. Automated Real Time Billing System - will provide improved customer service with less effort.

The plan for the new system was distributed and reviewed by all major academic and administrative areas.

The net cost of the replacement system with trade-in is estimated at \$4.2 million with this amount to be financed via a lease purchase agreement as approved by the State Bond Oversight Commission. The final payment of \$702,000 on the existing switch 10-year lease purchase agreement will be made in July 1993. The first payment on the new switch will be scheduled for July 1994 and end in 2000. The \$702,000 payment which is annualized in the Telecommunications budget will continue to pay out the new switch.

Specific approvals and procedures are required by State law on lease purchase transactions. Bond Oversight Commission regulations also require certain approvals and procedures. The approvals required for the lease purchase of the telecommunications system are as follows:

1. OU Board of Regents provides approval of the lease purchase method of financing the project.
2. Office of State Finance provides program budget approval.
3. Oklahoma State Regents for Higher Education provides approval of the project.
4. Bond Oversight Commission grants approval of the project.
5. State Central Purchasing issues a competitive Request for Proposal as developed by the University for the telecommunications switch and related systems.
6. OU Board of Regents approves the selection of the telecommunications system contingent upon the completion of a lease purchase financing agreement.
7. OU submits specific financing requirements to Bond Oversight Commission.
8. Bond Oversight Commission bond advisor requests State Central Purchasing to issue competitive bids for the lease purchase financing of the selected system.
9. OU Board of Regents approves the award of the lease purchase financing bid.
10. State Central Purchasing issues a purchase order to the successful third party financial firm which in turn orders the telecommunications switch and related systems for the University.

As can be determined from the above process, this recommendation is a preliminary approval which allows the project to move forward. The OU Board of Regents will subsequently have the opportunity to approve the selection of the telecommunications system and the award for the lease purchase financing agreement.

President Van Horn recommended that the Board of Regents approve the submission of a Lease Purchase Approval Request to the Bond Oversight Commission via the Oklahoma State Regents for Higher Education for financing a new telecommunications switch.

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

SELECTION OF ENGINEERS FOR LABORATORY RENOVATIONS

There is a need for an engineering firm to provide professional mechanical and electrical design services for the Research Laboratory Modernization Project. At the April 1992 meeting, the Board authorized a search for architectural and engineering consultants for this project, which is funded by fiscal year 1992-93 Section 13 and New College Funds. It was determined that Architectural and Engineering Services at the Health Sciences Center would

provide architectural design and that only mechanical and electrical engineering consultants would be required. Letters were sent to 41 engineering firms on the list provided by the State Department of Central Services and 10 responses were received. The responses were reviewed by the Interview Committee and five firms were selected for interview.

The Interview Committee was composed of the following people:

Charles Brown, Ph.D., Associate Dean, College of Medicine
 Thomas R. Godkins, Director of Capital Planning
 W. Harley Campbell, Campus Architect and Chair of Interview
 Committee
 Billy Chenoweth, P.E., Assistant Director, Site Support
 Kenneth Jackson, Ph.D., OMRF Assistant Professor of Research,
 Department of Medicine

The interviews and the preliminary review process were conducted in accordance with the provisions of the Oklahoma State law and the policies of the Board of Regents. The Interview Committee obtained information from the documents supplied by the consultants, the files of the State Office of Public Affairs, and other sources. The following qualifications of each firm were considered by the committee: (1) professional reputation for design and engineering; (2) experience with similar types of renovation projects; (3) qualifications of the firm's professional staff; (4) scope of services offered; (5) amount of work in progress; (6) previously completed University projects; (7) financial standing and stability; (8) size of firm; and (9) location of firm.

The Interview Committee rated the five firms as follows:

	PSA Con- sulting Engineer Inc., Okla. City	The Benham Group Okla. City	Consulting Engineering, Electrical Energy Con- sultants, Inc. Tulsa	Lee & Browne Consult- ingEngi- neers, Inc., Tulsa	EE Systems Engineering Inc., in Assoc. with Davenport Darr Associates Okla. City
Acceptability of Design	43	38	37	36	26
Quality of Engineering	41	40	38	38	28
Adherence to Cost Limits	41	39	38	35	33
Adherence to Time Limits	41	40	35	40	32
Volume of Changes	41	43	41	38	35
Financial Stability	46	47	43	41	26
TOTAL	<u>253</u>	<u>247</u>	<u>232</u>	<u>228</u>	<u>180</u>

President Van Horn recommended that the Board of Regents (1) place in rank order the engineering teams which are under consideration for the Research Laboratory Modernization Project and (2) authorize the administration to negotiate the terms of a contract and the fees for professional services.

Regent Hall moved the firms be ranked as follows and the administration be authorized to negotiate the terms of a contract and a fee for professional services:

1. PSA Consulting Engineer Inc., Oklahoma City
2. The Benham Group, Oklahoma City
3. Consulting Engineering, Electrical Energy Consultants, Inc., Tulsa
4. Lee & Browne Consulting Engineers, Inc., Tulsa
5. EE Systems Engineering Inc., in Assoc. with Davenport Darr Associates, Oklahoma City

The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, Brawner, and Hall. The Chair declared the motion unanimously approved.

PURCHASE OF LABORATORY SERVICES FOR THE COLLEGE OF MEDICINE-TULSA

In the course of providing medical training to residents and students at the College of Medicine-Tulsa, the need to facilitate clinical laboratory testing exists in the delivery of patient care. Consequently, laboratory services that require special processing and/or medical interpretation require outside laboratory facilities that are capable of performing such services.

Due to medical and legal considerations, the College of Medicine-Tulsa annually solicits bids from Medicare approved laboratories that perform in a manner which assures compliance with federal guidelines. The criterion for selecting vendors is specific for physician need and cost to the University. Bids were sent to six vendors and four responses were received as follows:

<u>Vendor</u>	<u>Estimated Total Cost</u>
Metropolitan Reference Laboratories Tulsa	\$ 91,253.15
SmithKline Beecham Clinical Laboratories/ Hillcrest Medical Center Tulsa	88,561.90
Regional Medical Laboratory, Inc. Tulsa	125,787.75
Medical Arts Laboratory Oklahoma City	222,909.90

The above totals represent 105 different high volume test requirements based on the previous year history (over 15,000 total). In addition, the above totals include estimated usage of approximately 800 other tests that may or may not be required and are published in Medicare Part B reimbursement rates for outpatient laboratory services in Tulsa.

The administration recommends that the Board of Regents authorize the Health Sciences Center to award a purchase order to the low bidder, SmithKline Beecham, for an estimated cost of \$88,561.90.

Funds are available in the following six budget accounts:

A0010199	PPP-TCM Family Practice Clinic Sheridan
A0020199	PPP-TCM Family Medicine Center-Marina
A0020299	PPP-TCM Tulsa Internal Medicine Center
A0010499	PPP-Tulsa GYN-OB Clinic
A0010599	PPP-TCM Pediatric Clinic
A0010399	Surgery Resident Clinic

President Van Horn recommended that the Board of Regents authorize the Health Sciences Center to award a purchase order to SmithKline Beecham Clinical Laboratories/Hillcrest Medical Center for the period beginning October 1, 1992 through June 30, 1993 for an estimated total amount of \$88,561.90 for clinical laboratory testing required in the delivery of patient care on an as-needed basis.

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

PURCHASE OF LEGEND TELEPHONE SYSTEMS

The Board of Regents authorized the Health Sciences Center to award a contract for Spirit Electronic Key Telephone Systems and Merlin II systems on an as-needed basis. The Spirit systems have a maximum of 24 lines and 48 stations. A system with a larger capacity is needed for larger departments. The AT&T Merlin Legend will provide service for up to 79 lines and 144 stations.

All of the existing telephone sets and circuit packs used in the Merlin II will interchange to the Merlin Legend, requiring less stocking of maintenance items and less training. The entire AT&T Merlin line has been a low maintenance, high performance system since it was introduced in 1982. The Merlin II has been upgraded at least three times in the past four years. It is anticipated that the Merlin Legend will continue to be upgraded and supported by AT&T for several years.

To address the ongoing need to systematically replace the Merlin system, bids were sent to nine vendors. Five responses were received as follows:

<u>Firm</u>	<u>Offer</u>
AT&T Oklahoma City	\$ 851,768.80
MicroAge Oklahoma City	882,812.00
Sears Business Center Oklahoma City	894,981.85
Frontier Computer Corporation Dallas	1,081,470.00
North Tel, Inc. St. Paul, Minnesota	1,202,267.00

Telecommunications and Purchasing have evaluated the responses and administration's recommendation is to accept the low bid from AT&T on an as-needed basis.

The OUHSC Telecommunications Department serves the Oklahoma Health Center. Current percentage of usage by OUHSC is 22.5 percent. Cost for these purchases will be recovered by the ordering department or agency. Funds are available in budget account 38250090, Site Support Telecommunications.

President Van Horn recommended that the Board of Regents authorize the Health Sciences Center to award a purchase order to AT&T for the period beginning September 15, 1992 through June 30, 1993 in the amount of \$851,768.80 for AT&T Merlin Legend telephone systems on an as-needed basis.

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

PURCHASE OF A MULTIPARAMETERED IMAGE CYTOMETRY SYSTEM

The Health Sciences Center Department of Pathology has received a grant from the Presbyterian Health Foundation for the purchase of a multiparametered image cytometry system referred to as Becton-Dickinson's "DISCOVERY" System. This system will be used to make quantitative measurements of cell size, cell shape, DNA content, produce abnormal proteins, excessive production of normal proteins, the presence or over expression of cancer causing genes, the loss of expression of anti-cancer causing genes and the presence, absence, or relative amounts of cell receptors for hormones and growth factors that control both the normal and abnormal cellular functions. Of the many possible uses of this system its primary applications will be in the analysis of breast cancer and liver tumors and in studies of genetic and metabolic diseases.

The "DISCOVERY" Systems are presently only in the field in Europe. This will be the first system in the Americas and would establish an International Image Cytometry Center on The University of Oklahoma Health Sciences Center campus. It is manufactured and distributed solely by the Becton-Dickinson Cell Analysis Systems, Inc.

Senior Vice President and Provost Stein has reviewed the availability of equipment at the Health Sciences Center in order to reduce duplication and has determined that this equipment is necessary for this facility and the program.

Administration is requesting approval to award a purchase order on a sole source basis for \$185,000.00. Funds will be available in account C5172401, Image Cytometry System.

President Van Horn recommended the Board of Regents authorize the Health Sciences Center to issue a purchase order to Becton-Dickinson Cell Analysis Systems, Inc. in the amount of \$185,000.00.

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

PROFESSIONAL SERVICE AGREEMENTS

The following new professional service agreement is proposed:

Department of Obstetrics and Gynecology and HCA Presbyterian Hospital	\$163,750
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The purpose of this contract is to provide a regional perinatal program for Central Oklahoma. The perinatal program will provide enhanced education for the medical students and resident physicians in the academic program. Site of practice exception was approved by the Board of Regents on February 19, 1992. The term of this contract is from July 1, 1992 through June 30, 1993. The contract has been reviewed by Legal Counsel. Funds will be deposited and expended through account R0000073 - Obstetrics and Gynecology PPP Collections.

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

College of Medicine and Oklahoma Medical Center	\$586,619
College of Medicine, Department of Pathology and Oklahoma Medical Center	204,400
College of Medicine, Department of Pathology and Oklahoma Medical Center	315,000
College of Medicine, Department of Pediatrics and Department of Human Services	440,000
College of Medicine, Department of Pediatrics and Oklahoma Medical Center	365,760
College of Medicine, Department of Pediatrics and Children's Hospital of Oklahoma	371,360

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

Regent West moved approval of the recommendation. The following voted yes on the motion: Regent Gullatt, West, Fisher, Lewis, Blankenship, Brawner, 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.

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

**QUARTERLY REPORT OF ASSOCIATES AND PRESIDENT'S PARTNERS
COMMITMENTS**

ASSOCIATES FUNDS:

Following is the commitment of funds of The University of Oklahoma Associates for the period April 1 through June 30, 1992:

Academic Support

Administrative Fund Support	\$37,465.23
OU's Research Today for a Better Tomorrow	12,348.22
OU Percussion Ensemble International Conference	8,000.00
Research and Creative Activity Support	100,000.00
Undergraduate Instructional Innovation	100,000.00
Provost's Outstanding Academic Advising Awards	2,000.00
Graduate Teaching Awards	3,000.00
Ph.D. Dissertation Awards	3,000.00

The following are expenditures of Associates funds which were restricted by donors to the various colleges for the same period of time:

College of Architecture

Academic & Research Support	\$3,897.20
College Fund Raising - Entertainment	313.14
College Public Relations - Entertainment	1,258.79
Professional Development	432.00

College of Arts and Sciences

Academic & Research Support	889.30
Academic Travel	475.00
Scholarships	475.00

College of Business Administration

Academic & Research Support	31,759.75
Awards and Honors	25,601.67

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<u>College of Education</u>	
Professional Dues	15.00
<u>College of Fine Arts</u>	
Academic and Research Support	950.00
College Public Relations - Entertainment	316.68
<u>College of Geosciences</u>	
Academic and Research Support	2,518.38
<u>College of Law</u>	
Academic and Research Support	21,006.83
College Public Relations - Entertainment	513.67
College Public Relations - Promotion	1,312.36
Professional Development	485.00
College Fund Raising	1,334.46
<u>Library</u>	
Academic and Research Support	371.00
<u>Museum of Art</u>	
Academic and Research Support	712.50
PRESIDENT'S PARTNERS FUNDS:	
Following is the commitment of funds of The University of Oklahoma President's Partners for the period April 1 through June 30, 1992:	
Retired Faculty Plaques	\$1,375.00
Regents' Awards for Superior Staff	2,000.00
Bright Ideas Awards	1,594.00
Honorary Degree Support	131.10

This report was presented for information.

QUARTERLY REPORT OF PURCHASES

Regents' policy authorizes the President or his designee to approve purchases for \$100,000 or less when a low responsive bid is accepted and other purchases for \$75,000 or less. The Board of Regents is provided a quarterly report of these purchases approved by the President or his designee between the old and new levels requiring Board action.

Reports of purchases covering the period April 1, 1992 through June 30, 1992 for the Norman Campus and the Health Sciences Center were included in the agenda.

This report was for information only.

ACADEMIC PERSONNEL ACTIONS

Health Sciences Center:

Leave of Absence:

Sanjeev Deveshwar, Assistant Professor of Neurology, leave of absence without pay, July 1, 1992 through June 30, 1993. To complete a residency in Radiology.

Endowed Position:

Mark F. Naylor, Assistant Professor of Dermatology; title changed from Centennial Professor to Richard and Adelene Fleischaker Professor of Dermatology Research, April 1, 1992.

Appointments or Reappointments:

Jorge F. Perez-Cruet, M.D., Professor of Psychiatry and Behavioral Sciences, annual rate of \$83,502 for 12 months (\$6,958.50 per month), July 1, 1992 through June 30, 1993. Paid from VA Medical Center.

Sadhir Kumar Khanna, 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.

Martina Jan Jelley, M.D., Clinical Assistant Professor of Medicine, Tulsa, annual rate of \$31,350 for 12 months (\$2,612.50 per month), .60 time, August 1, 1992 through June 30, 1993. Paid from A0010299, PPP TMC Internal Medicine Group Practice

Michael Edward Joseph, M.D., Clinical Assistant Professor of Medicine, Tulsa, annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 1, 1992 through June 30, 1993. Paid from 2805-5, TMC Department of Internal Medicine; A0010299, PPP TMC Internal Medicine Group Practice; and A0030299, PPP DHS TMEF Additional Clinical Service Medicine.

Betty Ruth Kupperschmidt, Assistant Professor of Nursing, annual rate of \$42,000 for 10 months (\$4,200.00 per month), August 1, 1992 through May 31, 1993. Paid from 20069340, College of Nursing.

James Glenn Scott, Ph.D., Clinical Assistant Professor of Psychiatry and Behavioral Sciences, annual rate of \$49,000 for 12 months (\$4,083.33 per month), July 1, 1992 through June 30, 1993. Paid from A008091, PPP Psychiatry Dean Fund Support.

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Elizabeth Joan Syzek, M.D., Assistant Professor of Radiological Sciences, annual rate of \$50,000 for 12 months (\$4,166.67 per month), October 1, 1992. Paid from A0000181, Radiology Salary Supplement.

Anne Godard Wlodaver, M.D., Instructor in Pediatrics, annual rate of \$50,000 for 12 months (\$4,166.66 per month), .70 time, March 1, 1992 through June 30, 1992. Paid from A0001179, PPP Pediatric Renal Disease.

<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:				
Joan S. Aker, Ph.D., Professor of Communication Disorders	\$60,000	\$50,000 (\$4,166.67 per month)	\$10,000	7-1-92 thru 6-30-93
Terri Lynne Barton, Pharm.D., Assistant Professor of Pharmacy and Director of the Drug Information Center, College of Pharmacy	\$70,809	\$47,206 (\$3,934.00 per month)	\$23,603	7-1-92 thru 6-30-93
CHANGES:				
Hyla S. Richey, title changed from Special Instructor in Audiology, Department of Otorhinolaryngology, to Assistant Professor of Communication Disorders	TO: \$40,000	FROM: \$30,000 (\$2,500.00 per month) TO: 34,000 (\$2,833.33 per month)	TO: \$6,000	6-1-92 thru 6-30-92

Changes:

A. F. Al-Assaf, Assistant Professor of Health Administration and Policy; title Interim Chair of Health Administration and Policy, deleted; given additional titles Adjunct Assistant Professor of Clinical Dietetics and of Nursing; salary changed from annual rate of \$57,385 for 12 months (\$4,782.08 per month) to annual rate of \$51,385 for 12 months (\$4,282.08 per month), July 1, 1992. Paid from 25029360, Health Administration and Policy, and C1294003, Geriatric Education Center Grant Curriculum.

Jefry Biehler, Clinical Assistant Professor of Pediatrics, salary changed from without remuneration to annual rate of \$32,000 for 12 months (\$2,666.66 per month), .40 time, August 1, 1992 through December 31, 1992. Paid from A0000079, Pediatrics.

Judith L. Blackwell, Clinical Assistant Professor of Obstetrics and Gynecology and of Internal Medicine, Tulsa, salary changed from without remuneration to annual rate of \$30,000 for 12 months (\$2,500.00 per month), .50 time, July 1, 1992 through June 30, 1993. Paid from A0000498, PPP TMC Obstetrics and Gynecology.

Edward N. Brandt, title changed from Adjunct Professor to Professor of Health Administration and Policy; title changed from Professor to Clinical Professor of Medicine; retains titles Adjunct Professor of Biostatistics and Epidemiology and of Family Medicine; given new title Co-Director, Center for Health Policy, College of Public Health; titles Executive Dean, Colleges of Medicine, Oklahoma City and Tulsa; Dean, College of Medicine, and Lawrence N. Upjohn Chair of Medicine, deleted, August 1, 1992.

Martiece Carson, Clinical Assistant Professor of Psychiatry and Behavioral Sciences, salary changed from \$522.50 per month (total of \$6,270), 7.5 time, to \$1,166.66 per month (total of \$14,000), .20 time, July 1, 1992 through June 30, 1993. Paid from 22209320, Psychiatry, Neurology and Behavioral Sciences, and B0535001, University Hospital Reimbursement'.

Nancy L. Chu, title changed from Clinical Instructor to Instructor in Nursing, salary changed from annual rate of \$23,626 for 12 months (\$1,968.83 per month), .50 time, to annual rate of \$26,000 for 12 months (\$2,166.67 per month), full time, July 1, 1992 through June 30, 1993. Paid from 20069340, College of Nursing.

Lawrence Cohen, Associate Professor of Pharmacy, salary changed from annual rate of \$72,250 for 12 months (\$6,020.83 per month) to annual rate of \$74,908 for 12 months (\$6,242.33 per month), July 1, 1992 through June 30, 1993. Paid from C4305105, Services with Oklahoma Department of Mental Health; C1294003, Geriatric Education Center Grant Curriculum; and 3030-7, Pharmacy Section. Increased per terms of contract with Department of Mental Health.

Jan L. Culbertson, Associate Professor of Pediatrics; promoted from Clinical Assistant Professor to Clinical Associate Professor of Psychiatry and Behavioral Sciences, July 1, 1992.

Gordon Deckert, David Ross Boyd Professor of Psychiatry and Behavioral Sciences; title Acting Chair of Psychiatry and Behavioral Sciences, deleted; salary changed from annual rate of \$99,006 for 12 months (\$8,250.50 per month) to annual rate of \$120,000 for 12 months (\$10,000.00 per month), August 1, 1992. Paid from 22209320, Psychiatry and Behavioral Sciences; B0535001, University Hospital Reimbursement; C1294401, Training in Diagnosis and Treatment of Depression; and A0000091, PPP Development Fund.

J. Patricia Dolphin, Associate Professor of Nursing; title changed from Interim Associate Dean for Academic Affairs to Assistant Dean for Public and Support Services, August 1, 1992.

Rajeev K. Deveshwar, Assistant Professor of Neurology, salary changed from annual rate of \$71,978 for 12 months (\$5,998.17 per month) to annual rate of \$69,630 for 12 months (\$5,827.50 per month), July 1, 1991 through January 11, 1992. Correction of salary that was actually paid to Dr. Deveshwar by the VAMC.

Robin J. Elwood, Associate Professor of Anesthesiology and Director of Residency Program, Department of Anesthesiology; given additional title Interim Chair of Anesthesiology, salary temporarily changed from annual rate of \$57,225 for 12 months (\$4,768.75 per month) to annual rate of \$67,225 for 12 months (\$5,602.08 per month), June 24, 1992 through June 30, 1993. Paid from B0530001, University Hospital Reimbursement; A0000171, PPP Anesthesiology Administration; A0007191, PPP Anesthesiology Dean's Fund; and 22009320,, Anesthesiology.

Mayo D. Gilson, Clinical Associate Professor of Obstetrics and Gynecology, salary changed from without remuneration to annual rate of \$20,000 for 12 months (\$1,666.67 per month), .30 time, July 1, 1992 through June 30, 1993. Paid from A0000473, OB-Gyn Patient Care.

Marinell F. Guild, title changed from Adjunct Assistant Professor to Assistant Professor of Clinical Dietetics, August 1, 1992 through June 30, 1993.

Dala R. Jarolim, Associate Professor of Medicine, Tulsa; title Vice Chair of Medicine, Tulsa, deleted, May 1, 1992.

Nanci M. Jones, promoted from Instructor in Periodontics and in Dental Hygiene to Assistant Professor of Periodontics and of Dental Hygiene, salary increased from annual rate of \$28,392 for 12 months (\$2,366.33 per month) to annual rate of \$29,392 for 12 months (\$2,449.33 per month), July 1, 1992 through June 30, 1993. Paid from 10349330, Dentistry-Oral Biology.

Hani Khouzam, title changed from Assistant Professor to Visiting Lecturer in Psychiatry and Behavioral Sciences, salary changed from annual rate of \$81,361 for 12 months (\$6,780.08 per month) to without remuneration, July 13, 1992.

O. Ray Kling, Dean, Graduate College, Vice Provost for Research, Professor of Obstetrics and Gynecology, Adjunct Professor of Zoology, Adjunct Associate Professor of Physiology; promoted from Adjunct Assistant Professor to Adjunct Professor of Psychiatry and Behavioral Sciences, July 1, 1992.

Joseph A. Kopta, Professor of Orthopaedic Surgery and Rehabilitation ; title Chair of Orthopaedic Surgery and Rehabilitation, deleted, May 1, 1992.

Ronald S. Krug, David Ross Boyd Professor of Psychiatry and Behavioral Sciences; title changed from Acting Vice Chair to Interim Chair of Psychiatry and Behavioral Sciences, salary temporarily changed from annual rate of \$64,126 for 12 months (\$5,343.84 per month) to annual rate of \$73,126 for 12 months (\$6,093.84 per month), August 1, 1992. Paid from A0000080, PPP Psychiatry; 22209320, Psychiatry and Behavioral Sciences; B0535001, University Hospital Reimbursement; 30309370, Pharmacy Practice; 10459330, Dentistry Psychiatry; and A0008091, PPP Psychiatry Dean Fund Supplement.

Nancy Letassy, title changed from Assistant Professor to Clinical Assistant Professor of Pharmacy, salary changed from annual rate of \$47,714 for 12 months (\$3,976.08 per month) to without remuneration, July 31, 1992 (with accrued vacation paid through September 13, 1992).

Mark W. McCurry, Clinical Assistant Professor of Family Practice, Tulsa; salary changed from \$1,000 .00 per month (total of \$12,000), .10 time, to without remuneration, June 30, 1992.

George W. Moore, Professor of Medicine, Tulsa; given additional title Vice Chair of Medicine, Tulsa, May 1, 1992 through June 30, 1992.

Evelyn E. Ramming, Associate Professor of Nursing; title changed from Interim Assistant Dean for Public and Support Services to Director, Continuing Education Program, College of Nursing, August 1, 1992.

M'Lisa L. Shelden, promoted from Adjunct Instructor to Adjunct Assistant Professor of Physical Therapy, July 1, 1992 through June 30, 1993.

Douglas W. Voth, Professor of Medicine; given additional title Interim Executive Dean, College of Medicine; title Acting Chair of Neurology, deleted; paid \$40,206 guaranteed from Medicine Professional Practice Plan and a \$40,024 administrative supplement while serving as Interim Executive Dean, August 1, 1992.

John B. White, Clinical Assistant Professor of Medicine, Tulsa; title changed from Assistant Professor to Clinical Assistant Professor of Psychiatry and Behavioral Sciences, Tulsa; salary changed from annual rate of \$78,124.04 for 12 months (\$6,510.42 per month) full time, to annual rate of \$25,000 for 12 months (\$2,083.33 per month), .25 time, July 1, 1992 through June 30, 1993. Paid from 2813-5, TMC-Psychiatry.

William M. Woods, title changed from Clinical Assistant Professor to Assistant Professor of Family Practice, Tulsa, and Program Director, Bartlesville, salary changed from annual rate of \$36,000 for 12 months (\$3,000.00 per month), .48 time, to annual rate of \$75,000 for 12 months (\$6,250.00 per month), full time, July 1, 1992 through June 30, 1993. Paid from A0034198, Jane Phillips Hospital.

Resignations and/or Terminations:

Evelyn Acheson, Assistant Professor of Nursing, May 31, 1992.

Chung C. Chu, Professor of Psychiatry and Behavioral Sciences, July 31, 1992 (with accrued vacation through August 31, 1992).

Theandrew Clayborn, Assistant Professor and Program Director of Radiologic Technology, August 20, 1992 (with accrued vacation through October 6, 1992).

Vasudeva R. Goli, Assistant Professor of Medicine, August 31, 1992 (with accrued vacation through October 15, 1992).

Jonathan Hake, Clinical Associate Professor of Family Medicine, Tulsa, and Medical Director, Tulsa Regional Occupational Health Service, June 30, 1992.

Patricia Lurvey, Assistant Professor of Pharmacy, July 31, 1992 (with accrued vacation through September 13, 1992).

Roderick E. McCallum, Professor of Microbiology and Immunology and Adjunct Professor of Oral Pathology, August 31, 1992 (with accrued vacation through October 16, 1992)

Martha McKnight, Assistant Professor of Psychiatry and Behavioral Sciences, May 15, 1992.

Jose J. Muniz, Instructor in Pediatrics, June 30, 1992.

James L. Phillips, Research Associate, Department of Microbiology and Immunology, June 14, 1992 (with accrued vacation through July 29, 1992).

Marcia L. Shew, Instructor in Medicine, June 30, 1992 (with accrued vacation through August 5, 1992).

Ronald L. Shew, Associate Professor of Anatomical Sciences, August 14, 1992 (with accrued vacation through September 30, 1992).

Connie E. Stout, Assistant Professor of Communication Disorders, June 30, 1992 (with accrued vacation through July 10, 1992).

Conrad M. Swartz, Professor of Psychiatry and Behavioral Sciences, June 15, 1992 (with accrued vacation through July 6, 1992).

John R. Taylor, Clinical Instructor in Radiological Sciences, June 30, 1992.

Joseph W. Ward, Assistant Professor of Medical Library Science and Reference Librarian, Robert M. Bird Health Sciences Library, August 31, 1992 (with accrued vacation through September 21, 1992).

Joseph Westermeyer, Professor of Psychiatry and Behavioral Sciences, July 31, 1992 (with accrued vacation through September 15, 1992).

Retirements:

J. Paul Costiloe, Associate Professor of Biostatistics and Epidemiology and Senior Statistical Analyst, Research and Education Computing, July 31, 1992 (with accrued vacation through September 29, 1992); named Professor Emeritus of Biostatistics and Epidemiology.

Carl W. Smith, Jr., Professor of Radiological Sciences and Adjunct Associate Professor of Medicine, June 30, 1992 (with accrued vacation through August 21, 1992); named Professor Emeritus of Radiological Sciences.

Teresa M. Stacy, Associate Professor of Radiological Sciences, June 30, 1992 (with accrued vacation through August 27, 1992); named Professor Emeritus of Radiological Sciences.

Norman Campus:

Leaves of Absence:

Scott L. Collins, Associate Professor of Botany and Microbiology, leave of absence without pay, August 16, 1992 through May 15, 1993. To accept a visiting position at the National Science Foundation.

Eric M. Kramer, Assistant Professor of Communication, leave of absence without pay, August 16, 1992 through May 15, 1993. To accept a Fulbright appointment to Bulgaria.

Clayton W. Lewis, Associate Professor of English, leave of absence without pay, August 16, 1992 through May 15, 1993. Accepted a position as Program Officer at the National Endowment for the Humanities.

Lois A. Pfiester, Professor of Botany and Microbiology, sick leave of absence with pay, August 16, 1992 through May 15, 1993.

Melissa Stockdale, Assistant Professor of History, leave of absence without pay, August 16, 1992 through December 31, 1992. To accept fellowships from the International Research Exchange Board and the Russian Research Center of Harvard and John M. Olin Foundation.

Gordon E. Uno, Associate Professor of Botany and Microbiology, leave of absence without pay, August 16, 1992 through December 31, 1992. To continue research work with the Biological Sciences Curriculum Study in Colorado Springs.

Deborah K. Watson, Associate Professor of Physics and Astronomy, leave of absence without pay, .50 time, extended, August 16, 1992 through May 15, 1993.

Endowed Positions:

Edwin G. Corr, reappointed Henry Bellmon Public Service Professor, salary remains at annual rate of \$63,930 for 9 months (\$7,103.33 per month), August 16, 1992 through May 15, 1995. Paid from 127-9258, Henry Bellmon Chair in Public Service, pos. 1.60.

David Patterson, reappointed Paul and Carol Daube Sutton Chair in the Humanities and Visiting Associate Professor of Modern Languages, Literatures, and Linguistics, annual rate of \$44,000 for 9 months (\$4,888.89 per month), August 16, 1992 through December 31, 1992. Paid from 122-7268, Modern Languages, Literatures, and Linguistics, pos. 704.60.

Ronald D. Evans, Professor and Director of Petroleum and Geological Engineering; title Curtis Mewbourne Professor of Petroleum and Geological Engineering, deleted; given additional title Eberly Family Chair in Petroleum and Geological Engineering; salary changed from annual rate of \$96,390 for 12 months (\$8,032.50 per month) to annual rate of \$111,400 for 12 months (\$9,283.33 per month), July 1, 1992. Paid from 122-7276, Petroleum and Geological Engineering, pos. 14.60, and 122-7476, Petroleum and Geological Engineering Research, pos. 14.63.

J. Rufus Fears, Professor of Classics; given additional titles G.T. and Libby Blankenship Chair of the History of Liberty and Director of the Center for the History of Liberty; September 10, 1992; title Dean, College of Arts and Sciences, deleted; salary changed from annual rate of \$115,500 for 12 months (\$9,625.00 per month) to annual rate of \$94,500 for 9 months (\$10,500 per month), September 1, 1992. Leave of absence without pay, September 1, 1992 through August 31, 1994. Paid from 122-7223, Classics, pos. 10.60.

S. R. Gollahalli, title changed from Professor to Lesch Centennial Professor of Aerospace and Mechanical Engineering, salary changed from annual rate of \$64,000 for 9 months (\$7,111.11 per month) to annual rate of \$69,000 for 9 months (\$7,666.67 per month), August 16, 1992. Paid from 122-7208, Aerospace and Mechanical Engineering, pos. 9.60, and 122-7408, Aerospace and Mechanical Engineering Research, pos. 9.63.

Drew L. Kershen, title changed from Professor to Earl Sneed Centennial Professorship of Law, salary changed from annual rate of \$76,632 for 9 months (\$8,514.67 per month) to annual rate of \$96,632 for 9 months (\$10,736.89 per month), August 16, 1992. Paid from 272-7201, College of Law, pos. 27.60.

Robert F. Lusch, Professor of Marketing and of Accounting; given additional title Helen Robson Walton Chair in Marketing, August 16, 1992.

Bart Ward, Professor of Accounting; given additional title KPMG Peat Marwick Centennial Professor of Accounting, salary changed from annual rate of \$70,432 for 9 months (\$7,825.78 per month) to annual rate of \$82,529 for 9 months (\$9,169.89 per month), August 16, 1992. Paid from 122-7213, Business Administration Instruction, pos. 11.60.

Appointments or Reappointments:

Andrew L. Phelan, Ph.D., Professor of Art with tenure and Director, School of Art, annual rate of \$70,000 for 12 months (\$5,833.00 per month), August 10, 1992. Paid from 122-7204, School of Art, pos. 1.60.

Robert L. Jones, reappointed Professor of Architecture and Director, Urban Design, salary remains at annual rate of \$70,384 for 12 months (\$5,865.33 per month), July 1, 1992 through June 30, 1993. Paid from 122-7303, UCT - Architecture, pos. 701.63.

Thomas Wilburn Leonhardt, Professor of Bibliography and Director, Library Technical Services, University Libraries, annual rate of \$55,000 for 12 months (\$4,583.33 per month), September 1, 1992 through June 30, 1993. Paid from 122-7600, University Libraries, pos. 3.63.

Logan Wright, reappointed Professor of Psychology, salary remains at annual rate of \$24,333 for 9 months (\$2,703.66 per month), .50 time, August 15, 1992 through May 15, 1993. Paid from 122-7283, Psychology, pos. 701.60.

Moshe Gophen, Ph.D., Professor of Zoology with tenure, annual rate of \$43,000 for 9 months (\$4,777.78 per month), August 16, 1992. Paid from 122-7212, Biological Station, pos. 2.60; 122-7412, Biological Station Research, pos. 2.63; and 122-7297, Zoology, pos. 805.60.

Prabhakar Piniseti Rao, Ph.D., Adjunct Associate Professor of Aerospace and Mechanical Engineering, annual rate of \$37,800 for 9 months (\$4,200.00 per month), .75 time, August 16, 1992 through December 31, 1992. Paid from 122-7208, Aerospace and Mechanical Engineering, pos. 702.60.

John Shelton, Adjunct Associate Professor of Aerospace and Mechanical Engineering, rate of \$18,900 for 9 months (\$2,100.00 per month), .25 time, August 16, 1992 through December 31, 1992. Paid from 122-7208, Aerospace and Mechanical Engineering, pos. 703.60.

Varkie C. Thomas, Ph.D., Associate Professor of Architecture, annual rate of \$43,000 for 9 months (\$4,777.78 per month), August 16, 1992 through May 15, 1993. Paid from 122-7203, Architecture, pos. 1.60, and 122-7403, Architecture Research, pos. 1.63.

John H.L. Thompson, reappointed Adjunct Associate Professor of History, salary remains at annual rate of \$10,000 for 9 months (\$1,111.11 per month), .25 time, August 16, 1992 through May 15, 1993. Paid from 122-7248, History, pos. 705.60.

Boris Apanasov, reappointed Acting Associate Professor of Mathematics, salary remains at annual rate of \$45,000 for 9 months (\$5,000.00 per month), August 16, 1992 through May 15, 1993. Paid from 122-7264, Mathematics, pos. 701.60.

Richard A. Anderson, reappointed Associate Professor and Director of Planning and Landscape Architecture, annual rate of \$44,156 for 9 months (\$4,906.22 per month), August 16, 1992 through May 15, 1993. Paid from 122-7203, Architecture, pos. 702.60; 122-7379, Architecture Dean; 122-7403, Architecture Research, pos. 702.65.

David Henry Ray, Ph.D., Associate Professor of Political Science with tenure, annual rate of \$45,000 for 9 months (\$5,000.00 per month), August 16, 1992. Paid from 122-7243, Political Science, pos. 10.60, and 122-7443, Political Science Research, pos. 10.63.

Katherine Chan Wong, Assistant Professor of Bibliography and Cataloger (Monographs), University Libraries, annual rate of \$27,000 for 12 months (\$2,250.00 per month), July 1, 1992 through June 30, 1993. Paid from 122-7600, Universities Libraries, pos. 33.63.

Deborah Anne Trytten, Ph.D., Assistant Professor of Computer Science, annual rate of \$45,000 for 9 months (\$5,000.00 per month), August 16, 1992 through May 15, 1993. Paid from 122-7284, Computer Science, pos. 7.60, and 122-7330, Computer Science Research, pos. 7.63.

Jerry Bread, reappointed Acting Assistant Professor of Educational Leadership and Project Director, FINE, salary remains at annual rate of \$41,000 for 12 months (\$3,416.67 per month), July 1, 1992 through June 30, 1993. Paid from 122-7344, Educational Leadership, pos. 701.60.

Stephen Boyd Richards, Ed.D., Assistant Professor of Educational Psychology, annual rate of \$33,000 for 9 months (\$3,666.67 per month), August 16, 1992 through May 15, 1993. Paid from 122-7345, Educational Psychology, pos. 18.60.

Asaad Samaan, reappointed Adjunct Assistant Professor of Electrical Engineering and Computer Science, salary remains at rate of \$20,000 for 9 months (\$2,222.22 per month), .50 time, August 16, 1992 through December 31, 1992. Paid from 122-7231, Electrical Engineering and Computer Science, pos. 702.60.

David Robert Goodloe, Assistant Professor of Journalism and Mass Communication, annual rate of \$34,000 for 9 months (\$3,777.78 per month), August 16, 1992 through May 15, 1993. Paid from 122-7256, Journalism and Mass Communication, pos. 26.60.

James John McCluskey, Assistant Professor of Journalism and Mass Communication, annual rate of \$32,000 for 9 months (\$3,555.56 per month), August 16, 1992 through May 15, 1993. Paid from 122-7256, Journalism and Mass Communication, pos. 13.60, and 122-7456, Journalism and Mass Communication Research, pos. 13.63.

Laura Lou Schaub, Assistant Professor of Journalism and Mass Communication, annual rate of \$42,500 for 9 months (\$4,922.22 per month), August 16, 1992 through May 15, 1993. Paid from 122-7256, Journalism and Mass Communication, pos. 16.60, and 122-7456, Journalism and Mass Communication, pos. 16.63.

*Dezhang Lin, reappointed Visiting Assistant Professor of Petroleum and Geological Engineering, salary remains at annual rate of \$42,000 for 9 months (\$4,666.67 per month), August 16, 1992 through December 31, 1992. Paid from 125-5861, Rock Mechanics II, and 125-5866, Fracturing Fluid Characterization Facility 1992, pos. 905.63.

*Harry McPhail, reappointed Acting Assistant Professor of Petroleum and Geological Engineering, salary remains at annual rate of \$40,050 for 9 months (\$4,450.00 per month), August 16, 1992 through December 31, 1992. Paid from 125-5741, PGE Payroll Clearing Account, pos. 905.63, and 122-7276, Petroleum and Geological Engineering, pos. 717.60.

Malgorzata Ziaja, reappointed Visiting Assistant Professor of Petroleum and Geological Engineering, salary remains at annual rate of \$42,000 for 9 months (\$4,666.67 per month), August 16, 1992 through December 31, 1992. Paid from 122-7476, P&GE Un-sponsored Research, pos. 726.63.

Cheryl A. Walker-Esbaugh, reappointed Instructor in Classics, salary remains at annual rate of \$18,550 for 9 months (\$2,061.11 per month), August 16, 1992 through May 15, 1993. This is an exception to the Regents' policy on seven-year limitation on appointment of full-time temporary faculty. Paid from 122-7223, Classics, pos. 701.60.

*Vincent C. K. Wong, reappointed Research Scientist, Center for Analysis and Prediction of Storms, salary remains at annual rate of \$46,046 for 12 months (\$3,837.16 per month), July 1, 1992 through January 31, 1993. Paid from 125-5856, CAPS FY 1992, pos. 905.65.

*Abraham Zangvil, reappointed Visiting Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$39,000 for 12 months (\$3,250.00 per month), .75 time, July 1, 1992 through July 31, 1993. Paid from 125-5896, Diagnostic Study, pos. 925.65.

Changes

Shelley A. Arlen, Assistant Professor of Bibliography and Head, Reference Librarian, University Libraries; title Acting Head, Collection Development, deleted; salary changed from annual rate of \$39,300 for 12 months (\$3,275.00 per month) to annual rate of \$37,300 for 12 months (\$3,108.33 per month), July 1, 1992. Paid from 122-7600, University Libraries, pos. 10.63.

*Paid from grant funds; subject to availability of funds

Walter D. Ballew, Acting Assistant Professor of Electrical Engineering and Computer Science; reappointed Acting Associate Dean of Research, College of Engineering, salary remains at annual rate of \$64,000 for 12 months (\$5,333.33 per month), August 16, 1992 through June 30, 1993. Paid from 122-7378, Engineering Dean, pos. 701.63.

Hamid Barghi, Research Associate, Seagate; given additional title Adjunct Assistant Professor of Electrical Engineering and Computer Science, salary changed from annual rate of \$15,000 for 12 months (\$1,250.00 per month), .50 time, to annual rate of \$25,000 for 9 months (\$2,361.11 per month), .50 time, August 16, 1992 through December 31, 1992. Paid from 122-7231, Electrical Engineering and Computer Science, pos. 701.60.

*Fred V. Brock, Associate Professor and Associate Director of Meteorology; reappointed Project Director, Oklahoma Climate Survey/MESONET, salary remains at annual rate of \$51,494 for 9 months (\$5,721.56 per month), August 16, 1992 through December 31, 1992. Paid from 122-7265, Meteorology, pos. 4.60; 122-7465, Meteorology Research, pos. 4.63/ and 125-8572, State Energy Conservation Program, os. 905.65.

Thomas D. Bush, Assistant Professor of Civil Engineering and Environmental Science, granted tenure, July 1, 1992.

James H. Cadzow, title changed from Acting Assistant Professor to Assistant Professor of English, salary changed from annual rate of \$28,000 for 9 months (\$3,111.11 per month) to annual rate of \$30,000 for 9 months (\$3,333.33 per month), August 16, 1992 through May 15, 1993. Paid from 122-7234, English, pos. 1.60, and 122-7434, English Research, pos. 1.63.

*Stuart M. Cannon, reappointed Research Associate, Oklahoma Biological Survey, salary changed from annual rate of \$48,000 for 12 months (\$4,000.00 per month) to annual rate of \$49,440 for 12 months (\$4,120.00 per month), July 1, 1992 through June 30, 1993. Paid from 125-6086, IPA Cannon, and 125-7584, Vireo Population, pos. 905.65.

James R. Chaplin, promoted from Geologist III to Geologist IV, Oklahoma Geological Survey, salary increased from annual rate of \$44,100 for 12 months (\$3,675.00 per month) to annual rate of \$46,100 for 12 months (\$3,841.67 per month), July 1, 1992. Paid from 362-7120, Oklahoma Geological Survey Research, and 362-7130, Oklahoma Geological Survey Public Service, pos. 10.63.

Alan P. Covich, Professor of Zoology; leave of absence without pay, January 1, 1993 through May 15, 1993; salary changed from annual rate of \$65,000 for 9 months (\$7,222.22 per month) to annual rate of \$52,149 for 9 months (\$5,794.33 per month), August 16, 1992. Negotiated raise delayed while taking leave of absence. Paid from 122-7297, Zoology, pos. 20.60, and 122-7497, Zoology Research, pos. 20.63.

Roy Dejoie, title changed from Assistant Professor to Acting Assistant Professor of Management Information Systems, salary changed from annual rate of \$56,000 for 9 months (\$6,222.22 per month) to annual rate of \$52,000 for 9 months (\$5,777.78 per month), August 16, 1992 through May 15, 1993. Paid from 122-7213, Business Administration Instruction, pos. 722.60.

Juana C. Djelal, title changed from Acting Assistant Professor to Assistant Professor of Classics, August 16, 1992 through May 15, 1993.

*Leonid Germanovich, reappointed Senior Research Scientist, Petroleum and Geological Engineering, salary changed from annual rate of \$58,000 for 12 months (\$4,833.33 per month) to annual rate of \$59,740 for 12 months (\$4,978.33 per month), July 1, 1992 through August 31, 1992. Paid from 125-5861, Rock Mechanics II, pos. 905.65.

James M. Kenderdine, Associate Professor and Director of Marketing, salary changed from annual rate of \$45,932 for 9 months (\$5,103.56 per month) to annual rate of \$56,139 for 12 months (\$4,678.25 per month), August 16, 1992. Paid from 122-7213, Business Administration Instruction, pos. 139.60.

Michael C. Knapp, Associate Professor of Accounting; title John R. Barnes Fellow in Accounting, deleted; salary changed from annual rate of \$75,745 for 9 months (\$8,416.11 per month) to annual rate of \$67,680 for 9 months (\$7,520.00 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. 8.63.

*Yefim Kogan, reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$50,388 for 12 months (\$4,199.00 per month) to annual rate of \$52,907 for 12 months (\$4,408.95 per month), July 1, 1992 through January 31, 1993. Paid from 125-8372, CIMMS Task II, pos. 905.65.

*Zinaida Kogan, reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$41,250 for 12 months (\$3,437.50 per month) to annual rate of \$42,488 for 12 months (\$3,540.63 per month), July 1, 1992 through December 31, 1992. Paid from 125-5884, CIMMS/ARM, pos. 905.65.

Howard W. Morgan, George Lynn Cross Research Professor of History; appointment as Interim Chair of History extended, July 1, 1992 through June 30, 1993.

Jerry R. Parkinson, Associate Dean, College of Law, and Associate Professor of Law; salary changed from annual rate of \$67,857 for 12 months (\$5,654.75 per month) to annual rate of \$70,000 for 12 months (\$5,833.33 per month), August 1, 1992. Correction of original appointment papers upon recommendation of Committee A. Paid from 272-7201, College of Law, pos. 2.60, and 272-7003, Law Administration, pos. 2.63.

*Robert G. Rein, reappointed Senior Research Associate in Petroleum and Geological Engineering, salary changed from annual rate of \$65,000 for 12 months (\$5,416.66 per month) to annual rate of \$68,900 for 12 months (\$5,741.66 per month), July 1, 1992 through December 31, 1992. Paid from 125-5866, Fracturing Fluid Characterization Facility 1992, pos. 905.65.

*Michael B. Richman, reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$48,500 for 12 months (\$4,041.67 per month), to annual rate of \$50,925 for 12 months (\$4,243.75 per month) July 1, 1992 through March 31, 1993. Paid from 125-8372, CIMMS Task I, pos. 905.65.

Allan A. Ross, Professor of Music; title Director, School of Music, deleted; given additional title Development Officer, College of Fine Arts; salary changed from annual rate of \$77,772 for 12 months (\$6,481.00 per month) to annual rate of \$63,632 for 9 months (\$7,070.22 per month), August 16, 1992. Paid from 122-7270, School of Music, pos. 44.60, and 122-7380, Fine Arts Dean's Office, pos. 4.63.

Lawrence Rossow, Professor of Educational Leadership and Policy Studies; title Chair of Educational Leadership and Policy Studies, deleted; salary changed from annual rate of \$63,419 for 12 months (\$5,284.92 per month) to annual rate of \$52,000 for 9 months (\$5,777.78 per month), August 16, 1992. Paid from 122-7344, Educational Leadership and Policy Studies, pos. 19.60.

*Edwin Tucker, reappointed Adjunct Professor of Chemistry and Biochemistry, salary changed from annual rate of \$43,800 for 12 months (\$3,650.00 per month) to annual rate of \$46,200 for 12 months (\$3,850.00 per month), July 1, 1992 through August 31, 1992. Paid from 125-8525, Removal of Toxic Anions from Water, pos. 905.65.

*Paid from grant funds; subject to availability of funds

Arthur B. Van Gundy, Professor of Communication; salary changed from annual rate of \$52,000 for 9 months (\$5,777.78 per month) to annual rate of \$40,812 for 9 months (\$4,534.67 per month), August 16, 1992. Budget correction. Paid from 122-7290, Communication, pos. 5.60, and 122-7490, Communication Research, pos. 5.63.

*Qin Xu, Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$44,160 for 12 months (\$3,680.00 per month) to annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 1, 1992 through February 28, 1993. Paid from 125-8372, CIMMS Task II, and 125-5857, CIMMS, pos. 905.65. Paid from grant funds; subject to availability of funds.

Resignations and/or Terminations:

Brian Argrow, Assistant Professor of Aerospace and Mechanical Engineering, August 15, 1992. Given title Adjunct Assistant Professor of Aerospace and Mechanical Engineering.

Jill Dobriner, Assistant Professor of English and of Women's Studies, August 15, 1992.

Lorraine Jimison, Assistant Professor of Instructional Leadership and Academic Curriculum, August 15, 1992.

Kailash C. Kapur, Director and Professor of Industrial Engineering, September 30, 1992.

Lawrence Leemis, Associate Professor of Industrial Engineering, December 31, 1992.

Janet L. Leonard, Assistant Professor of Zoology, August 15, 1992.

Diana G. Mobley, Assistant Professor of Educational Psychology, August 15, 1992.

Wanda Smith, Assistant Professor of Management, July 31, 1992.

Retirement:

George Letchworth, Associate Professor of Educational Psychology, November 10, 1992; named Professor Emeritus of Educational Psychology.

President Van Horn recommended approval of the academic personnel actions shown above. He also recommended the Board of Regents authorize an exception to the normal search procedure and approve the appointment of Dr. Rufus Fears as the G. T. and Libby Blankenship Chair of the History of Liberty and Director of the Center for the History of Liberty as listed.

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

President Van Horn reported the deaths of the following:

Man Keung Ho, Professor of Social Work, on August 17, 1992.

Ting-Kwan Pan, Professor Emeritus of Mathematics, on August 12, 1992.

Arnold F. Parr, Professor Emeritus of Finance, on July 19, 1992.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS**Health Sciences Center:****Appointments or Reappointments:**

Chris L. Jefferies, Director of Operations, annual rate of \$73,500 for 12 months (\$6,125.00 per month), September 21, 1992. Administrative Officer. Paid from 70009380, Operations Management.

Alfred Anthony Lindsay, Staff Architect, Architectural and Engineering Services, annual rate of \$42,000 for 12 months (\$3,500.00 per month), November 9, 1992. Professional Staff. Paid from 7007-1, Architectural and Engineering Services.

Changes:

Andy Cucchiara, promoted from Senior Statistical Analyst to Manager of Information Services, Research and Education Computing, salary increased from annual rate of \$40,395 for 12 months (\$3,366.25 per month) to annual rate of \$44,395 for 12 months (\$3,699.58 per month), July 1, 1992. Changed from Professional Staff to Managerial Staff. Paid from 3816, Research and Education.

Brian Fairless, title changed from Technical Support Analyst to Network Analyst, Research and Education Computing, July 1, 1992. Professional Staff.

Resignations and/or Terminations:

John Neider, Research and Education Data Coordinator, Department of Psychiatry and Behavioral Sciences, July 20, 1992 (with accrued vacation through August 10, 1992).

Michael E. Newman, Director, Resident and Student Affairs, Tulsa, July 1, 1992

Norman Campus:**Appointments or Reappointments:**

*Howard L. Johnson, reappointed Assistant State Climatologist for Service, and Research Scientist, Oklahoma Climatological Survey/MESONET, salary remains at annual rate of \$40,144 for 12 months (\$3,345.33 per month), July 1, 1992 through December 31, 1992. Administrative Staff. Paid from 122-7487, Oklahoma Climate Survey, pos. 6.65; 125-8572, MESONET, pos. 905.65; and 125-5983, Earthworm, pos. 905.65.

Daniel J. O'Meara, Jr., Director, Center for Reservoir Characterization, Energy Center, and Adjunct Professor of Petroleum and Geological Engineering, annual rate of \$100,200 for 12 months (\$8,350.00 per month), August 17, 1992. Administrative Officer. Paid from 125-6182, Energy Center.

Dan E. Pickett, Head Athletic Trainer; reappointed Instructor in Health, Physical Education, and Recreation, July 1, 1992 through June 30, 1993.

*Paula Reid, reappointed Manager, Technical Projects, Center for Analysis and Prediction of Storms, salary remains at annual rate of \$44,300 for 12 months (\$3,691.66 per month), July 1, 1992 through December 31, 1992. Managerial Staff. Paid from 125-6005, NEXRAD Archival, pos. 905.65.

*John F. Ross, reappointed Senior Contract Coordinator, Continuing Education and Public Service Postal Contract, salary remains at annual rate of \$40,732 for 12 months (\$3,394.33 per month), July 1, 1992 through June 30, 1993. Administrative Staff. Paid from 125-8255, Postal Contract, pos. 905.65.

*C. Ted Wooten, reappointed Assistant Director, Fracturing Fluid Characterization Facility, School of Petroleum and Geological Engineering, salary remains at annual rate of \$85,000 for 12 months (\$7,083.33 per month), July 1, 1992 through August 31, 1992. Administrative Staff. Paid from 125-5866, Fracturing Fluid Characterization Facility 1992.

Changes:

Donald R. Geis, Development Officer and Assistant Dean, College of Engineering; reappointed Adjunct Professor of General Engineering, without additional remuneration, August 15, 1992 through May 15, 1993.

Hugh E. Harris, Interim Assistant Vice Provost, College of Continuing Education, and Director, Independent Study Program; salary temporarily changed from annual rate of \$51,876 for 12 months (\$4,323.00 per month) to annual rate of \$57,876 for 12 months (\$4,823.00 per month), July 1, 1992. Administrative Staff. Paid from 122-7515, Independent Study, and 122-7510, Continuing Education Outreach Service, pos. 101.65.

*Kevin Kelleher, reappointed Manager, NSSL Computing Facility, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$45,792 for 12 months (\$3,816.00 per month) to annual rate of \$48,997 for 12 months (\$4,083.12 per month), July 1, 1992 through December 31, 1992. Managerial Staff. Paid from 125-8373, CIMMS Task II, pos. 905.65.

*Andy L. Law, reappointed Project Manager, Environmental Engineering Research, School of Civil Engineering and Environmental Science, salary changed from annual rate of \$56,700 for 12 months (\$4,725.00 per month) to annual rate of \$60,768 for 12 months (\$5,064.00 per month), June 1, 1992 through May 31, 1993. Administrative Staff. Paid from 125-8007, Environmental and Ground Water Institute, pos. 905.65.

Robert C. Mayfield, Staff Physician, Goddard Health Center; salary changed from annual rate of \$60,000 for 12 months (\$5,000.00 per month), full time, to annual rate of \$39,000 for 12 months (\$3,250.00 per month), .65 time, June 1, 1992. Paid from 147-9107, Goddard Health Center, pos. 111.65.

Lee A. Morris, College Programs Director, College of Continuing Education; given additional title Adjunct Assistant Professor of Educational Leadership and Policy Studies, without additional remuneration, June 1, 1992 through June 30, 1993. Administrative Staff.

Donna M. Murphy, title changed from Assistant Vice President and Interim Director of Development to Assistant Vice President and Director of Development, salary changed from annual rate of \$63,240 for 12 months (\$5,270.00 per month) to annual rate of \$74,000 for 12 months (\$6,166.67 per month), August 1, 1992. Changed from Administrative Staff to Administrative Officer. Paid from 152-7161, University Development, pos. 101.65, and 157-9183, Foundation Fund Raising Reimbursement, pos. 107.65.

Resignations and/or Terminations:

Tanveer A. Khan, Staff Physician, Goddard Health Center, August 21, 1992 (with accrued vacation through September 3, 1992).

September 10, 1992

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Richard R. Linn, Jr., Director of Development, Health Sciences Center, University Affairs, July 31, 1992 (with accrued vacation through September 15, 1992).

Retirement:

Stephen M. Sutherland, Assistant Vice President for Recruitment Services, Student Affairs, July 31, 1992.

President Van Horn recommended approval of the administrative and professional personnel actions shown above.

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

ATHLETIC ACHIEVEMENT AWARDS

President Van Horn recommended that the Board of Regents approve achievement awards for coaches as listed below. These awards are consistent with Regents' Policy 7.18.8 and recognize academic and athletic achievement. Funding for these one-time payments is from team support funds. These awards represent one month's pay for each person recommended as follows:

BASEBALL:

The 1991-92 baseball team had a 2.50 overall grade point average. One member of the team was named to the Big Eight Conference End-of-the-Year Honor Roll which requires a minimum 3.00 grade point average for the academic year.

The 1991-92 team ended their season with a record of 43-24 and returned to the College World Series for the first time since 1976.

Coach Larry Cochell is recommended to receive \$6,500; Coach Pat Harrison \$3,033; and Coach Vern Ruhle \$3,450.

MEN'S BASKETBALL:

The 1991-92 men's basketball team had a 2.20 overall grade point average. One member was named to the Big Eight Conference End-of-the-Year Honor Roll. Three of four seniors received their degrees in May and one will return for the 1992-93 season to compete while enrolled in graduate school.

After a successful regular season record of 21-9, the men's basketball team participated in the NCAA Tournament.

Coach Billy Tubbs is recommended to receive \$8,667; Coach Mike Anderson \$3,817; and Coach Mike Mims \$4,333.

FOOTBALL:

The 1991-92 football team had a 2.18 overall grade point average. Eight members of the team were selected for the Big Eight Conference End-of-the-Year Honor Roll. Fourteen seniors received degrees in May which included one who received a masters degree.

The football team concluded their 9-3 season with an exceptional performance in the Gator Bowl.

Coach Gary Gibbs is recommended to receive \$8,667; Coach John Barr \$4,642; Coach John Blake \$3,758; Coach Larry Coker \$5,900; Coach Tom Hayes \$5,900; Coach Merv Johnson \$5,942; Coach Mike Jones \$4,075; Coach Charley North \$4,383; Coach Lucious Selmon \$4,917; and Coach Pete Martinelli \$4,333.

MEN'S GOLF:

The 1991-92 men's golf team had a 2.36 overall grade point average. Four members of the team graduated in May and three were named to the Big Eight Conference End-of-the-Year Honor Roll.

The team's successful season was rewarded with the Big Eight Championship for men's golf at The University of Oklahoma.

Coach Gregg Grost is recommended to receive \$3,358.

MEN'S TENNIS:

The 1991-92 men's tennis team had a 2.53 overall grade point average. Two members of the team were selected to the Big Eight Conference End-of-the-Year Honor Roll.

The men's tennis team won the Big Eight Championship upon completion of an outstanding regular season.

Coach Paul Lockwood is recommended to receive \$3,058.

All coaches have demonstrated a commitment to support the academic progress of their student-athletes. The coaches also make every effort to recruit the type of student who has a chance to succeed in academics and athletics at The University of Oklahoma.

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

COLLEGE OF ARTS AND SCIENCES DEAN SEARCH

According to a policy on administrative searches approved May 12, 1983 by the Board of Regents, the President appoints members of deans' search committees based on nominations from the general faculty of the college involved--who are to constitute a majority of the committee positions--the Faculty Senate, Employee Executive Council, and OU Student Association. However, following the nomination/selection process described in the Faculty Handbook would necessitate the appointment of an interim dean for the College of Arts and Sciences for fiscal year 1992-93 while a national search is conducted for a permanent dean to join in fiscal

year 1993-94 and result in five different persons as deans/interim deans over a six-year period, affecting continuity and stability in the College. Therefore, Senior Vice President and Provost James F. Kimpel has met with the chairs and directors of academic units in the College of Arts and Sciences and Faculty Senate Executive Committee and surveyed all College faculty about alternative approaches to initiate more quickly a search for a new permanent dean.

Based on the unanimous support of Arts and Sciences chairs and directors and more than three-fourths of the faculty respondents, with the Regents' approval, Provost Kimpel will initiate an internal search resulting in a fixed-term appointment for a permanent Arts and Sciences Dean according to the procedures outlined below:

- Provost Kimpel will chair a Search Committee consisting of the chairs and directors of the budget units in the College of Arts and Sciences.
- The same minimum qualifications used in the 1990 Arts and Sciences Dean's search; that is, any tenured faculty member in Arts and Sciences is eligible for consideration.
- Nominations will be solicited from the Arts and Sciences faculty, staff, and student organizations.
- Minority and/or women faculty will be especially encouraged during the nominating process to apply or be considered for the position.
- The pool will be evaluated and a small number of candidates will be selected for interview. Interviews will closely follow the traditional search practice, including meetings with Arts and Sciences' faculty, staff and students.
- Following interviews the Search Committee will meet to recommend acceptable candidates for the deanship to the President.
- The President will recommend a final candidate to the Board of Regents at their October meeting.

Of the 203 (54%) of the College faculty who responded to the survey by the Provost's Office 76% support the internal search according to these procedures, 19% support an internal search with some reservations about the process and 5% do not favor an internal search.

President Van Horn recommended approval of the appointment of a Search Committee for a College of Arts and Sciences Dean as outlined above.

Dr. Kimpel and seven faculty who serve as chairs or directors in the College of Arts and Sciences were present to address the Board. Dr. Kimpel said he firmly believes the College needs stable leadership right now. He said two major exceptions to the policy on administrative searches are necessary in order to proceed with the search as outlined. The first exception is that the search could be limited to internal candidates, i.e., tenured faculty members in the College and second, the search committee construction would be faculty/administrators in the College with the Norman Campus Provost as Chair. Dr. Kimpel said there is consensus for this process within the College and the University and it is generally agreed to be very important for the College of Arts and Sciences' future.


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

DEAN, COLLEGE OF BUSINESS ADMINISTRATION

Regent Gullatt moved the Board meet in executive session for the purpose of interviewing a candidate for Dean of Business Administration. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, Brawner, and Hall. The Chair declared the motion unanimously approved. The executive session began at 10:35 a.m. in Dining Rooms 1 and 2.

The Regents reconvened in regular session at 11:42 a.m. Regent Blankenship moved approval of the appointment of Richard Ainsworth Cosier as Dean of the College of Business Administration, Fred E. Brown Endowed Chair in the College of Business Administration, and Professor of Management with tenure, at the annual rate of \$150,000 for 12 months with \$105,000 to come from State funds and \$45,000 from the Fred Brown Chair endowment income, effective January 1, 1993. The following voted yes on the motion: Regents Gullatt, West, Fisher, Lewis, Blankenship, Brawner, and Hall. The Chair declared the motion unanimously approved.

There being no further business, the meeting adjourned at 11:43 a.m.



Chris A. Purcell
Executive Secretary of the Board of Regents