

C O N T E N T S
MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
JULY 27-28, 1993

CAMERON UNIVERSITY

Report of the President of the University (23441)

II. ACTION ITEMS	<u>Page</u>
Agreement for the Purchase of Natural Gas.	23443
Agreement for the Transportation of Natural Gas.	23443
Board of Regents' Resolution Concerning Management of the University's Classified Defense Information Program.	23444
III. FOR INFORMATION	
Quarterly Report on Purchases.	23445
IV. PERSONNEL AND/OR LITIGATION	
Academic Personnel Actions	23445
Litigation.	23446

JOINT ITEM

Cameron/OU Contractual Agreement to Provide M.Ed in Europe	23446
--	-------

THE UNIVERSITY OF OKLAHOMA

Report of the President of the University (23447)

I. REPORTS - PRESENTATIONS FOR DISCUSSION	
Academic Enrichment.	23449
Oklahoma Climatological Survey - Annual Report	23482
Dean's Report--College of Arts and Sciences.	23483
Report on Tuition and Fee Increases.	23483
Status of FY94 Budget Plan	23485
II. ACTION ITEMS	
HSC Fiscal Year 1994 Salary Equity Adjustments.	23449
Occupational Medicine Affiliation Agreement.	23450

II. ACTION ITEMS (continued)	<u>Page</u>
Appointment of College of Medicine Admissions Board.	23451
Revision of the College of Pharmacy Professional Practice Plan Bylaws. ...	23455
Family Medicine Building Construction Contract.	23461
Architect for the Biomedical Research Center.	23462
Reallocation of Section 13 and New College Funds - Health Sciences Center.	23463
Utilization of Section 13 and New College Funds.	23465
Campus Master Plans of Capital Improvement Projects for the Norman Campus and the Health Sciences Center.	23467
Reclassification of Flow Cytometry Lab.	23468
Cost-Per-Copy Contract.	23468
Lease Purchase of a Computer Information System.	23469
Lease of 1515 North Lincoln Boulevard.	23471
Professional Service Agreements.	23472
Faculty Alleged Discrimination Procedure Revisions.	23472
Interim Family and Medical Leave Policy.	23473
Funding for Endowed Position.	23474
Law Center Salary Increases for Faculty and Certain Professional Staff.	23474
Oklahoma Museum of Natural History.	23486
Music Center Facilities.	23487
Physical Sciences Center Renovation for Chemistry and Biochemistry, Phase II.	23475
Lease of University Child Care Center.	23477
Revisions to Policy on Obligation and Collection of Student Fees.	23478
Student Application Fee Increase.	23481
Role of Departmental Chairs.	23489
1993 Regents' Alumni Awards.	23493
Meeting Dates for 1994.	23494
Proposals, Contracts, and Grants.	23494

III. FOR INFORMATION	<u>Page</u>
Internal Audit Findings	23496
Regents' Fund Investments	23496
Quarterly Report of Purchases	23497
 IV. PERSONNEL AND/OR LITIGATION	
Distinguished Professorships	23498
Academic Personnel Actions	23498
Health Sciences Center	23499
Norman Campus	23503
Dean, College of Geosciences	23498
	and 23506
Athletic Achievement Awards	23498
	and 23507
Administrative and Professional Personnel Actions	23498
	and 23507
Litigation	23498
	and 23510

**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
JULY 27-28, 1993**

A regular meeting of the Board of Regents of The University of Oklahoma was called to order in the Board Room of the Foundation Building on the Norman Campus of the University at 3:06 p.m. on Tuesday, July 27, 1993.

The following Regents were present: Regent E. Murray Gullatt, Chairman of the Board, presiding; Regents J. Cooper West, G. T. Blankenship, Stephen F. Bentley, Melvin C. Hall, and Donald B. Halverstadt, M.D.

Absent: Regent C. S. Lewis III.

Others attending all or a part of the meeting included Dr. Richard L. Van Horn, President of The University of Oklahoma, Provost Jay H. Stein, Vice Presidents Fred J. Bennett, Jerry B. Farley, Mark E. Lemons, and Eddie C. Smith, Mr. Fred Gipson, Mr. Robert P. White, Ms. Beth Wilson, and Dr. Chris Purcell, Executive Secretary of the Board of Regents.

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

Notice of the time, date, and place of this meeting was submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 3:00 p.m. on July 26, 1993, both as required by 25 O.S. 1981, Section 301-314.

CAMERON UNIVERSITY

PRESIDENT'S REPORT

President Davis presented the following report:

Dr. Sullivan Selected by State Boards

Dr. B. Don Sullivan, Vice President for Development, was recently named to positions on two State boards. He was elected to Leadership Oklahoma's Board of Directors Executive Committee which provides guidance to Leadership Oklahoma and to the National Geographic Society's State Advisory Board. The purpose of the Advisory Board of the National Geographic Society is to help selected geographic projects obtain funding, using a \$1 million endowment account.

Cameron Foundation Elects Officers

Cameron University Foundation, Inc. elected new Board officers and corporate officers June 22. New corporate officers are Linda Grantham, President; Ken Kleypas, Vice President; Dean Daniel, Treasurer; and Virginia Brewczynski, Secretary. New Chair of the Board of Directors is J. P. Richard and Virginia Brewczynski is the Secretary. All new officers

23441

were elected for two-year terms through June 1995. The Board expressed gratitude to Aulena Gibson, outgoing Chair of the Board, a position she held since 1988-89.

Cameron Receives Largest Gift

The University has received its largest single gift, an apartment building in Santa Monica, California valued at \$756,000, that was willed to Cameron by the late Mrs. Joyce Hansen. Mrs. Hansen, who was born in Lawton, stated in her will that the property should go to Cameron in honor of her parents, Dr. and Mrs. Joseph H. Mullin, who lived and died in Lawton. Mrs. Hansen had a business career in real estate, and was also a musical composer and performer. R. H. Drewry, Lawton businessman, was influential in obtaining the gift for the University.

Phillips Petroleum Gives \$65,000 for Sciences Complex

Phillips Petroleum has contributed \$65,000 to provide high tech equipment for the planned \$10.2 million sciences complex. The equipment includes two optical microscopes with all accessories and lenses, and other scientific equipment. McCasland Foundation/Cache Road National Bank has also boosted the new sciences complex with a \$150,000 gift for high tech equipment.

Cameron Awarded Grant for Teacher Education

The Oklahoma State Regents for Higher Education have awarded Cameron a \$16,000 planning grant to develop an innovative teacher education program to prepare secondary teachers. The grant, plus one to East Central University, was selected from proposals submitted by nine Oklahoma universities.

Speech Camp

The 19th annual Cameron speech camp held for one week in July drew 320 students from 96 high schools in Oklahoma, Texas, Missouri, Kansas and Louisiana. Sixty-five high school teachers also participated. Some teachers conducted workshops and others learned new skills to take back to their schools. Tony Allison, Chair of the Speech Department, said many of the students attended to prepare for speech competitions and broadcast students attended to learn broadcast skills and to determine if they were interested in majoring in that field.

Space Camps Conducted

Cameron has conducted a series of space camps for students and teachers in an interactive program with the Page Air Space Museum in Oklahoma City. The program is designed to inspire an interest among junior high and high school students in mathematics and sciences related to aerospace. The campus were funded through a \$150,000 Clarence Page Foundation endowment in 1992 to Cameron, and matched by the Oklahoma State Regents for Higher Education. Page pioneered aviation in Oklahoma, and the Page companies were innovators in developing aircraft maintenance and other defense industry contracts.

University Interacts With Wildlife Refuge

Cameron University is participating with the Wichita Mountains Wildlife Refuge in courses taught for credit at the preserve. "Project Wild" developed three years ago, was created to educate teachers in conservation, but has evolved into courses open to anyone.

Lawton Uses Cameron University Study to Review Charter

A mayoral committee will use a Cameron study as its jumping off point to review the City charter. Committee Chair Rick Sinnreich recommended that the committee use the spadework of a Cameron class. Students in the Public Administration class of Dr. Frank Meyers, Associate Professor of Politics, Sociology, and Criminal Justice, recommended changes including reducing the size of the council by two, lengthening council terms, doubling the term of office for the mayor, and granting him the power to vote on all issues.

AGREEMENT FOR THE PURCHASE OF NATURAL GAS

Cameron University has contracted with the Commissioners of the Land Office, an agency of the State of Oklahoma, for the purchase of natural gas from July 1, 1993 through June 30, 1994, at a cost of \$2.31 per MCF, for a total estimated cost of \$254,100.00.

President Davis recommended that the Board of Regents approve the renewal of the current annual agreement with the Commissioners of the Land Office for purchase of natural gas for the period July 1, 1993 through June 30, 1994, and further recommended that a purchase order be issued for the purchase of the monthly acquisitions during this period.

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

AGREEMENT FOR THE TRANSPORTATION OF NATURAL GAS

Cameron University has contracted the ALG Gas Supply Company of Oklahoma for transport of natural gas purchased from other sources from July 1, 1993 through June 30, 1994.

Transport rates are as follows:

July 1993 through October 1993	\$0.97 MCF
November 1993 through April 1994	\$1.27 MCF
May 1994 through June 1994	\$0.97 MCF

President Davis recommended that the Board of Regents approve the renewal of the current annual agreement with the ALG Gas Supply Company of Oklahoma (Arkla) for transport of natural gas until its expiration on June 30, 1994, and further recommended that a purchase order be issued to pay for transport services. The estimated cost for the period July 1, 1993 through expiration on June 30, 1994, is \$123,200.00. Concurrent with this approval, President Davis also recommended a purchase order for \$123,200.00 be issued to pay the monthly charge for this period.

Regent Blankenship moved approval of the recommendations. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, and Halverstadt. Regent Hall was out of the room at the time of the vote. The Chair declared the motion unanimously approved.

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

Cameron University has a SECRET Facility security clearance to allow University personnel to work with Fort Sill and other governmental agencies on security-sensitive projects. To maintain this clearance, the Industrial Security Manual of the Department of Defense requires that as the membership of the Board of Regents or the Managerial Group changes, the Board must enact the resolution and report the enactment to the Defense Investigative Service Regional office.

This is a routine action which is normally done annually after appointment of a new Regent or Regents. The Managerial Group consists of the President, the Vice President for Development, the Comptroller, and the Facility Security Officer. Therefore, it is necessary to submit the following resolution to the Board of Regents.

The following Resolution is proposed:

That the following named persons shall constitute the "Managerial Group" for Cameron University as described in the Industrial Security Manual for Safeguarding Classified Information:

- Davis, Don Clarence - President
- Sullivan, B. Don - Vice President for Development
- McClary, James F. - Director of Fire Support Institute, Facility Security Officer
- Sterling, John W. - Comptroller

The President and other members of the Managerial Group have been processed for personnel clearances for access to classified information, to the level of the facility clearance granted to Cameron University as provided for in the Industrial Security Manual.

That the Managerial Group is hereby delegated all of the Board's duties and responsibilities pertaining to the protection of classified information under classified contracts between Cameron University and the Department of Defense or User Agencies of its Industrial Security Program.

That the following named members of the Board of Regents of The University of Oklahoma and Cameron University (unless they apply and are approved for security clearance) shall not have, and will be effectively excluded from, access to all classified information in the possession of Cameron University and shall not affect adversely the policies and practices of Cameron University in the use of classified information in the performance of classified contracts awarded to the Cameron University by the Department of Defense or User Agencies of its Industrial Security Program:

- E. Murray Gullatt - Chairman, Board of Regents
- J. Cooper West - Vice Chairman, Board of Regents
- C. S. Lewis III - Regent

G. T. Blankenship	-	Regent
Stephen F. Bentley	-	Regent
Melvin C. Hall	-	Regent
Donald B. Halverstadt	-	Regent

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

President Davis recommended that the Board of Regents approve the "Resolution by The University of Oklahoma Board of Regents" which identifies the current membership of the Board, establishes the membership of a Managerial Group to oversee the University's operations in safeguarding defense information, and delegates to the Managerial Group all the Board's duties and responsibilities pertaining to the protection of classified information under classified contracts awarded to the University.

Regent Blankenship moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, and Halverstadt. Regent Hall was out of the room at the time of the vote. The Chair declared the motion unanimously approved.

QUARTERLY REPORT ON PURCHASES

Policies of the Board of Regents require that purchases in excess of \$75,000 be referred to the Board of Regents for action, with the exception that the President or his designee may award purchase orders and construction contracts up to, but not exceeding, \$100,000 where (a) competitive bids were solicited, (b) more than one bid was received, and (c) the low responsive bid is selected. Purchases made in these authorized instances are reported quarterly to the Board of Regents.

The following report covers purchases made from April 1, 1993 through June 30, 1993:

<u>ITEM</u>	<u>DEPARTMENT</u>	<u>VENDOR</u>	<u>AMOUNT</u>
Swimming Pool Demolition	Fitness Center	Jan-L Construction Company, Inc.	\$59,565.00
Swimming Pool Demolition	Fitness Center	Stubblefield and Associates, Inc.	\$33,080.00
Roof-top Air Conditioning Coils	Ten Buildings	Pippin Brothers	\$52,649.00

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

ACADEMIC PERSONNEL ACTIONS

Appointments or Reappointments:

Thomas F. Stafford III, Ph.D., Assistant Professor of Marketing, annual rate of \$46,000 for 9/10 months, (\$4,600.00 per month), August 16, 1993 through May 15, 1994. Paid from 11384, School of Business, and 11604, Graduate Program Business, pos. F052.

July 27, 1993

23446

Mickey Jean Stanley, Ph.D., Associate Professor of Nursing, annual rate of \$30,000 for 9/10 months, (\$3,000.00 per month), August 16, 1993 through May 15, 1994. Paid from 11584, Department of Nursing, pos. F203.

Changes:

Arthur Smith, Professor of Music; given additional title of Acting Chair, Department of Music, July 1, 1993 through June 30, 1994. Salary increase of \$1,000 to \$34,736.

Lawrence Weinstein, Associate Professor of Psychology and Human Ecology; given additional title of Chair, Department of Psychology and Human Ecology, July 1, 1993. Salary increase of \$1,000 to \$32,475.

Resignation and/or Termination:

Holly Hunt, Assistant Professor of English, June 30, 1993.

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

Regent West moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, and Halverstadt. Regent Hall was out of the room at the time of the vote. The Chair declared the motion unanimously approved.

LITIGATION

There was no executive session or report on this item.

CAMERON/OU CONTRACTUAL AGREEMENT TO PROVIDE M.ED. IN EUROPE

OU has asked Cameron University to supply an Early Childhood Education master's degree program, which would be one of four graduate degree programs required by the contract between OU and the U.S. Army Europe. Cameron University will be a subcontractor to OU and provide a Early Childhood degree program currently being offered by Boston University. Through discussion with Cameron administrative personnel, OU administrative personnel directly responsible for the delivery of the contracted services, and appropriate U.S. Army Europe contracting officers, it has been agreed that the Cameron program will meet the needs and requirements of defense personnel and their dependents. Students in the program will meet all necessary prerequisite education and qualifications required of graduate students at Cameron University.

Proceeds from the contract will be sufficient to cover all costs associated with the delivery of the Cameron degree program including instruction and collateral administrative costs such as departmental administration and admissions and registration services.

Approval to enter into this agreement will enable Cameron University and The University of Oklahoma to seek approval from the Oklahoma State Regents for Higher Education and the North Central Association to offer this M.Ed. program in Europe.

Contingent on these approvals, the enactment of this agreement will provide a unique opportunity for The University of Oklahoma and Cameron University to develop a cooperative offering and will enrich the opportunities for faculty, staff and potential students of the two institutions.

Presidents Davis and Van Horn recommended that Cameron University (Cameron) enter into a memorandum of understanding with The University of Oklahoma (OU) for Cameron to participate in Contract DAJA37-93-D-0054 between the U.S. Army Europe and OU to deliver graduate degrees to United States Department of Defense personnel and their dependents.

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

THE UNIVERSITY OF OKLAHOMA

PRESIDENT'S REPORT

President Van Horn reported on the following:

University of Oklahoma Press Awards

University of Oklahoma Press books continue to receive numerous awards and recognition. The Press was given the Commonwealth Club of California's Award for Fiction and Nonfiction relating to California. The winning book is Josiah Royce: From Grass Valley to Harvard by Professor Robert V. Hine.

Because of Professor of History William W. Savage's book, Singing Cowboys and all that Jazz: A Short History of Popular Music in Oklahoma, Senator Maxine Horner was inspired to write legislation creating the Oklahoma Jazz Hall of Fame. Professor Savage received a special award of recognition at the Oklahoma Jazz Hall of Fame annual meeting.

Summer Wind

The inaugural Summer Wind Festival sponsored by the College of Fine Arts July 2-11, 1993 included 53 events ranging from plays, concerts, workshops and operas and attracted about 10,000 people to our campus. Summer Wind also attracted national visibility through coverage by CNN.

As a focus on cultural diversity, the event attracted members of the African-American population, the Hispanic population, and the native American population who had never visited our campus before. In addition, Summer Wind provided a tremendous service to senior citizens and children. Plans are underway for Summer Wind 1994. The goal is to attract 50,000 people or more by the year 2000.

1993 Endowed Chairs and Professorships

The University has been allocated \$9,401,528 for 15 endowed chairs and professorships in matching funds during 1992-93. This allocation brings the University total to 77 chairs and professorships approved by the Oklahoma State Regents for Higher Education for matching funds since 1988. The University of Oklahoma has received a total of \$34.7 million in matching funds since the beginning of this program.

College of Medicine Endowment

The College of Medicine in Tulsa has received \$100,000 from the Founders of Doctors' Hospital to establish the Harlan Thomas, M.D. Lectureship Series in Family Practice. The Lectureship series will include annual presentation by two national speakers in the area of family practice to students, residents, and faculty on the Tulsa Campus.

Grants and Contracts

Professor Mary Jo Ruggles, Assistant Professor of Music, has been awarded one of 70 Fellowships for postdoctoral research in the humanities and related social sciences by The American Council of Learned Societies. Professor Ruggles' research project is in the Preservation and Study of the Music of the South Cheyenne Sun Dance Ceremony in Oklahoma.

Professor Gary Schnell, Director of the Oklahoma Biological Survey, has been awarded \$140,000 from the U.S. Department of Defense, Army Construction Engineering Research Laboratory, for his research project, Land Condition-Trend Analysis Surveys at Fort McCoy, Wisconsin and Ft. Riley, Kansas and Plant Identification at Ft. Campbell, Kentucky.

Dr. Kelvin Droegemeier, Professor of Meteorology, has received a \$188,100 award from the National Science Foundation for his research project "Dynamics and Predictability of Convective Storms."

Awards

Hugh Harris, Director of Independent Studies, was awarded the Distinguished Service Award from the Division of Independent Study at the 78th Annual Conference of the National University Continuing Education Association. In all, seven University of Oklahoma participants came home with 20 awards and honors.

National Merit Scholars

The University of Oklahoma is expected to set an all-time high in the number of its freshman National Merit Scholars. The 1993-94 freshman class is expected to enroll more than 140 National Merit Scholars, which should rank OU in the top three public institutions nationwide for freshman National Merit Scholar enrollment. The University is also expected to rank in the top three public institutions nationwide with the enrollment of 20 freshman scholars in the National Achievement Scholarship Program for

Outstanding Negro Students. One National Hispanic Scholar is expected to start his academic career at OU in the fall. This year, The University of Oklahoma will have a total enrollment of almost 500 National Merit, National Achievement and National Hispanic Scholars.

ACADEMIC ENRICHMENT

A report on Sarkeys Energy Center activities and prospects was presented by Dr. Darrell Gertsch, Norman Campus Associate Vice President for Research and Interim Director of The University of Oklahoma's Sarkeys Energy Center.

Dr. Gertsch stated that because there has developed over the last several years a widespread expectation that the Energy Center be something more than another campus facility to house faculty offices, classrooms, and research laboratories, the University administration faces a significant challenge in leveraging the Energy Center to enhance the research portfolio of the University, the quality of its graduate education, the strength of the regional economy and, however incrementally, the energy security and economic competitiveness of the nation. The keys to meeting this challenge successfully are (a) an effective organization with supporting external and internal linkages, (b) the coalescence of a strong faculty constituency, and (c) a well conceived strategic plan identifying key research areas nationally and internationally of primary interest to the University and ones in which the University can establish a strong competitive position.

Dr. Gertsch shared with the Regents his views on these issues and discussed actions taken to date in furtherance of this strategy.

HSC FISCAL YEAR 1994 SALARY EQUITY ADJUSTMENTS

For fiscal year 1994, the Health Sciences Center Educational and General budget decreased 1.6 percent with State appropriations decreasing 3.5 percent. No new State funds were made available for a general salary increase effective July 1, 1993. The salary increases recommended include adjustments for faculty and staff promotions, reclassifications, department reorganization and salary inequities.

The Health Sciences Center provided new funds to departments for faculty promotions. However, all other increases were funded from reallocation of existing resources and/or sources other than Educational and General funds. These salary increases constitute less than 1 percent of the salary base for faculty and staff.

Salary adjustments for faculty and staff \$40,000 and above have been reviewed and are recommended for the Board's approval. Also recommended for approval are the PPP salaries or earnings potential for the Colleges of Dentistry, Nursing, Allied Health and Pharmacy. These salary adjustments were included in the agenda and are attached hereto as Exhibit A.

A general salary program will be forwarded in the Fall 1993 to be effective January 1, 1994.

President Van Horn recommended approval of selected salary adjustments for Health Sciences Center faculty and staff. He also recommended approval of the Professional Practice Plan (PPP) salaries or earnings potential for the College of Dentistry, Nursing, Allied Health and Pharmacy.

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

OCCUPATIONAL MEDICINE AFFILIATION AGREEMENT

The program provides education and training to residents, including clinical practice experience in the field of occupational medicine. The department believes that the program could be more economically and efficiently carried out and administered at Presbyterian Hospital facilities and has sought the support of Presbyterian Hospital for the program and for permitting the clinical residency training to be located at the Hospital and other Presbyterian affiliated locations in Oklahoma City. Presbyterian Hospital is willing to support the program and to make its facilities available for clinical training of residents. Additionally, Presbyterian Hospital is willing to provide stipends to cover two occupational medicine residents in the program and support for a department faculty member who will serve as a clinic physician.

The arrangement and relationship is established to further the educational and academic purposes of the University, to enhance the program, to provide assistance to the Department in carrying out the program, to establish an occupational medicine residency program at the Hospital for the Department's clinical training activities for residents, to promote the good health of workers in all industries throughout the State by means of the development of an outstanding occupational medicine program, to create a center of excellence on the Oklahoma Health Center Campus, to reduce costs presently being incurred by the Department and the University in providing clinical training to residents in the Department, and to provide for stipends for residents and economic assistance to the University for the program. The University will assist and work with Presbyterian Hospital in developing and marketing the program throughout the State and will provide support from Department faculty in program development and marketing activities.

The term of this contract is from July 1, 1993 with the date of physical move to be established by mutual agreement but not later than August 1, 1993 and shall continue for one year.

Presbyterian Hospital shall make available to the Department a stipend in the total annual amount of \$70,000 for residents participating in the program. The University shall provide a full-time faculty member to serve as a clinic physician as part of the program and is expected to devote at least one-half of his professional time to the residents and training aspects of the program. Presbyterian Hospital shall pay the University \$170,000 to cover the allocation of the clinic physician.

The educational and clinical training aspects of the program shall be supervised and administered by the University. The clinical facilities shall be administered by Presbyterian Hospital.

President Van Horn recommended the Board of Regents approve an affiliation agreement with Presbyterian Hospital and The University of Oklahoma Health Sciences Center, College of Medicine, Department of Family Medicine, which includes an exception to the College of Medicine Site of Practice Policy, for the development of an occupational medicine program.

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

APPOINTMENT OF COLLEGE OF MEDICINE ADMISSIONS BOARD

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

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

The community physician nominees for the six congressional districts were solicited from over 50 county medical societies and the Oklahoma State Medical Association. All nominees have agreed to serve and are willing to participate in an orientation meeting. The nominations have been approved by the Executive Dean of the College of Medicine and the Provost.

The slate of nominees for 1993-94 is as follows:

Full-Time Faculty:

Marie A. Bernard, M.D., Associate Professor of Medicine
 Neal D. Clemenson, M.D., Assistant Professor of Family Medicine
 Michael C. Foster, M.D., Assistant Professor of Family Medicine
 Jennifer W. Gibbens, M.D., Assistant Professor of Obstetrics and Gynecology, Tulsa
 Gwen Gibson, M.D., Assistant Professor of Pediatrics, Tulsa
 Nancy K. Hall, Ph.D., Associate Professor of Pathology
 Lynn V. Mitchell, M.D., Assistant Professor of Family Medicine
 Jay L. Olson, M.D., Assistant Professor of Anesthesiology
 James W. Taira, M.D., Assistant Professor of Dermatology
 Peggy J. Wisdom, M.D., Associate Professor of Neurology

Volunteer Faculty:

David Confer, M.D., Urology-Tulsa
 Thomas Coniglione, M.D., Medicine
 James Hampton, M.D., Medicine
 Norman Imes, M.D., Medicine
 Philip Mosca, M.D., Ph.D., Urology
 Don Rhinehart, M.D., Neurosurgery

Olaseinde Sawyerr, M.D., Surgery
Frank Wilson, M.D., Obstetrics and Gynecology
Michael Winzenread, M.D., Family Medicine
Tom Wolohon, M.D., Medicine, Bartlesville

Students:

Oklahoma City Campus:

Amanda Barby
Ayumi Corn
Todd Kleiwer
Elliott Metcalfe
Reagan Parr
Jill Sisney
Melinda Spooner
G. Bryan Terry

Tulsa Campus:

Jeff Dlabach
Kristina Kline

District I:

Irvin Braverman, M.D., Tulsa
Patrick Hughes, M.D., Tulsa
John Phillips, M.D., Stillwater
Bat Shunatona, M.D., Tulsa

District II:

Joel Anderson, M.D., Okmulgee
Gayle Harris, M.D., Tahlequah
William McAfee, M.D., Shawnee
Michael Sandlin, M.D., Okmulgee

District III:

Sara Dye, M.D., Ada
Gilbert Emde, M.D., Stillwater
Robert Engles, M.D., Durant
Renee Willis, M.D., Stillwater

District IV:

Hal Belknap, M.D., Norman
Malcolm Mollison, M.D., Altus
James Wall, M.D., Norman
Robert Weedn, M.D., Duncan

District V:

Oliver Cvitanic, M.D., Oklahoma City
John Holliman, M.D., Oklahoma City
Carol Imes, M.D., Oklahoma City
Wallace McLeod, M.D., Oklahoma City

District VI:

Bobby D. Anthony, M.D., Enid
Helen Chiou, M.D., Woodward
Tim Grode, M.D., Enid
Clarence Roberts, M.D., Enid

ALTERNATES:

Full-Time Faculty:

James L. Brand, M.D., Assistant Professor of Family Medicine
Robert H. Broyles, Ph.D., Professor of Biochemistry and Molecular Biology
J. Christopher Carey, M.D., Associate Professor of Obstetrics and Gynecology
H. Dix Christensen, M.D., Associate Professor of Pharmacology
Sonia J. Crandall, Ph.D., Assistant Professor of Family Medicine
Larry P. Gonzalez, Ph.D., Associate Professor of Psychiatry and Behavioral Sciences
David F. Hogan, D.O., Assistant Professor of Surgery
K. Roger Hornbrook, M.D., Professor of Pharmacology
Michael C. Koss, M.D., Professor of Pharmacology
Linda R. Laras, M.D., Assistant Professor of Obstetrics and Gynecology, Tulsa
Glenn H. Lytle, M.D., Associate Professor of Surgery, Tulsa
Kyung-Whan Min, M.D., Associate Professor of Pathology
E. Montez Mutzig, M.D., Assistant Professor of Internal Medicine, Tulsa
Frank J. Pikul, M.D., Assistant Professor of Pathology
David Washburn, M.D., Assistant Professor of Internal Medicine
Dennis A. Weigand, M.D., Professor of Dermatology
W. Michael Woods, M.D., Professor of Family Medicine, Tulsa

Volunteer Faculty:

Edwin Carns, M.D., Emergency Medicine-Oklahoma City
Royce Everett, M.D., Obstetrics and Gynecology-Oklahoma City
Kenneth Fong, M.D., Ophthalmology-Oklahoma City
Donald Garrett, M.D., Surgery-Oklahoma City
Kautilya Mehta, M.D., Cardiovascular Surgery-Oklahoma City
Richard V. Smith, M.D., Neurological Surgery-Oklahoma City
Keith Stanley, M.D., Family Medicine-Tulsa
Roland Walters, M.D., Ophthalmology-Oklahoma City
Boyd Whitlock, M.D., Medicine-Tulsa

Students:

Oklahoma City Campus:

Arden Blough
Michael Gebetsberger
Julie Gilmour
Jeff Holzbeierlein
Vincent Key
Scott Meyers
Sonya Miller
Mary Morgan
Janice Tims
Yen Tran

Tulsa Campus:

Joseph Li
Bradley Touchet

District I:

Irvin Braverman, M.D., Tulsa
Jeff Emel, M.D., Tulsa
Mark Kelley, M.D., Tulsa
Greg Marino, M.D., Tulsa
Robert White, Jr., M.D., Tulsa

District II:

None

District III:

Patrick Bell, M.D., Tishomingo
JoAnne Carpenter, M.D., Ada
Elaine Miller, M.D., Ada

District IV:

Rosemary Bellino, M.D., Lawton
James Fahey, M.D., Lawton
Cooper Ray, M.D., Martha
B. Jeffrey Wallace, M.D., Lawton

District V:

Steven Cagle, M.D., Oklahoma City
Richard Keim, M.D., Oklahoma City
Kathryn Reilly, M.D., Oklahoma City
L. Peter Schwiebert, M.D., Oklahoma City
Lorraine Wilson, M.D., Oklahoma City
John Zubialde, M.D., Oklahoma City

District VI:

Fong Chen, M.D., Woodward
Daniel Washburn, M.D., Enid
David Matousek, M.D., Enid

AT LARGE:

Charles Brown, Ph.D.
Associate Dean for Administration, College of Medicine

Willie V. Bryan, Ed.D.

Assistant Professor of Social Sciences and Health Behavior, College of Public Health; Vice Provost for Educational Services; and Registrar

Everett Rhoades, M.D.

Acting Associate Dean for Community Affairs and Professor of Medicine, College of Medicine; Adjunct Professor of Medicine, Johns Hopkins School of Hygiene and Public Health; Assistant Surgeon General, U. S. Public Health Services

President Van Horn recommended that the individuals named above be appointed to the College of Medicine Admissions Board for 1993-94. He also recommended approval of alternates as listed.

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

REVISION OF THE COLLEGE OF PHARMACY PROFESSIONAL PRACTICE PLAN BYLAWS

Upon review by Legal Counsel and the review and recommendation of the faculty of the College of Pharmacy and the Senior Vice President and Provost, Health Sciences Center, the 1991 College of Pharmacy Professional Practice Plan Bylaws have been revised. The proposed Bylaws were included in the agenda along with a copy of the current policy.

The revisions to the plan are primarily "housekeeping" in nature. The revisions represent an expansion of the purpose of the plan, clarification of operational definitions, and modification of the wording and formatting to be more succinct and definitive.

BYLAWS OF THE UNIVERSITY OF OKLAHOMA COLLEGE OF PHARMACY FACULTY PROFESSIONAL PRACTICE PLAN

I. PREAMBLE

The Faculty of the College of Pharmacy is composed of professionals with diverse backgrounds and specialties, each uniquely qualified to contribute to the health care delivery process and thus ultimately improve the level of patient care. Faculty may be involved in the delivery of professional services and this may manifest itself as direct patient care, consultation and/or education of patients and professionals.

When members of the Faculty deliver specialized personal consultative services or patient care, these Faculty members by their personal efforts and presence enhance the stature and reputation of the College of Pharmacy and the Health Sciences Center. A reasonable degree of active involvement of the Faculty in the delivery of professional services is necessary to provide role-models for students, demonstrate the educational goals of the College of Pharmacy, and maintain professional skills. This contributes to the educational mission of the College of Pharmacy, including the research component of education. Active participation in health care delivery and

professional services requires of the participant a significant commitment in terms of energy, emotional dedication, time, and the assumption of personal liabilities in addition to those assumed in carrying out academic programs.

When there is a Pharmacist-Patient relationship, the right to terminate the Pharmacist Patient relationship shall be vested only in the Patient and Pharmacist. The University shall not possess the right to control or direct faculty member employees in the performance of their professional practice activities, it being understood that whether or not a faculty member conducts professional practice activities shall be within each faculty member's sole discretion and the University shall neither control nor direct the faculty member as to the results to be accomplished.

II. OBJECTIVES

To enhance recruitment and retention of highly qualified faculty by providing alternate funding sources with which to supplement income. To provide incentives to the Faculty to engage in the practice of their professions. To maintain and improve professional skills, and to enhance Faculty scholarship.

To improve the patient care and consultative resources of the Health Sciences Center for the benefit of the public health. To provide exemplary patient care and consultative models to meet the educational, research, and service goals of the College of Pharmacy.

To ensure effective control and administration by The University of Oklahoma and the College of Pharmacy of all monies received and disbursed. To provide reporting and auditing of all monies received and disbursed as a result of Professional Practice of the membership.

III. DEFINITION OF TERMS

1. Membership

- A. Those individuals of The University of Oklahoma College of Pharmacy who hold a greater than 50% appointment in the College of Pharmacy and have a modified or unmodified Faculty appointment are members.
- B. All members of the Faculty of The University of Oklahoma must be appointed members of the Faculty as individuals and they must exercise their professional capabilities under this policy as individuals. The University will not recognize individual, section, or departmental corporations.

2. Guaranteed Base

This is the specific salary that is guaranteed annually by contract with The University of Oklahoma, or one of the affiliated hospitals or clinics or other institutions of the Health Sciences Center, through appointment to the faculty of the College of Pharmacy by the Board of Regents of The University of Oklahoma to compensate the individual faculty member for that portion of his or her time which will be devoted to academic programs and to ensure that the academic programs take precedence over other responsibilities. This also includes amounts paid as a guaranteed salary- by the Veterans Administration Medical Centers and

other affiliated hospitals for teaching and/or patient services. It is recognized the faculty member may devote as much of the remainder of his or her time as he or she wishes to professional practice activities and/or other professional involvement.

IV. OPERATIONAL PROCEDURES

1. It is the prerogative of the individual faculty member to determine whether and to what extent he or she wishes to engage in professional practice activities. The decision to engage in such professional practice activities by the faculty members will be made with the knowledge and understanding that the fees received for professional services are to be included as generated income governed by this policy. University fringe benefits will be computed on the guaranteed base salary. Amounts paid above these base salary amounts are to compensate faculty members for their professional practice activities. Such amounts will be paid to faculty members as W-2 income and may be included in the calculations of the University fringe benefits.
2. Sources of Generated Income
 - a. Patient care fees wherever earned by the faculty members
 - b. Professional consultation
 - c. Honoraria
 - d. Continuing Education not sponsored by the College of Pharmacy
 - e. Continuing Education sponsored by the College of Pharmacy

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

3. Income Exclusions
 - a. Prizes and awards
 - b. Non-professional income
 - c. Compensation received as a result of military leave
 - d. Income earned during leave without pay, but only when exclusion is specifically authorized by the Regents
 - e. Faculty members' interests in:
 - (1) Royalties
 - (2) Copyrights
 - (3) Patent Rights
4. In the case where compensation has already had FICA, State and Federal Tax paid: inclusion of a copy of check stub and indication on PPP request **TAXES PAID** will prevent FICA, State and Federal Taxes from being withheld twice.
5. In the case where compensation has not already had FICA, State and Federal Tax paid: The University will withhold employee and employer FICA, State and Federal taxes. To receive employer FICA back from the University, you must wait until the University has fully paid employer portion of FICA and request transfer to your (R) the portion of employer FICA withheld from your PPP income.

6. The percentage of PPP income to be paid to the Plan will be five (5) percent of College of Pharmacy Continuing Education income and ten (10) percent of 'Other' income as listed in IV.2.a-d. The monies paid to the Plan will cover direct and indirect administrative costs of the College and provide for a faculty development fund. An annual report of the expenditures each calendar year shall be presented by the Dean to the PPP membership.
7. Billing, Collecting, Accounting, Disbursements, and Auditing
 - a. The College of Pharmacy Professional Practice Plan account, a Special Agency Account of The University of Oklahoma Health Sciences Center, is the only authorized depository. This account will be the sole depository and expenditures account for PPP income generated and paid under this plan. This account will be used for this purpose only and no commingling of funds will be permitted. All PPP income generated will pass through this account before being transferred to individual accounts or paid to the Faculty member.
 - b. All accounts will be handled in accordance with standard accounting principles of the Statutes of the State of Oklahoma, and the Policies of the Regents of The University of Oklahoma, as they apply to Special Agency Accounts. All funds for educational and general purposes will be transferred to the Revolving Fund before being expended.

V. DISPOSITION OF GROSS GENERATED INCOME

1. Approved percentage of PPP income for Plan budget (see Item IV.6).
2. The balance will be paid to that individual Faculty member or group within the College of Pharmacy, to the extent that the individual Faculty member or Faculty members of the group have contributed to the generation of income.

VI. GOVERNANCE OF THE PROFESSIONAL PRACTICE PLAN

The Professional Practice Committee of the College of Pharmacy.

Composition

The Professional Practice Committee shall consist of: Three (3) members elected for staggered three-year terms from the participating membership. No elected member shall serve more than two consecutive three-year terms.

The Professional Practice Committee shall be charged with the responsibility of advising the Dean regarding the administration of the Professional Practice Plan on behalf of the College of Pharmacy Faculty. The University administration, including the accounting and legal departments, are available to assist the Committee as needed. In addition, the Professional Practice Committee may obtain, at its expense, the advice of legal counsel, accountants, consultants, and others as required. It is expressly understood, however, that only the University legal counsel may prepare legal documents and represent the University and its constituent parts in its external affairs.

Meetings and Quorum

The Professional Practice Committee shall meet with the Dean at least once every quarter or upon call of the Dean. A quorum shall consist of not less than two (2) committee persons.

Annually, at a time to be determined by the Professional Practice Committee, there shall be a meeting of the full membership of the Professional Practice Plan at which time an Annual Report of the Professional Practice Plan shall be given by the Professional Practice Committee to the faculty. In addition, elections will be held for members of the Professional Practice Committee. Special meetings may be called upon request of the Professional Practice Committee. The Annual Report shall contain a record of funds generated and disbursed retaining confidentiality of source of income and amount of income generated by or disbursed to each individual Faculty member.

Written proxy voting will be accepted contingent upon the proxying member delivering the proxy to a PPP member with a copy to the Chair.

VII. ACCOUNTABILITY

The Faculty:

Each faculty member holding an appointment in more than one College of The University of Oklahoma shall have, for purposes of this Plan, a primary college or department responsible for depositing and monitoring generated income. Faculty members holding joint appointments in the College of Pharmacy and in some other College shall participate in the Plan of the College which has primary responsibility for their promotion and tenure as defined in the Faculty Handbook. The process of exercising their discretion as professionals in matters of patient care and other professional activities does not diminish their responsibility to account to the University under the plan for all income earned nor relieve them of the duty of compliance with policies and agreements of the Board of Regents governing site of practice. Although no time limitations are placed on faculty involvement in PPP activities, it is each faculty member's responsibility to insure that primary obligations to the University are above reproach.

Adherence to this Policy, as with all the Board of Regents' policies, is a condition of employment for individuals of The University of Oklahoma College of Pharmacy who hold a greater than 50% appointment in the College of Pharmacy and have a modified or unmodified Faculty appointment. Under this policy, as in all University matters, the members of the College of Pharmacy are responsible to the Dean and the Dean through the Provost to the President.

The Dean:

If this policy is to achieve its objectives, the income producing activities of the College must be well managed. Anything less than sound management will hinder the College's growth and development and damage the potential for Faculty income. It is important that everyone understand who is responsible. The Dean is charged with the responsibility of managing the business affairs of the College, including its income generating activities. At the same time the

Faculty has a great interest in the College's development and in their own incomes. The advice of the Practice Plan Committee should be carefully weighed by the Dean.

The Practice Plan Committee cannot advise, however, without sound data; nor can the Faculty evaluate the performance of management or of the Practice Plan Committee without information. It shall, therefore, be the duty of the Dean, in addition to conferring regarding policy and direction, to confer quarterly with the Practice Plan Committee regarding the costs associated with the operation of the College's income producing activities and at least once each year review with the whole membership the costs of the Plan.

The Dean shall also respond to questions posed by the members at the annual meeting, address the membership on the state of the College generally and make specific recommendations as to how the membership can improve the programs or assist in improving the management of the College's income producing activities.

VIII. MISCELLANEOUS PROVISIONS

Policy Amendments

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

Proposed amendments will be submitted to the Professional Practice Committee for advice or comment. In addition, amendments to the policy may be proposed or initiated for the consideration of the Regents by:

1. Petition by greater than 1/3 of the members followed by
2. Presentation by the Professional Practice Committee with recommendation to the full membership, and requiring
3. Ratification by written ballot of 2/3 of the full membership, and
4. Forwarding the proposed amendment through the Dean of the College of Pharmacy and Provost, Health Sciences Center, to the President for approval for submission to the Board of Regents of The University of Oklahoma.

President Van Horn recommended approval of revisions to the College of Pharmacy Professional Practice Plan Bylaws as described above.

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

FAMILY MEDICINE BUILDING CONSTRUCTION CONTRACT

At the December 1990 meeting, the Board of Regents approved construction documents for the Family Medicine Building in anticipation of additional State funding. Following approval of the State bond issue in November 1992, funding for the project was completed using \$4.5 million in State bond proceeds and \$3.25 million in State capital funds previously appropriated. At the January 1993 meeting, the Board of Regents authorized the administration to modify the architectural contract with Jones, Hester, Bates and Riek/Quinn Associates, Joint Venture, to update the construction documents and release the project for construction bids. The total project budget was approved at \$7.75 million, with an estimated construction cost of \$6.5 million.

The architects modified the construction documents to comply with the Americans with Disabilities Act and updated building codes. Alternates were developed to break-out certain prices and to add or reduce space depending on the bids. The alternates provide for additional space to be built and finished as a Specialty Clinic, a second passenger elevator, alternate exterior work and the completion of shell space for an Occupational Medicine Clinic. Alternates also break-out the cost of the premises wiring and provide options for temperature controls in lieu of the Johnson Controls specified in the base bid.

The project was released for bids June 7, 1993 and bids were received June 29, 1993. A total of five General Contractors submitted bids. All bids were valid bids. The administration has reviewed the bids and recommends that the Regents accept the bid of Lippert Bros., Inc., in the amount of \$4,556,193 as the lowest and best bid. A summary of the proposed award is as follows:

<u>Item</u>	<u>Amount</u>
Base Bid	\$ 4,015,000
Alternate to add Specialty Clinic	115,000
Alternate to add elevator	27,400
Alternate to add exterior arcade	72,600
Alternate to finish Occupational Medicine Clinic	95,200
Add premises wiring (base)	37,400
Add premises wiring at Specialty Clinic	208
Add premises wiring at Occupational Medicine Clinic	676
Add alternate control system (base)	185,432
Add alternate control at Specialty Clinic	2,316
Add alternate control at Occupational Medicine Clinic	<u>4,961</u>
Contract Amount	\$ 4,556,193

A summary of all bids including the alternates was included in the agenda along with a complete bidder's list.

The administration requests that the Board authorize the President or his designee to execute the contract and change orders, in accordance with Board policy, in an amount not to exceed \$456,000.

President Van Horn recommended that the Board of Regents (1) award a construction contract to Lippert Bros., Inc. in the amount of \$4,556,193 for the construction of the Family Medicine Building, (2) authorize execution of the contract, and (3) authorize additional expenditures from project funds of up to \$456,000 for change orders during construction.

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

ARCHITECT FOR THE BIOMEDICAL RESEARCH CENTER

At the July 1991 meeting, the Board of Regents approved the selection of HTB, Inc. of Oklahoma City with MBT Associates of San Francisco and AEI of Madison, Wisconsin as the top ranked team for the design of the Biomedical Research Center. A report regarding the architect selection process was reviewed by the Governor's office, without objection. Following approval of the State bond issue in November 1992, \$17.9 million was provided for the Bio-Medical Research Center. At the March 1993 meeting, the Board approved the Biomedical Research Center as a multi-phase project at a total cost of \$45.1 million, including the funding of Phase I at a cost of \$17.9 million with State bond proceeds. Approval was given by the Board to proceed with the negotiation of architectural and engineering fees. The State Regents' Office has informed the University that the proceeds from the bond issues for the project will be available by September.

The negotiation of architectural and engineering fees was based on the revised Program of Requirements which was completed by the University's laboratory programming consultant, Dr. Richard R. Rietz, in March 1993. The phasing plan, space completed and construction cost for each phase will be modified to allow for the use of funds as they become available for the project. Phase I will include schematic design for all phases, and the design of drives and service areas and 132,383 gross square feet including the mechanical and electrical infrastructure, a research laboratory neighborhood and unfinished space for three additional laboratory neighborhoods, core laboratories, vivarium and building support. Phase II will include the design of three laboratory neighborhoods and additional building support areas. Phase III will consist of two additional laboratory neighborhoods, one of which will be unfinished, and additional building support space. Phase IV will complete the sixth laboratory neighborhood. Phase V is a series of connecting pedestrian bridges between the Center and adjacent structures.

The HTB-MBT-AEI team was chosen because of the strength of their experience in the design of biomedical research facilities. HTB will provide project management and design services. MBT will design the research laboratory neighborhoods, vivarium and core laboratories. AEI will design the complex mechanical, electrical and plumbing systems. This will be a team effort based out of HTB's corporate office in Oklahoma City.

The fee summary for all phases is as follows:

	<u>PHASE I</u>	<u>PHASE II</u>	<u>PHASE III, IV & V</u>	<u>TOTAL</u>
Total, Project Cost	\$17,900,000	\$13,300,000	\$13,900,000	\$45,100,000
Construction Cost	\$14,718,781	\$10,271,333	\$11,231,261	\$36,221,375
Design Fee	\$ 1,394,460	\$ 773,706	\$ 729,544	\$ 2,897,710
Estimated Reimbursables	\$ 114,139	\$ 57,387		
Construction Observation by AEI	\$ 130,000	\$ 70,000		

The overall design fee for the total project represents 8% of the construction cost. A survey of design fees for 14 similar biomedical research centers was recently completed by Architectural and Engineering Services. The survey revealed a range in design fees, as a percent of construction cost, from 6% to 14% with an average fee of 9%. The fee for the Biomedical Research Center is appropriate given the phasing of the project, complexity of research laboratory mechanical and electrical systems and recognizing that MBT and AEI are nationally-recognized firms noted for their expertise in laboratory research facilities.

The President recommends that the Board of Regents approve the architectural and engineering fees for HTB, Inc. for the design of the Biomedical Research Center, and authorize the execution of an architectural contract and implementation of Phase I. This will be done with the understanding Legal Counsel will approve the architectural contract prior to execution, and that each phase will be implemented, as funds become available, with the prior approval of the Board of Regents.

President Van Horn recommended that the Board of Regents (1) approve the architectural and engineering fees, in the amount of \$2,897,710 plus reimbursable and other expenses, for the design of the Biomedical Research Center by HTB, Inc., in collaboration with MBT Associates and AEI, Inc., and (2) authorize the President, or his designee, to execute the architectural contract and implement Phase I of the project at a cost of \$17.9 million as funds become available.

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

REALLOCATION OF SECTION 13 AND NEW COLLEGE FUNDS - HEALTH SCIENCES CENTER

The Health Sciences Center needs to supplement the funding of two projects and an unallocated reserve and fund one new project by reallocating funds from previously approved Section 13 and New College Funds Projects for fiscal years 1991, 1992 and 1993. The administration proposes to reallocate funds among the projects listed below:

1. Re-roof Three Campus Buildings. This project was approved in June 1990 at a cost of \$81,642 to re-roof the Dermatology Clinic, Family Medicine Clinic and Service Center. The roof replacements at the clinics is complete and the Service Center Building roof work has been postponed. The remaining fiscal year 1990-91 Section 13 Funds in the amount of \$59,730 will be reallocated.
2. Biomedical Sciences Building Renovation. This project was approved in July 1991 using \$128,500 in Section 13 and New College Funds to match a federal grant for the renovation of the Biomedical Sciences Building. Other matching funds were identified, and only a small portion of Section 13 project funds were used for renovation. The remaining fiscal year 1991-92 Section 13 Funds in the amount of \$106,891 will be reallocated.
3. Basic Sciences Education Building Lecture Hall Sound System. This project was approved in July 1992 at a cost of \$25,200 to install new sound systems in the Basic Sciences Education Building lecture halls. The project is complete and remaining fiscal year 1992-93 Section 13 Funds in the amount of \$7,561 will be reallocated.

4. Psychiatry Research Lab Renovation. This project was approved in June 1989 at a cost of \$150,000 using fiscal year 1990-91 Section 13 Funds. Some funds have been expended for the renovation of a laboratory at the Basic Sciences Education Building. The project will be deferred to allow a reassessment of renovation needs, after a new chair for the Department of Psychiatry is recruited. The remaining fiscal year 1990-91 Section 13 Funds in the amount of \$91,262 will be reallocated.
5. Space Conversion for Neurosciences Research Laboratories. This project was approved in June 1990 at a cost of \$125,000 to convert space in the Basic Sciences Education Building to research laboratories. Some funds have been expended for renovation. The project will be deferred. The remaining fiscal year 1990-91 Section 13 Funds in the amount of \$91,997 will be reallocated.
6. Family Medicine Building. Supplemental funding for this project, first approved in December 1989, was modified at the December 1991 meeting to include \$87,000 in Section 13 funds. These funds are no longer required for the project, and \$87,000 will be reallocated.
7. Biomedical Sciences Building Roof Replacement. This project was approved in July of 1992 at an estimated cost of \$130,000 using fiscal year 1992-93 Section 13 Funds. Because of the critical nature of the facility and the rooftop-mounted heat recovery equipment, a roof scan and engineering study have been completed. It is recommended that a metal-roofed mechanical penthouse be constructed to enclose the heat recovery equipment and fume hood exhaust fans, and that the roof be replaced surrounding the new penthouse. The project will upgrade the fume hood exhaust stacks to comply with current codes and standards, as well as provide protection from future roof leaks into the research labs below. The project title will be changed to Biomedical Sciences Building Penthouse and Roof Replacement. The estimated total project cost is \$230,000. Reallocated Section 13 Funds in the amount of \$100,000 are requested.
8. Research Building Lab Modernization and Equipment. Funding for this project, first approved in July 1992, was modified at the March 1993 meeting to include a total of \$500,000 in Section 13 Funds. The estimated cost to complete modifications to the building's ventilation system and to modernize one floor of research laboratories is \$575,000. Reallocated Section 13 Funds in the amount of \$75,000 are requested.
9. Storm Drainage Project. This project consists of a storm water management study of the campus to determine the potential for flooding and to recommend engineering alternatives. This study will include large basin hydrologic calculations, mapping of existing surface and subsurface conditions, development of engineering options to protect against floods and the preparation of a cost estimate. The project will utilize the engineers for small projects previously approved by the Board, Smith-Roberts Associates, and the total fee will be \$15,000. The cost will be equally shared between the Oklahoma Medical Research Foundation, University Hospitals Authority and the Health Sciences Center. The study is a preliminary step toward acquiring city funding for drainage improvements at the Health Sciences Center. Reallocated Section 13 Funds in the amount of \$5,000 are requested.
10. Unallocated Reserve for Provost. The set-aside of Section 13 Funds for a Health Sciences Center unallocated reserve in the amount of \$184,741 was approved in July 1992. These funds were for the use of the Senior Vice President and Provost to address unforeseen capital needs, contingent upon Board approval. During the past year \$139,200 was reallocated from the reserve to other projects approved by the Board, leaving a balance of \$45,541. The reserve will be increased by \$264,441 to \$309,982 using reallocated funds.

July 27, 1993

23465

REALLOCATION OF SECTION 13 AND NEW COLLEGE FUNDS

From (Delete):

Re-roof Three Campus Buildings (Completed)	\$ 59,730
Biomedical Sciences Building Renovation (Completed)	106,891
BSEB Lecture Hall Sound System (Completed)	7,561
Psychiatry Research Lab Renovation (Delete)	91,262
Space Conversion for Neurosciences Research Laboratories (Delete)	91,997
Family Medicine Building (Delete)	<u>87,000</u>

Total Deductions \$444,441

To (Add):

Biomedical Sciences Penthouse and Roof Replacement (\$230,000 total)	\$100,000
Research Building Lab Modernization and Equipment (\$575,000 total)	75,000
Storm Drainage Project	5,000
Unallocated Reserve for Provost (\$309,982 total)	<u>264,441</u>

Total Additions \$444,441

President Van Horn recommended that the Board of Regents authorize the reallocation of unexpended Section 13 and New College Funds in the amount of \$444,441 and approve revisions to the Campus Master Plan of Capital Improvement Projects at the Health Sciences Center for the projects listed above.

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

UTILIZATION OF SECTION 13 AND NEW COLLEGE FUNDS

The University administration has developed a plan for the utilization of Section 13 and New College Funds now on hand or scheduled to be received during the period July 1, 1993 to June 30, 1994 to fund a series of critically needed facilities and items of equipment. When approved by the Board of Regents and the Oklahoma State Regents for Higher Education, the projects listed below will be included in the Campus Master Plans for the Norman Campus and the Health Sciences Center.

In order to implement the plan, the Board of Regents is requested to approve the following projects and the proposal to use Section 13 and New College Funds in the amounts indicated:

<u>Norman Campus Projects</u>	<u>Section 13 and New College Funds</u>
1. Music Center Facilities: Catlett Music Center and Holmberg Hall (Total project cost is \$14,400,000)	\$ 500,000
2. Physical Sciences Center Renovation for Chemistry and Biochemistry, Phase II (Total project cost is \$3,198,835)	250,000

	<u>Section 13 and New College Funds</u>
<u>Norman Campus Projects</u>	
3. Instructional and Research Equipment, 1993-94	\$ 573,250
4. Computer Equipment, 1993-94	600,000
5. Asbestos Removal and ADA Compliance, 1993-94	280,000
6. Academic Renovation and Equipment, 1993-94	210,000
7. Oklahoma Biological Survey Renovation, 1993-94	257,318
8. Oklahoma Geophysical Observatory Addition	75,000
9. Equipment and Renovation for Administrative Unit	<u>133,998</u>
Norman Campus Section 13 and New College Funds, Subtotal	\$2,879,566
<u>Health Sciences Center Projects</u>	
1. Biochemistry Research Laboratory Modernization and Equipment	\$ 500,000
2. Pharmacy Toxicology Renovation and Equipment for Endowed Chair	156,000
3. Anatomy Lab Modifications and Equipment to meet OSHA Guidelines	30,000
4. Library Space Conversion	75,000
5. Renovation and Equipment for Dentistry Lecture Halls	11,200
6. Rogers Building Roof Replacement and Elevator Repairs	58,600
7. Americans with Disabilities Act Improvements, Phase II	145,000
8. Emergency Support Equipment	42,900
9. Hazardous Materials Response Computer Equipment	17,500
10. Fiber Optic Network and Computer Equipment, Tulsa Campus	150,000
11. Financial Aid Management System	18,400
12. Basic Sciences Education Building Research Space Conversion	<u>377,470</u>

July 27, 1993

23467

Health Sciences Center Section 13 and New College Funds, Subtotal	<u>\$1,582,070</u>
Section 13 and New College Funds for Projects, Subtotal	\$4,461,636
<u>Reserve</u>	
Section 13 and New College Fund Reserve for 1993-94	<u>\$ 231,096</u>
Section 13 and New College Funds, Total	\$4,692,732

Included in the agenda was additional information about each of the proposed Section 13 and New College Fund projects.

President Van Horn recommended that the Board of Regents approve: (1) the plan to use a total of \$4,461,636 of 1993-94 Section 13 and New College Funds along with \$16,848,835 in other funds for a group of Norman Campus and Health Sciences Center projects, and (2) modifications of the University's Campus Master Plans of Capital Improvement Projects to include these projects.

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

CAMPUS MASTER PLANS OF CAPITAL IMPROVEMENT PROJECTS FOR THE NORMAN CAMPUS AND THE HEALTH SCIENCES CENTER

At the March 1992 meeting, the Board of Regents approved an updated Campus Master Plan of Capital Improvement Projects for both the Norman Campus and the Health Sciences Center. Since that time, changes to the Campus Master Plans have been approved by the Board. Pursuant to H.B. 2375 enacted by the 1993 Legislature, the State of Oklahoma's Long Range Capital Planning Commission (LRCPC) has requested the State Regents for Higher Education to provide capital outlay requests and project ratings for the development of a five-year capital program for the State of Oklahoma. In a letter to the President dated March 30, 1993, Chancellor Brisch requested the preparation of updated and reprioritized lists of capital projects for use during the current phase of the capital planning process. The revised Campus Master Plans need to be submitted to the office of the State Regents by July 30, 1993.

Included in the agenda for consideration and approval by the Board were two sets of documents, one for Norman Campus projects, the other for Health Sciences Center projects. Each set includes the following documents: (1) projects to be funded all or in part by the approved general obligation bonds for higher education; (2) other projects selected for inclusion in the State of Oklahoma's Long Range Capital Plan to be funded with State-appropriated or bond funds during the next five years; (3) additional capital projects to be funded with non-State funds; and (4) projects to be funded during the coming year with Section 13 and New College funds now on hand or anticipated to be received during the 1993-94 fiscal year. The project lists are attached hereto as Exhibit B.

President Van Horn recommended that the Board of Regents approve (1) the revised Campus Master Plan of Capital Improvement Projects for the Norman Campus, and (2) the revised Campus Master Plan of Capital Improvement Projects for the Health Sciences Center.

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

RECLASSIFICATION OF FLOW CYTOMETRY LAB

The Flow Cytometry Lab was established as a core component of the Oklahoma Center for Molecular Medicine (OCMM). This lab provides The University of Oklahoma research community with state-of-the-art cell analysis and sorting instrumentation, and the technical expertise to best utilize this technology.

Currently, the lab receives a significant portion of support through the OCMM, a sponsored program accounted for within Grants and Contracts. The lab also receives funds through fees charged to its users. Services are available to anyone in the scientific community, on a fee-for-use basis.

Fiscal Year 1993-94 estimated revenue for the lab is \$50,660. Expense, including supplies and salary and benefits for the lab technician, is estimated to be \$35,660. Since most lab customers are within The University of Oklahoma Health Center, accounting and billing for the facility would be more effectively managed by reclassifying the lab as a service operation.

President Van Horn recommended that the Board of Regents authorize the accounting reclassification of the Flow Cytometry Lab from a Grant and Contract account activity to a service unit operation effective July 1, 1993.

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

COST-PER-COPY CONTRACT

The concept, called a Copy Services Contract, is increasingly being used by large organizations that produce large numbers of copies during the course of business. It is a program that moves an organization out of owning, servicing, and managing copiers, and promises significant savings in overall copying costs.

The Health Sciences Center owns about 135 copiers that cost approximately \$795,000, and leases another 35. The quality and capabilities vary considerably. The Health Sciences Center produces approximately 22 million copies per year at a direct cost of about \$690,000, averaging about .03 per copy. This figure does not include the indirect personnel costs of maintaining the machines. A contract has the potential of reducing the Health Sciences Center's copying cost by \$200,000 annually.

Specifications were written to include copiers of specified quality and capabilities for the HSC Campus. The vendor will manage, supply, maintain, and monitor each machine's performance, and charge the University a fixed fee for each copy produced. Contract award will place copiers of uniformly high quality and performance at the Health Sciences Center. An optional condition of the specifications allows copiers to be placed at additional locations throughout the State under the same terms, conditions, and price. The Tulsa and Norman Campuses will therefore have opportunities to use the same contract.

Invitations to bid were provided to qualified vendors. Twelve vendors accepted the invitation, and nine responded with offers. The offers ranged from a high of .0413 per copy to a low of .0199. Three clustered around the .02 per copy: Pitney Bowes, BMI, and Xerox. All three are highly qualified and capable of filling the contract. Xerox was not selected because their offer was not a cost-per-copy contract, but a modified lease program that would not apply to other locations. In selecting between the two remaining best bids, weighted criteria were used to evaluate the offer. BMI Systems Corporation offer of .0211 scored higher for several reasons: BMI offer provided the lowest cost-per-copy for future expansion; BMI would place more new machines on campus than Pitney Bowes (70% new, 30% remanufactured to 20% new, 80% remanufactured); BMI requires fewer copiers under a contract (148 versus 165); BMI included a written offer to assist the University aggressively in marketing University-owned copiers and BMI agreed to incorporate \$90,000 of University/BMI existing lease copier contracts into this contract at no additional cost.

Administration requests authorization to issue a purchase order to BMI Business Corporation. Funds are available from multiple HSC accounts.

President Van Horn recommended that the Board of Regents authorize the Health Sciences Center to issue a purchase order to BMI Systems Corporation for copy services for a period of one year with an option to renew on an annual basis for an additional term or terms that may be in the best interest of the University.

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

LEASE PURCHASE OF A COMPUTER INFORMATION SYSTEM

The Health Sciences Center currently uses a Unisys A10 mainframe computer which was purchased on several seven-year lease purchase programs. The lease purchases will be paid off between July 1993 and October 1994 due to various past upgrade schedules. The information systems which support administration of the Health Sciences Center are inadequate for the demands which are being placed upon the University. The increased demand to respond to regulatory bodies, expended internal requirements and student needs are limited due to the current configuration, which cannot support modern commercially available software. It is estimated that continued maintenance and upgrading of the current system would be less cost effective and efficient than state-of-the-art systems now available.

The desire for a single view of the information throughout the University can be provided by:

- Establishing "Middleware" (a combination of hardware and software) to allow each user to access institutional data across multiple data bases using the tool they choose.
- Migrating to a distributed computing environment based upon open systems concepts as defined by national and international standards.
- Providing a multi-vendor environment which allows for the migration from the current legacy of mainframe computing into client/server architecture without requiring the immediate abandonment of the current mainframes throughout the University.

- Replacing the Unisys A10 with hardware which will serve as the primary information repository for the data warehouse which will be created to enable the migration to the client/server architecture.
- Also, to enhance the research capabilities, a high performance compute engine is required for the research community to enable computing and visualization projects which are currently impractical.

Funds will be obtained through the payoff of current Unisys leases. To serve the needs of the Health Sciences Center it will be necessary to bid and lease purchase a system that will meet the requirements of today's environment. This acquisition represents the first step in a Universitywide plan which is being implemented to make computing and information more accessible and useful.

Specific approval 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 an Information 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 Information System.
6. OU Board of Regents approves the selection of the Information 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 Information System 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 Board of Regents will subsequently have the opportunity to approve the selection of the Information 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 of an information system which will serve current demands and provide an open system for future growth at an estimated cost of \$1.5 million.

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

LEASE OF 1515 NORTH LINCOLN BOULEVARD

The Oklahoma School of Science and Mathematics has requested the continued use of property owned by the Board of Regents at 1515 North Lincoln Boulevard in Oklahoma City. The property has been leased to the School since 1988, with the approval of the Board in October 1988 and June 1992. Under the initial lease agreement, the School paid for the rehabilitation of the building at a cost of \$20,000, rent at \$1.00 per year and utilities, custodial services and lawn maintenance. Under the terms of the current lease, the School pays rent at \$1.00 per year and, because of the low rental cost, is responsible for all building and lawn maintenance, utilities and custodial services.

The School would like to execute a new lease agreement for the Lincoln Boulevard property which contains approximately 4,000 square feet. Also, the University has received a request from the Secretary of State to use space in the facility for the Oklahoma Office of Volunteerism. The two-story building is suited for dual occupancy. By mutual agreement, the School will sub-let approximately 1,500 square feet of the leased premises, under similar terms and conditions, to the Oklahoma Office of Volunteerism. The proposed lease agreement between the Board of Regents of the University and the Board of Trustees of the Oklahoma School of Science and Mathematics will be for the period July 1, 1993 through June 30, 1994 and be renewable for up to two additional one-year terms. The terms and conditions of the lease will include an annual rental payment of \$1.00; payment of all building and lawn maintenance, utility, and custodial services costs; payment for any improvements that may be required under the Americans with Disabilities Act; and compliance with the regulations of the Capitol-Medical Center Improvement and Zoning Commission. Previously, the Director of the Zoning Commission issued an opinion that the zoning classification and regulations permit the use of the Lincoln property by the School as a public educational institution.

The President recommends approval of the proposed lease agreement, with the understanding execution of the lease is subject to the approval of the Board of Trustees of the Oklahoma School of Science and Mathematics.

President Van Horn recommended that the Board of Regents authorize the lease of University property located at 1515 North Lincoln Boulevard, Oklahoma City, to the Board of Trustees of the Oklahoma School of Science and Mathematics for the period July 1, 1993 through June 30, 1994 and renewable for up to two additional, consecutive one-year terms.

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

PROFESSIONAL SERVICE AGREEMENTS

Renewal - OUHSC Department of Family Medicine and
the Oklahoma State Health Department

\$120,000

The purpose of the renewal of this contract is to provide professional services of a faculty member to the Oklahoma State Health Department and to provide administrative support to carry out the faculty member's services. The Oklahoma State Health Department will reimburse the Health Sciences Center for such services and support as well as provide adequate office space for the faculty member and support staff. This contract was originally established for the period of April 1, 1993 through June 30, 1993 in the amount of \$26,889. The term of this renewal is from July 1, 1993 through June 30, 1994. The contract has been reviewed by Legal Counsel. Funds will be deposited and expended through account R0000090-OKC Department of Family Medicine.

Renewal of the following residency agreements is proposed for the period July 1, 1993 through June 30, 1994:

College of Medicine and HCA/Presbyterian Hospital	\$1,221,531
College of Medicine and Children's Hospital of Oklahoma	3,170,291
College of Medicine and Physician Manpower Training Commission	1,727,740
College of Medicine and Oklahoma Memorial Hospital	5,081,373
College of Medicine and Veterans Affairs Medical Center	3,827,570
College of Medicine and Baptist Medical Center	478,064
College of Medicine and Saint Anthony Hospital	374,784

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

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

FACULTY ALLEGED DISCRIMINATION PROCEDURE REVISIONS

The Faculty Senates on both campuses have had an opportunity to review the proposed revisions to the Faculty Alleged Discrimination Procedure and make their recommendations. The Health Sciences Center recommendation to keep the filing period at 45 days was incorporated. Norman Campus had three recommendations. One change regarding the title was incorporated, but the requests that ethnicity be retained and that sexual orientation be added as a protected class were not incorporated.

The proposed revisions are:

1. Clarify that this procedure is for faculty and that it is not to be used for claims that could be filed under the University's Sexual Harassment Policy or its more recently adopted Racial and Ethnic Harassment Policy.
2. Add protection against discrimination on the basis of religion, disability, and status as a veteran consistent with current State and federal laws.

3. Delete the terms "creed" and "ethnic" essentially because these terms are subsumed by the terms race, national origin and religion and are, therefore, superfluous.
4. Change the time period for filing a complaint on the Norman Campus from 30 days to 45 days consistent with the HSC faculty discrimination procedure.

President Van Horn recommended that the Board of Regents approve the following Faculty Alleged Discrimination Procedure revisions (additions are underlined and deletions are lined through):

FACULTY ALLEGED DISCRIMINATION PROCEDURE (OTHER THAN SEXUAL, OR RACIAL/ETHNIC HARASSMENT) The University has a policy of internal adjudication in matters relating to alleged discrimination. Any faculty member, including those on temporary or part-time appointment, who believes that he or she has been discriminated against because of race, ~~ethnic~~ or national origin, sex, ~~creed~~, color, or age, religion, disability or status as a veteran should give the University's Affirmative Action Officer a written account of the alleged act of discrimination no later than ~~30~~ forty-five (45) calendar days after becoming aware of its occurrence. The.....

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

INTERIM FAMILY AND MEDICAL LEAVE POLICY

In September 1992, the University Employee Benefits Committee--which was asked to review Extended Care Leave proposals approved by the Norman and Health Sciences Center Faculty Senates in 1990 and 1991--recommended to President Van Horn that the appropriate administrative offices resolve the differences between the proposals. President Van Horn forwarded the EBC's response and recommendations to the Senior Vice Presidents and Provosts and Vice Presidents for Administrative Affairs on both campuses for their consideration. Representatives of these offices and Personnel Services began meeting in November to attempt to resolve differences between the proposals as well as to develop a policy that would meet the then-forthcoming requirements of the federal Family and Medical Leave Act of 1993.

Pending further review of the Faculty Senate proposals and federal legislation, additional input from faculty and staff governance groups on both campuses, and a review of peer institution policies, the following Interim Family and Medical Leave Policy is recommended for approval. This interim policy incorporates and consolidates into one document provisions of existing University policies pertaining to family leave--which currently are included within various sections of the Norman and Health Sciences Center Faculty Handbooks and the University Staff Handbook--and the requirements of the federal Family and Medical Leave Act, which is effective August 5, 1993. The proposed interim policy, which was included in the agenda and is attached hereto as Exhibit C, does not change the University's policies on Paid Leave and Short-Term Disability, Leaves without Pay (personal), and faculty tenure (probationary period).

President Van Horn recommended adoption of an Interim Family and Medical Leave Policy pending further review of University proposals and federal legislation regarding such leave.

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

FUNDING FOR ENDOWED POSITION

The Department of Otorhinolaryngology requests authorization to transfer \$125,000 of independent operation funds to the Regents' Fund to establish a professorship entitled The Gore Professorship in Otorhinolaryngology. These funds are augmented by a gift of \$25,000 from Gore Oil Company which is on deposit in The University of Oklahoma Foundation, Inc. in account number 60155. Gore Oil Company has made a commitment to provide the remaining \$100,000 over the next three years to complete the private donor portion of the professorship.

The Department of Otorhinolaryngology is committed to advancing the understanding of disease process and the improved treatment in the disciplines of Otorhinolaryngology, Audiology and Speech Pathology. The establishment of the Professorship in Otorhinolaryngology will allow for the recruitment of a nationally-renowned faculty scientist in one of the growth areas of the department.

President Van Horn recommended that the Board of Regents authorize the transfer of Independent Operation Funds (Professional Practice Plan) to the Regents' Fund to establish the endowed position in Otorhinolaryngology.

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

LAW CENTER SALARY INCREASES FOR FACULTY AND CERTAIN PROFESSIONAL STAFF

Pay increases for The University of Oklahoma Law Center are presented for the approval of the Board. The continuing merit pay increases for faculty and certain professional staff are proposed to be retroactive to July 1, 1993. Other Law Center staff increase recommendations will be presented at the September Board meeting with the remainder of Norman Campus faculty and staff. Onetime salary adjustments will be issued after approval of the Board.

Although the State appropriation for the Law Center was reduced by \$135,000, it was offset by a tuition rate increase which generated \$447,784 and support fees of \$256,870. These and other smaller revenue changes produced a net increase of \$549,144 in the FY94 Law Center budget compared to last year's budget. It is recommended that \$221,884 of this increase be used for merit increases for faculty and for professional staff in positions that require law degrees. The remainder of the new revenue was used to annualize funds previously budgeted from reserve, for mandatory cost increases in current faculty and staff fringe benefits, utility rate increases, and other inflationary cost increases in supplies, equipment and maintenance as approved with the University budget at the June Board meeting.

In addition to the \$400,000 in reserve set aside for State appropriation or tuition shortfalls, the Law Center has an unrestricted reserve of approximately \$589,000. Of the unrestricted reserve, \$141,057 is recommended for onetime salary adjustments to temporarily bring the faculty and certain professional staff of the Law Center into a closer alignment with the marketplace. The salary increases are for two years of achievements and performance. The package includes merit increases averaging 9.4 percent and onetime salary adjustments of \$3,500 each for tenured or tenure-track faculty members and \$1,500 each for staff in positions that require law degrees.

Despite the merit increases and the onetime salary adjustments, faculty salaries particularly will still lag far behind the national median. At the end of FY93 the salary average at the Law Center ranked in the bottom 10 of all accredited law schools in the country, last in the Big 8 and Big 10 and lower than the other two law schools in the State of Oklahoma. Although faculty salary increases for other law schools for FY94 are not available at this time, the recommended increases should allow the University to realize some gain.

The detail of recommended salary increases includes explanations of merit increases of 10 percent or greater. A salary increase summary and a listing of proposed salary increases was included in the agenda and is attached hereto as Exhibit D. The majority of these increases are related to market adjustments. Salaries for recently hired tenure-track faculty have been further from the market rate than salaries of other faculty. Raising salaries of these newer faculty will enable the Law Center to hire entry level faculty next year and thereafter at a pay level that is not greater than those already on board, thus avoiding compression and inversion problems.

It is a goal of the Law Center to provide pay raises in the future that outpace the national market and bring the average salaries to a level reflective of the overall quality of the school. This accomplishment should assist in attracting top faculty members and keeping the quality faculty who are presently on board.

President Van Horn recommended approval of Fiscal Year 1993-94 salary increases for the Law Center faculty and certain professional staff as presented, including continuing merit salary increases and onetime salary adjustments.

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

PHYSICAL SCIENCES CENTER RENOVATION FOR CHEMISTRY AND BIOCHEMISTRY, PHASE II

In March 1992, the Board of Regents approved the Campus Master Plan of Capital Improvement Projects for the Norman Campus. At that time, the Physical Sciences Center Renovation for Chemistry and Biochemistry, Phase II project with an original budget of \$2,712,000 was identified as the University's second highest priority project. This project, which will provide critically needed teaching and research laboratory space, involves the renovation of areas on the first, second and third levels of the Physical Sciences Center which is located on Elm Avenue between Boyd and Brooks Streets.

The project was approved as a part of earlier campus master plans. In March 1991 the Board approved the award of an architectural and engineering services contract to Rees Associates, Inc. for the preparation of a feasibility study and master plan for both the first phase and the second phase of the project. Initial professional services were performed by the architects and engineers who also prepared final plans and specifications and provided construction administration services during Phase I of the project. Work on the first phase of renovation has been completed and the new laboratories and other teaching spaces are being used by students and faculty.

At the April 1993 meeting the Board of Regents authorized Rees Associates, Inc., the project architects, to prepare plans for construction of the second phase of the project. The architects have completed preliminary plans for the second phase of the project. This phase of the project will provide 18 research laboratories, five faculty offices, two staff offices, a graduate student work area, three data analysis rooms, two cold rooms, a scientific equipment room, and other teaching and research program spaces.

Detailed mechanical and electrical engineering studies of the existing systems in the Physical Sciences Center have been conducted as a part of the planning process. As a result of these studies, it has been determined that the modifications and additions to the existing heating, ventilating, air conditioning and laboratory support systems required to provide the support needed for the 18 new research laboratories will be substantially more costly than originally anticipated. The existing air conditioning and laboratory exhaust air ductwork do not have the capacity to provide the required amount of ventilation. Also, detailed studies of the function and layout of each research laboratory indicate that the project budget needs to be increased to provide additional millwork and items of built-in equipment. As a result of the configuration and the condition of the existing building mechanical and electrical systems and the special laboratory requirements, it is recommended that the project budget be increased from \$2,712,000 to \$3,198,835. It is proposed that additional Fiscal Year 1993 Section 13 and New College Funds in the amount of \$236,835, which was previously earmarked for this project, and Fiscal Year 1994 Section 13 and New College Funds in the amount of \$250,000 be used to supplement the current budget for this project.

The preliminary plans for the project have been reviewed and approved by representatives of the Department of Chemistry and Biochemistry and by other University staff. If the plans and the modified budget are approved by the Board, the project architects will complete final plans and specifications and the project will be advertised for bids.

President Van Horn recommended that the Board of Regents (1) approve the preliminary plans which have been prepared for Phase II of the Physical Sciences Center Renovation for Chemistry and Biochemistry project, (2) increase the budget for the project by \$486,835 to \$3,198,835, (3) authorize Rees Associates, Inc. to prepare final plans and specifications for the project, and (4) authorize the administration to advertise the project for bids.

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

LEASE OF UNIVERSITY CHILD CARE CENTER

At the March 1993 Board of Regents' meeting, an information agenda item was provided to update the Board on the status of the University child care center project. The bidding and evaluation process has been completed and the best bid, as unanimously determined by a faculty, staff, and student evaluation committee, was submitted by Children's World Learning Center.

The Children's World bid was the only one received that would ensure National Association for the Education of Young Children standards, an accreditation which represents the highest standard of quality for child care services. The rates proposed by Children's World for a fall 1994 opening are competitive with the projected rates for most child care centers in the Norman area and the projected rates for the Oklahoma City area. The basic full-time (7 a.m. to 6 p.m.) weekly rates proposed for 1994-95 are as follows:

Infants	\$103
Toddlers	\$ 90
Two Years	\$ 84
Three, Four and Five Years	\$ 77
Before/After School	\$ 46

One other bid was received from a national child care provider. Although the rates were similar, the committee judged the quality of child care services of the other provider to be significantly below the services provided by Children's World. Children's World currently operates six centers in Oklahoma with several more in the construction process. Unannounced inspection visits to several of these centers indicated a high quality care level which was consistent with all of the responses to their proposal. The capacity of the University's center will be for 150 children (FTE), and the lease will be for a five-year period with three five-year options.

In order to finance the construction of the center, the University would use \$650,000 from University Book Exchange contract reserve funds. These funds will be repaid by a \$5.00 per week FTE payment from Children's World. The repayment period would be approximately 30 years. As Children's World has constructed almost 500 centers, it would be in the best interest of the University to use existing CW's plans to construct a building. A review of these plans would be conducted to incorporate any desired changes and modifications required for building site utility connections. The approved plans would then be used to solicit competitive bids to construct the building.

The planned project schedule would be as follows:

July 30, 1993	Award contract to CW
August 23, 1993	Receive CW Plans
September 27, 1993	Approve Plans and Solicit Bids
November 11, 1993	Approve Contract Award for Construction
June 30, 1994	Complete Construction
August 1, 1994	Commence Operations

Although the Children's World's proposal meets the University's objective to provide the highest quality on-site child care for its staff, faculty, and students at locally competitive rates, efforts have been made to address concerns about the ability of some students and

employees to afford the proposed rates. To help make the center affordable to members of the University community, Children's World has agreed to accept 10 DHS Title XX (State-supported) enrollments. In addition, child care expenses are considered by Financial Aid Services in the financial aid application and awarding process. Other assistance opportunities for University employees and students are being pursued.

President Van Horn recommended that the Board of Regents approve the following actions related to the establishment of a University Child Care Center:

1. Award of a contract to Children's World Learning Center to lease and operate the Child Care Center on the Norman Campus.
2. The use of \$650,000 from University Book Exchange contract reserve funds to finance the construction of the Center which will be repaid with interest from the rent paid by Children's World Learning Center.
3. The use of Children's World Learning Center's construction documents as modified by the University to solicit construction bids in accordance with the Public Competitive Bidding Act.

During the discussion of this item, Vice President Farley stated the capacity for this facility will be 150 children, one-third faculty, one-third staff and one-third students. There is a possibility the demand will exceed the capacity. The rates proposed are the rates Children's World charges in Oklahoma City. Children's World feels strongly they would like to maintain this rate structure and not charge higher rates than they charge elsewhere. At seventy-five percent capacity, the University will get \$5.00 per child, at eighty-five percent it would be \$6.00 and ninety-five percent and above it would bring \$7.00 per child for FTE computed per week for rent.

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

REVISIONS TO POLICY ON OBLIGATION AND COLLECTION OF STUDENT FEES

Under the current Regents' policy, students on the Norman Campus are required to pay their tuition and fees in full by the end of the fourth week of classes for the fall and spring semesters. Students who have not paid by the payment due date are charged a late payment fee of \$5 per student credit hour. If they haven't paid by the end of the twelfth week of classes, they are charged an additional \$50 late payment fee, and if their account is still unpaid at the end of the semester, another \$50 charge is assessed. At the Health Sciences Center, students are required to pay their tuition and fees in full by the end of the second week of classes for the fall and spring semesters. Students who have not paid by the payment due date are charged a late payment fee of \$20. Students failing to pay tuition/fees before the end of the sixth week of classes are assessed an additional late fee of \$30. Failure to pay fees/tuition before the last day of the term will result in a reinstatement fee of \$100. On numerous occasions during the past several years, several fee payment alternatives have been investigated by the Controller, Bursar, and Financial Aid offices of each campus, in an attempt to ease the tuition and fee payment burden on the University's students. The University's Enrollment Management Board and the

Bursar's Office Task Force had also encouraged the development of alternative fee payment plans. As a result of these investigations and recommendations, a new fee payment plan policy has been developed for consideration by the Regents. The fee payment plan being proposed has been favorably reviewed by the Office of the Oklahoma State Regents for Higher Education for compliance with the State Regents' policy. The basic components of the proposed plan are as follows:

1. For the fall and spring semesters, tuition and fees could be paid in four payments due in September, October, November, and December for the fall semester and February, March, April, and May for the spring semester.
2. Students opting to utilize this payment plan would be charged a service charge computed at 1.5% monthly on the student's unpaid balance at the beginning of the month less payments posted to the student's account through the first 15 days of the current month.
3. The current late payment charges except for the end of semester assessment will be eliminated.
4. Students opting to pay their tuition and fees in full by the end of the fourth week of classes (as currently done) would not be assessed the service charge.
5. Students unable to pay their tuition and fees in full because their financial aid (as certified by the Financial Aid Office) had not arrived would be exempted from the service charge.

It is recommended that the Regents approve this proposal for implementation with the Fall 1993 semester and revise their policy for Obligation and Collection of Student Fees as follows (additions are underlined and deletions are lined through):

OBLIGATION AND COLLECTION OF STUDENT FEES POLICY

General enrollment fees and nonresident tuition and other fees for special educational services are due prior to the first day of class. The University's administration shall establish and publish a deadline when fees are payable, after which payment may be subject to a service/late payment charge.

1. Add/Drop Period - Changes of schedule may be made during the first two weeks of a regular semester/term and the first week of a summer semester/term with appropriate drop and add charges.

2. Late Payment - Late payment will require payment in full as well as be subject to a service/late payment charge in an amount determined and published by the institution.

The following procedures modify and clarify existing practices of the University governing financial obligations incurred by students, including both initial payments and delinquent debts. These procedures may be categorized as:

- A. Obligation and collection of registration fees
- B. Obligation and payment of other charges and fees
- C. Insufficient funds checks
- D. Delinquent housing payments

A. Obligation and Collection of Registration Fees

1. A financial obligation is incurred at the time a student elects to register. Registration may be canceled without financial obligation at any time before the scheduled first day of classes. During the first two weeks of a semester or first week of a summer session, students may register or add classes with an additional fee.

2. Students may pay fees in the Bursar's Office beginning the first day of the semester or summer session. ~~Student tuition reminder notices~~ Monthly statements will be prepared and mailed ~~after the first two weeks of classes or the first week of a summer session.~~ prior to the fee payment deadline. Failure to receive a ~~reminder notice~~ statement will not exempt a student from late penalties. It is the student's responsibility to determine his/her financial obligation and how it is to be met.

3. To avoid penalties and/or service charges, students are required to pay all tuition and fees in total prior to the date designated in the Class Schedule Bulletin as the last day to pay tuition and fees without penalty. At the time of registration, students will receive detailed instructions as to when fees are due, what the late payment penalties are and the consequences of nonpayment.

4. Students may pay their tuition and fees in four payments during each Fall and Spring semester as shown in the Class Schedule Bulletin. These payments are subject to the service charge as defined in paragraph (5). Students who do not pay their tuition and fees during the period noted above will be considered to have delinquent accounts. The Bursar will send "Overdue Notices" directly to the students when their tuition and fees are not paid on time.

5. Students will be charged a 1.5% per month service charge on any unpaid balance on their student accounts receivable that is one month past due. During the next eight weeks of the semester or four weeks of a summer session students may pay their delinquent tuition and fees with an added charge for late payment of \$5.00 per credit hour (minimum \$20.00).

Service/Late Payment Charges may be waived if the University, through its action or inaction, has caused the payment for tuition and fees to be made beyond published deadlines or if there are extraordinary circumstances (e.g., death in family, serious illness, accident, etc.) which result in the student's tuition and fees not being paid by the published deadlines. The extraordinary circumstances must be an event which the student could not reasonably control or foresee. Extraordinary circumstances do not include reasons such as failure to receive a bill, not having the funds to pay, car payment or rent payment due, or other reasons which could be reasonably controlled by the student. Students requesting a waiver of the Service/Late Payment Charges due to an extraordinary circumstance should submit a written request to the Bursar fully describing the circumstances including copies of supporting information. Requests for waivers should be submitted prior to the published deadline for tuition and fee payment whenever possible. The Bursar shall review the request and supporting documentation and determine whether a Service/Late Payment Charges waiver is to be made. In addition, students requesting Service/Late Payment Charge waivers should contact the Office of Financial Aid to determine if the extraordinary circumstance makes them eligible for aid from any of the University's financial aid programs. Students paying tuition and fees with financial aid must obtain a Service/Late Payment Charge waiver from the Office of Financial Aid. Eligibility for this waiver will be determined by the Office of Financial Aid.

7. ~~6. Any students who have not paid their tuition and fees by the end of the 12th week of a semester (6th week of a summer session) will be charged an additional \$50.00. Students with outstanding registration fees not in conformance with items 3 or 4 at the~~

beginning of pre-enrollment will not be permitted to pre-enroll. The Bursar will notify the Registrar of the names of those students with outstanding registration fees.

~~8. Z.~~ Until and including the last day of final examinations, students may pay their delinquent accounts by paying tuition and fees for all of their original enrollment plus the late payment service charge noted in item 5 above. ~~plus the additional late payment charge of \$50.00 noted in item 6 above.~~ Students settling their delinquent accounts after the last day of final examinations will be charged an additional \$50.00 over and above charges for delinquent accounts noted above.

~~9.8.~~ The Bursar will notify the Registrar of the names of those students whose fees are not paid by the last day of classes so that the Registrar can withhold the reporting of their final grades.

~~10.9.~~ Students can withdraw from courses only with the permission of the instructor (and deans when necessary) as per current policies and procedures. Withdrawal from classes does not relieve students of their financial obligation to the University. Students who register in classes and decide not to attend without canceling their registration prior to the first day of classes and students who decide to quit attending classes without withdrawing will be charged 100% of the registration fees due the University.

~~11.10.~~ Those students who may wish to pay tuition and fees to reinstate a semester or summer term after the last day of finals for that session must be referred to the Vice Provost for Instructional Services for a final decision. The basic posture would be that retroactive reinstatement would be allowed only in cases where it can be established that the University somehow contributed to the student's late payment by some error on its part.

Regardless of when a student pays tuition and fees, payment for the entire enrollment is required. Selective course payment will not be possible.

~~12.11.~~ All payments for delinquent accounts must be made in cash, cashier's check or money order.

President Van Horn recommended that the Regents revise the Regents' Policy concerning the obligation and collection of registration fees to establish payment due dates for the fall and spring semesters enabling students to pay their tuition and fees in four payments throughout the semester. Students opting to use this four-payment option would be charged a 1.5% service charge each month on their unpaid balance. The current late payment charge would be eliminated with the exception of the charge which is made at the end of the semester if a student's tuition and fees are still outstanding.

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

STUDENT APPLICATION FEE INCREASE

An increase in the application fee is needed to offset the loss of onetime E&G funding previously committed to recruitment and admissions activities.

On May 28, 1993, the Oklahoma State Regents for Higher Education approved an increase from \$15 to \$25 in the amount that institutions are authorized to charge as an application fee. The University of Oklahoma currently charges an application fee of \$15 to all students, producing an income in fiscal year 1992-93 of approximately \$250,000.

The Enrollment Management Board has unanimously recommended that the University increase its application fee to the authorized limit of \$25, effective immediately for students applying to be admitted to the University beginning with the summer of 1994. This action will generate approximately \$150,000 in additional revenue. The Board further recommends that these additional funds be earmarked to support admissions and recruiting.

This action will also require approval by the Oklahoma State Regents for Higher Education.

President Van Horn recommended that the Board of Regents approve a \$25 University of Oklahoma application fee.

In response to a question by Regent Blankenship on application fee charges at the other Big Eight schools, Dr. Ravindran, Associate Provost, provided data on Big Eight application fee charges taken from an October 1992 survey. Colorado's fee is the most expensive at \$40-\$60. The average, excluding OU, is \$20 in-state and \$22 out-of-state and \$34 for international applications. He said the State Regents looked at the peer group and in anticipation asked the Legislature for authority to increase the fee from \$15 to \$25. No Oklahoma college has requested an increase.

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

At 4:55 p.m. Chairman Gullatt recessed the meeting. He said the meeting would reconvene at 9:00 a.m. on Wednesday morning, July 28, in the same location.

The meeting reconvened in regular session at 9:00 a.m. on July 28 in the Foundation Board Room.

OKLAHOMA CLIMATOLOGICAL SURVEY - ANNUAL REPORT

The annual report of the Oklahoma Climatological Survey for the calendar year 1992 was distributed to the Regents with the agenda. An executive summary was included in the report. Dr. Kenneth C. Crawford, Director of the Survey, was present to provide a brief report.

He said the Climate Office of the State of Oklahoma was established by the Oklahoma State Legislature in 1979 as the Oklahoma Climatological Survey under the direction and supervision of the Board of Regents of The University of Oklahoma. The Survey was recreated by the 1988 Legislature to continue until July 1, 1994. The duties of the Oklahoma Climatological Survey as assigned by the Legislature are listed in the Act recreating the Survey on the last page of the report. The legislation also provides that the Director of the Survey shall present a report each year to the Board of Regents showing the progress, condition, and all other information which the Board may deem necessary.

Dr. Crawford said the report speaks for itself and we had an unusually good year. He said he would like to share with the Regents what our make or break opportunity is in the years that lie ahead and that is the Oklahoma Mesonet project. It is a network of automated environmental monitoring stations across the State, 108 in number. All 77 counties are representative. We are sharing this data now in real time with many, many agencies. Our bulletin board system is taking on the order of 2,000 phone calls a month now. Dr. Crawford said he would like to share just one example of the value of the Mesonet. He distributed flyers which showed Garfield County in north central Oklahoma, with wind directions, temperatures, the dew point, and the wind speed illustrated. On April 12, 1993 there were primarily northerly winds over the area and a farmer on this afternoon set fire to his farm as a control burn to burn away undesirable pasture land. It is a routine practice in Oklahoma and in many locations. What the farmer did not know was that a few miles away instead of southerly winds, there were very strong northerly winds that would soon be gusting to 35 miles an hour. Thirty minutes into the fire the winds shifted and blew the fire in the wrong direction. It caught the hay barn on fire and the smoke plume then blew southward over Highway 412 causing a 13-car pileup. The Oklahoma Mesonet will help in situations like this. It will be a great environmental tool for many State agencies and in particular the public and private schools of Oklahoma. There are 34 trained teachers all across the State who can download this data into their science classrooms. Dr. Crawford said he would ask the Board to be sensitive to the issue of one net, an opportunity for our campus to reach the various educational institutions across Oklahoma and go into most every community with Mesonet data representing The University of Oklahoma.

DEAN'S REPORT--COLLEGE OF ARTS AND SCIENCES

The deans of the 18 colleges on the Norman and Health Sciences Center campuses will present reports each month to the Board of Regents. At this meeting, Dean David A. Young presented an overview of the College of Arts and Sciences and described some of his goals and objectives for the College.

He said the College of Arts and Sciences, established in 1892, is the largest of the degree-recommending colleges at The University of Oklahoma. Consisting of three schools, 19 departments, and several divisions and special programs, the College is housed in 15 buildings campus-wide. With 405 faculty and 6,073 students in the Spring 1993 semester, the College of Arts and Sciences teaches 75 percent of the lower-division courses and 60 percent of the total courses offered by the University. In addition, the College provides instruction for most of the courses approved for the University's General Education core curriculum.

Dr. Young's slide presentation included the College's faculty and student profiles in addition to data on Sciences and Mathematics, Social Sciences, Humanities and Professional Programs. He reviewed goals of the College which included to increase College productivity, to improve undergraduate advising, to enhance computer and technological capabilities, to expand interdisciplinary academic programs, and to strengthen external relations.

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

REPORT ON TUITION AND FEE INCREASES

Based on legislation (HB 1321) containing new limits, the Oklahoma State Regents for Higher Education approved increases in general enrollment fees, nonresident tuition, and special fees for 1993-94. Fee increases for The University of Oklahoma are as follows:

General Enrollment Fees and Tuition

<u>Resident</u>	<u>FY93 Rate</u>	<u>FY94 Rate</u>	<u>% Incr</u>
Undergraduate			
Lower Division (per hr.)	\$45.00	\$48.60	8%
Upper Division (per hr.)	\$48.00	\$51.84	8%
Graduate (per hr.)	\$63.75	\$68.85	8%
Law * (per hr.)	\$84.15	\$100.05	19%
Medical (per semester)	\$2,785.00	\$3,283.25	18%
Dental (per semester)	\$2,430.00	\$2,722.00	12%
Physician Assistant (per semester)	\$1,488.00	\$1,711.20	15%
Doctor of Pharmacy (per semester)	\$1,600.00	\$1,840.00	15%
(summer)	\$1,000.00	\$1,150.00	15%

Non-resident (includes both enrollment fee and nonresident tuition)

	<u>FY93 Rate</u>	<u>FY94 Rate</u>	<u>% Incr.</u>
Undergraduate			
Lower Division (per hr.)	\$145.00	\$156.60	8%
Upper Division (per hr.)	\$160.75	\$173.61	8%
Graduate (per hr.)	\$202.00	\$218.16	8%
Law * (per hr.)	\$267.30	\$301.30	13%
Medical (per semester)	\$6,685.00	\$8,113.25	21%
Dental (per semester)	\$6,030.00	\$6,754.00	12%
Physician Assistant (per semester)	\$4,403.00	\$5,063.45	15%
Doctor of Pharmacy (per semester)	\$4,000.00	\$4,840.00	21%
(summer)	\$2,500.00	\$2,875.00	15%

* Fees and tuition for the College of Law includes a \$12.65 addition in support fees which combines \$8.15 per credit hour in existing fees such as law center enrichment, library and the student activity fee with \$4.50 per credit hour in new fees such as computing, reproduction, the Law Center support fee and an increase in the library fee.

SPECIAL INSTRUCTION:

Repeat Course Fee for Medical and Dental Students:

One Major Course Resident	\$200/course	\$230/course	15%
One Major Course Nonresident	\$600/course	\$690/course	15%
Student Facilities Fee (per hr.) (Norman Campus)	\$33.25	\$36.55	10%

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

STATUS OF FY94 BUDGET PLAN

On June 17, the Board of Regents approved the Fiscal Year 1994 operating budget with the understanding that salary increase recommendations and detail of reallocation of funds for program enhancements will be forthcoming. Annual promotions for Norman Campus faculty were recommended and approved during the June meeting at the same time as the operating budget. Recommendations of approval for staff earning \$40,000 and above who were promoted and for Health Sciences faculty who were promoted were approved at the June meeting. Additional promotions may appear on the agenda for the September Board meeting.

Reallocation detail and recommendations for merit salary increases that average 3 percent of the salary base for the Norman Campus and 2 percent for the Health Sciences Center will be presented at upcoming Board meetings. The effective dates for merit salary increases for faculty and staff are listed below:

- July 1, the Law Center faculty and certain professional staff
- August 16, for Norman Campus staff earning under \$40,000 and all faculty
- August 7, for Norman Campus hourly staff
- October 1, for Norman Campus staff earning \$40,000 or more
- January 1, for faculty and staff at the Health Sciences Center

The Norman Campus salary increase process began on July 1, when the Senior Vice President and Provost distributed to units merit salary increase allocations averaging 3 percent for filled staff positions. Colleges received differential faculty salary increase allocations averaging 3 percent, with 2 percent reallocation for strategically identified initiatives. The Law Center merit increases for faculty and certain professional staff will be effective July 1 and will average approximately 9.4 percent because the Law faculty salaries are last in the State, last in the Big Eight and Big Ten and among the bottom 10 nationally. Salary increases for the remainder of the Law Center staff will be presented at the same time as the Norman Campus staff.

The Norman Campus Fiscal Year 1994 budget contains a \$3 million reduction in base State support. Eight percent tuition increases are expected to provide \$2.7 million in revenues. The campus is able to budget an additional \$2.6 million in FY94 resulting from better collection of past-due tuition, teaching more upper-division and graduate hours and increases in indirect costs collected from external grants and contracts. These latter increases are the direct result of increased productivity on the part of faculty and staff.

Earlier planning on the Norman Campus consisted of two scenarios designed to prepare for anticipated cuts in the State appropriation. The campus is implementing scenario 1 which cuts core academic areas 3 percent and non-core areas 5 percent. These cuts were implemented differentially. The 2 percent reallocation for strategic initiatives to core academic areas, the library and computing, were generated from the cuts to non core areas. The net impact of this plan is to fund the cuts in the State appropriation and mandatory fixed cost increases by implementing scenario 1, to protect the core areas using the tuition rate increase, and to fund salary increases for faculty and staff using revenues generated through increased productivity.

A schedule of all merit salary increases and reallocation of funds for program enhancements for the Norman Campus will be presented for approval at this meeting for the Law Center faculty and the September Board meeting for the remainder of the Norman Campus. Recommendations for the Health Sciences Center will be presented later in the fall.

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

OKLAHOMA MUSEUM OF NATURAL HISTORY

As a part of the initial planning for the Oklahoma Museum of Natural History, it was recognized that in order to prepare building plans for the museum which will be responsive to the specific exhibit requirements of the museum, that one or more exhibit planning and design consultants would be needed to develop a master plan for the exhibits and to prepare initial documents that would present the thematic design for the museum exhibits and provide for the physical interface between the exhibits and the building. The current building program indicates that approximately 45,000 net square feet of area will be used for museum exhibits. The estimated total cost for museum exhibits is approximately \$11,250,000. However, the current authorized museum project budget includes initial funds in the amount of \$3,000,000 for the construction of the key or signature exhibits that are necessary for the opening of the museum. The signature exhibits will be defined more accurately in the planning process requested, but it is anticipated that the initial signature exhibit areas will include approximately 12,000 net square feet of space and cost approximately \$3,000,000. In addition, \$450,000 has been allocated for exhibit design fees and expenses.

The initial master plan and thematic design plan are to be completed for the entire museum exhibit area, approximately 45,000 net square feet, between now and December 1993. The current authorized funding for exhibit construction will be used for the key exhibits essential to the opening of the museum. The remaining exhibit areas are to be developed based upon the approved thematic plan as funding is obtained.

In order to allow time for the exhibit consultants and the project architects to coordinate their work, it is necessary to select and contract with the exhibit consultants early in the building planning process so that the design expertise of the consultants can be most effectively utilized and the building can be planned to best accommodate the desired exhibits. Currently, it is anticipated that the project architects will complete initial planning and schematic design for the museum project prior to December 1993. In order to reach this goal, it will be necessary to have the museum exhibit consultants under contract no later than September 10, 1993.

In order to accomplish this goal, the Museum staff developed a list of approximately 20 design firms through a process which included review of professional journals and publications, contact with colleagues and professionals in the field, contacts developed at professional meetings including the American Association of Museums, and contacts by either mail or telephone.

The basic criteria for the selection were established by a museum design team, including Michael Mares, Director; Peter Tirrell, Assistant Director; and Dan Timmons, Exhibits Manager, for the Oklahoma Museum of Natural History. During a review of the initial firms, eight firms were identified as meeting the established core criteria, and detailed proposals were requested from these firms. These firms were requested to provide information regarding their interest, abilities, and proposed approach to the project. They were asked to provide support materials that described and documented their past experience with museum exhibits, creativity and capabilities. Of the eight firms notified, seven responded and were interviewed by telephone based upon a prescribed set of questions developed by the museum staff and the project architects. Utilizing the proposals provided by the firms, the telephone interviews and support materials, four firms were selected for further consideration. The references provided by these firms were contacted by museum staff for use in the evaluation process. Four firms were selected and invited to Norman for one-day, on-site interviews with museum staff, University representatives and the project architects. At the conclusion of the four interviews, the

interview committee identified the firm of Gerard Hilferty and Associates as the best qualified firm and requested the firm to provide additional information to the University regarding the initial scope of work, the time required for the accomplishment of the exhibit design work, and their fees and expenses.

The interview committee for the museum exhibit consultant selection consisted of the following:

Michael Mares, Director, Oklahoma Museum of Natural History, Chair
Peter Tirrell, Assistant Director, Oklahoma Museum of Natural History
Dan Timmons, Manager Museum Exhibits, Oklahoma Museum of Natural History
Julie Droke, Museum Collection Manager, Oklahoma Museum of Natural History
David G. Stapleton, Assistant Director, Architectural and Engineering Services
Stuart B. Solomon, Principal Architect, Crissman Solomon Bauer Architects, Inc.
Lawrence Bauer, Principal Architect, Crissman Solomon Bauer Architects, Inc.
William A. Kaighn, Principal Architect, Kaighn Associates Architects, Inc.
Dwayne Rhodes, Kaighn Associates Architects, Inc.

If approved by the Board, the University administration will complete final fee negotiations for the initial work with the selected firm, and proceed with the issuance of a contract for the master planning and thematic design phase of the exhibit design project. At a time when the master planning and thematic design phase is completed and prior to proceeding with final design concepts and exhibit plans, the administration will return to the Board with additional information and fee proposals for the preparation of professional services contracts for the completion of final construction documents for the initial group of exhibits and for the authorization to proceed.

President Van Horn recommended that the Board of Regents authorize the selection of a museum exhibit consultant for the purpose of completing the initial concept planning for the museum exhibits, and the award of a contract to the firm of Gerard Hilferty and Associates in an amount not to exceed \$187,500 for master planning and thematic design.

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

MUSIC CENTER FACILITIES

Schematic design plans for the Catlett Music Center, Phase II project and the Holmberg Hall Renovation project have been completed by Kaighn Associates Architects, Inc. of Norman, Oklahoma and Bauer, Stark + Lashbrook, Inc., Toledo, Ohio, who serve as joint venture architects for the two projects. The projects consist of an addition to the existing Catlett Music Center, which is located at the northwest corner of campus near the intersection of Elm Avenue and Boyd Street, and the renovation of Holmberg Hall, which is located on the west side of the Parrington Oval near Boyd Street. Plans for both projects are based on requirements of the School of Music and continued planning for a comprehensive music complex which was begun in 1980.

The facilities contained in the Catlett Music Center, Phase II project include a concert hall seating approximately 1,200 patrons, a recital hall seating approximately 150 patrons, and a space referred to as Gothic Hall which will provide lobby space for the concert hall and the

recital hall as well as a main entrance to the entire complex. Also to be included in the facility are a number of classrooms of various sizes and functions, a percussion rehearsal facility, faculty and staff offices and studios, other teaching and studio space, and an administrative suite for the School of Music.

Holmberg Hall was constructed in 1918 and the Music Practice Building addition to the building was constructed in 1950. Approximately 42,000 gross square feet of space are contained in the facility. The building's auditorium space will be extensively renovated to enable its use for opera and music theater performance, as well as for continued use as a general purpose University auditorium space. Additional renovation will create necessary faculty and staff offices and studios not included in the Catlett Music Center, auditorium support spaces, and modifications to comply with the recently enacted Americans with Disability Act and current life and fire safety codes.

The current approved total project budget of \$8,715,000 for Catlett Music Center, Phase II is to be derived from a combination of general obligation bond funds for higher education and private funds. The current approved total project budget of \$4,000,000 for the Holmberg Hall Renovation project is to be derived from \$2,000,000 from the general obligation bonds for higher education and \$2,000,000 to be raised from private donations.

The project architects have completed schematic design plans for the projects based on carefully defined program requirements of the School of Music. Based on preliminary estimates prepared for each project by the project architects, it is now estimated that the cost of the Catlett Music Center, Phase II project will be \$9,400,000 while the cost of the Holmberg Hall Renovation project will be \$5,000,000. As a result, it is proposed that the project budgets for both projects be increased. For the Catlett Music Center, Phase II project, the additional \$685,000 will be provided from funds currently held in The University of Oklahoma Foundation, Inc. The proposed funding for the Holmberg Hall Renovation project includes \$3,000,000 in private funds and \$2,000,000 in Section 13 and New College Funds \$500,000 of which has been included as a part of the FY 94 Section 13 and New College expenditure plan.

All schematic design plans for both projects have been reviewed and approved by representatives of the School of Music as well as other University faculty and staff, and it is recommended that they be used as the basis for the final plans for the project.

It will be necessary for the University to retain the services of an acoustical consultant to help refine and complete the design of the concert hall and other performance spaces located in Catlett Music Center. On April 5, 1993, a group of individuals representing the School of Music, Architectural and Engineering Services, and the project architects interviewed representatives of three acoustical consulting firms which, based on information obtained from several sources, were considered to be qualified to provide the special services required for the project. The three firms were Acentech, Inc. of Cambridge, Massachusetts; Jaffe, Holden, Scarborough Acoustics, Inc., Norwalk, Connecticut; and Klepper Marshall King Associates, Ltd., White Plains, New York. Following the interviews, it was concluded that Acentech, Inc. is best qualified to provide the required acoustical design services. A fee of \$67,380 has been negotiated for professional services, and reimbursable expenses for travel to Norman, printing expenses and other miscellaneous project expenses incurred by the firm are estimated to be \$16,300.

Additionally, Acentech, Inc. has proposed a professional services fee of \$51,580 for the sound and video system design portion of the project. However, at this time, specific requirements have not been developed by the University relating to the sound and video

system needs of the project. As a result, it is proposed that this portion of the professional services fee not be contracted at this time. When specific requirements have been defined, a professional services fee for this portion of the project will be negotiated with Acentech, Inc.

President Van Horn recommended that the Board of Regents (1) revise the project budget for the Catlett Music Center, Phase II project to \$9.4 million, (2) revise the project budget for the Holmberg Hall Renovation project to \$5 million, (3) approve the schematic design plans for both projects, (4) authorize the project architects to prepare the design development phase drawings for Catlett Music Center, Phase II, (5) select Acentech, Inc. of Cambridge, Massachusetts to serve as acoustical consultants for the Catlett Music Center, Phase II project with a professional fee of \$67,380 and reimbursable expenses of \$16,300, and (6) authorize the President or his designee to sign the required contract documents with Acentech, Inc. on behalf of the University.

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

ROLE OF DEPARTMENTAL CHAIRS

In response to a Faculty Senate proposal of May 6, 1991, which recommended revisions to the July 1988 Norman Campus *Faculty Handbook* pertaining to the evaluation of the departmental chair and procedures for resolving faculty grievances concerning the performance of a chair, President Van Horn asked that an *ad hoc* Committee be appointed to consider these recommendations as part of a comprehensive review of the role of the departmental chair. The comprehensive review included the selection, responsibilities, and accountability of departmental chairs; teaching/research expectations of the chair; and appointment and appropriate administrative stipends.

As part of the review process, the eight-member *ad hoc* Committee solicited input from all departmental chairs on the Norman Campus. They also reviewed the current evaluation procedures for the chairs, which vary from college to college. In addition, the Committee reviewed policies and procedures related to departmental chairs in the faculty handbooks of all the Big Eight Universities.

The policy as shown below, which has been approved by the Norman Campus Faculty Senate, deans, and Senior Vice President and Provost, revises Section 2.8.2 of the July 1988 Norman Campus *Faculty Handbook* effective with the Regents' approval. Deletions are lined through and additions are underlined.

2.8.2 DEPARTMENTAL ADMINISTRATION

An academic unit of a college, hereafter called a department, is administered by a chair (or an equivalent title recommended by the college and approved by the Provost and President). The chair provides leadership in matters of policy determined by the faculty of the department, operating within guidelines provided by The University of Oklahoma Regents, University administrative officers, and the college. The departmental faculty is defined as all members with the rank of assistant professor or higher. It does not include temporary appointees but full-time temporary faculty may at the discretion of the department be given full departmental privileges. In colleges not divided into separate units, the college faculty is the equivalent of the departmental faculty, and the dean performs the duties and functions of the chair.

(a) Departmental Faculty. The departmental faculty has jurisdiction over matters of policy and procedure and the right to choose its own form of organization, as long as these do not conflict with the rules and regulations of its own college or the University. These procedures will be filed with the Provost and the Dean of the College. As a matter of principle, the faculty is involved in preparing faculty personnel recommendations, and it elects representatives who participate in transmitting formal recommendations.

On the Norman Campus, the departmental form of organization shall include an elected body called Committee A of that budget unit. The members may be elected either from tenured faculty or from both tenured and tenure-track faculty as the faculty of the budget unit determines and the unit's Dean approves. Members shall be elected by secret ballots (with provisions for absentee ballots) at duly called faculty meetings in accordance with the procedure formally established by the faculty of each budget unit. Modes of nomination, the number and eligibility of elected members, and terms of office shall also be established by the faculty of each budget unit. The head of the budget unit may serve as Chair of Committee A, except that a unit's Dean may or may not serve depending on the unit's formally established procedures. Unless a separate faculty committee established and elected by the voting members of the unit has been assigned any of the following responsibilities, Committee A shall prepare and transmit to the Dean Chair formal recommendations as to (1) annual faculty evaluations, (2) budget requests/allocations, (3) increases in salaries of faculty, (4) faculty awards, unless donors have specified that the decision be made through another process, (5) hiring of new faculty, (6) tenure and promotion matters and (7) such other matters as may be transmitted to Committee A from time to time. (8) Unless a separate faculty committee established and elected by the voting members of the unit has been assigned that responsibility, Committee A shall provide annual written evaluation and guidance, jointly with the Chair, to all tenure-track faculty to aid in their efforts to obtain tenure. Minority opinions may be noted in any formal recommendation forwarded by Committee A.

(b) Departmental Chairs. The chair has a leadership function and is accountable both to the department and to the dean for the performance of this function. The chair represents his or her department in relations with other departments, with the deans, and with other administrative officers of the University. The chair is expected to encourage and facilitate the work, quality, and professional development of the department. He or she shall take the initiative in reporting the needs and championing the causes of the department to the dean. This includes a basic responsibility for obtaining merited recognition of faculty members with respect to promotions, salary increases, and support for career development. Other leadership functions include implementing the Affirmative Action Plan, summarizing the program review and recommending tenure considerations. strategic planning, program review and tenure recommendations.

(c) Specific Responsibilities of the Chair. The chair provides leadership in all matters of policy as determined by the faculty, dean, and Provost. The chair determines procedures for carrying on the work of the department. Such functions shall include (but not be limited to): (1) determining time and frequency of teaching staff faculty meetings (at least monthly); (2) establishing policy for expenditures from departmental budget; and approving class schedules for the department; (3) establishing policy for expenditure from departmental budget; and (4) either jointly with or separately (3) with advice and consultation from Committee A (or such other faculty committee as

the voting members of the unit may establish and elect), determining teaching assignments and class schedules for the department, preparing annual faculty evaluations and making recommendations to the dean concerning budget requests/allocations, for increases in salaries for faculty, faculty awards (unless donors have specified that the decision be made by another person or through another process), and hiring of new faculty, tenure, promotion, annual reviews of the progress of tenure-track faculty in their efforts to obtain tenure, ~~and other matters transmitted to Committee A.~~

~~(d) Appointment of the Chair. On the Norman Campus the chair is nominated to the University Regents by the President after considering the recommendations of the Provost and the dean of the appropriate college. When a vacancy occurs, the dean will canvass the unit to see if a viable internal candidate exists. If none is found, a search committee will be formed.* The search committee will be determined by the dean in consultation with the faculty of the department. The search committee will participate in the selection and examination of the candidates and will transmit formal recommendations to the dean and the Provost. Further, each member of the department's faculty will be polled and the results will be considered in the selection.~~

~~Appointment of a new chair will be made when it is considered to be in the best interest of the department and the University. A comprehensive evaluation of the chair will be conducted periodically, at least every five years. These evaluations will be conducted at times when the results can be taken into account in making decisions regarding the continuance of the chair. In addition an annual evaluation of the chair is made by the dean of the college.~~

~~The chair may be appointed on a 12-month rather than a 9-month basis and receive a reduction in teaching load commensurate with the extent of the administrative responsibility. The advancement of a chair in salary and rank is determined by his or her overall contribution to the University, including the quality of administrative work.~~

~~*If the dean in canvassing the unit reaches the decision that an internal candidate exists who by consensus and prevailing circumstances ought to be appointed directly as chair or director, no external search need be undertaken. On the other hand, the availability of worthy internal candidates does not preclude a search, and conducting a search does not preclude internal candidates.~~

(d) Expectations of the Chair. In addition to the administrative responsibilities described above, the chair is expected to be involved in teaching and research/creative activity. The extent of involvement in teaching and research/creative activity should be determined by the dean in consultation with the chair and Committee A.

(e) Evaluation of the Chair. Chairs will be evaluated annually by their dean and departmental faculty. Committee A (excluding the chair) shall prepare an annual evaluation of the chair's teaching, research/creative activity and service (other than departmental administration) using the standard process and forms for faculty evaluations. For evaluating the administrative effectiveness of the chair, Committee A should solicit formal input from the entire faculty and staff of the unit. These evaluations, together with the dean's evaluation of the chair's performance, will be discussed with the chair and will be used by the dean as the basis for determining the chair's salary increase.

(f) Selection of Chairs/Directors

- Prior to initiating search and nomination procedures for department chair, the faculty of the department should meet with the dean of the college to discuss the needs and expectations of the department as they relate to the appointment of a new chair, the role of the chair, and the type of search (i.e., internal or national) which will most likely assure that an appropriate candidate is recommended, and to discuss any budgetary considerations related to the search and appointment of a new chair.
- Subsequently, the faculty will recommend to the dean whether the search should be internal or national.
- If the dean does not concur with the department faculty's recommendation, the dean will meet with the department faculty to discuss reasons for disagreement. However, the dean's decision will be final and must be consistent with the University's Affirmative Action policies.
- For national searches, a search committee will be formed consisting of elected departmental faculty members, one or two students reflecting undergraduate majors and graduate students to the extent appropriate, and members appointed by the dean, including one current department chair. Elected departmental faculty shall constitute the majority. ***See amendment to this paragraph as proposed below by Regent Blankenship.
- The search committee will review applications and in consultation with the department faculty, will recommend to the dean the candidates for on-campus visits.
- After the campus visits, both the search committee and the faculty will rank the acceptable candidates and recommend them to the dean. The dean will forward his/her recommendation to the Provost.
- The campus Provost will approve all appointments of department chairs prior to submission to the President's Office and the Board of Regents.

(g) Appointments of Chairs/Directors

- Because the University operates on a year-round basis, the chair is normally appointed on a 12-month basis.
- The length of the initial and subsequent appointments shall be fixed at four years.
- Normally, an administrative supplement is added to the chair's base salary to be effective during the term of the appointment as chair.

(h) Reappointment. Approximately 12 months before the end of the chair's term, elected members of Committee A shall initiate the proceedings to obtain a formal recommendation from the faculty concerning the reappointment of the chair and transmit it to the dean. If the dean does not concur with the department faculty's recommendation, the dean will meet with the department faculty to discuss reasons for disagreement. However, the final decision for reappointment shall be made by the dean.

If the decision is made to recruit a new chair, then the procedure under "Selection of Chairs/Directors" should be followed.

(i) Adjudication of faculty grievance concerning the Chair. Faculty complaints about the chair will normally be resolved by the appropriate dean. If dissatisfaction is widespread and a dean is unable to resolve it, Committee A or the unit faculty by a majority vote may request that the Provost appoint an *ad hoc* Committee, consisting of three faculty members who do not hold appointments in the affected college, to conduct an investigation and report their findings to the Provost. After receiving the committee report the Provost will determine appropriate courses of action to resolve the grievances.

President Van Horn recommended revisions to the July 1988 Norman Campus *Faculty Handbook* pertaining to the role of the departmental chair.

Regent Blankenship said part of this policy has to do with national searches and search committees to conduct such a search and he supports the concepts and provisions that have been set out here. He called attention to a couple of examples where there are problems that have been talked about over the years but never really dealt with. To be specific, in Petroleum Engineering and other departments where there are strong active alumni groups, those alumni groups should be represented on the Committee, and the present policy requires that for each addition they have to have two more faculty members. He said as you go through that process you come to an unworkable size. Another example is where a department may have lost its direction or its quality and needs a change of course and obviously if the search committee is to be dominated by the present faculty, it is hard to solve the problem. He said he would propose to amend this item by adding a sentence to the fourth paragraph under (F). Following the sentence "Elected departmental faculty shall constitute the majority", add "*The Provost may modify the composition of the search committee in the best interest of the University*".

Regent Gullatt asked for other comments. He said he shares Regent Blankenship's concern. Many times in his experience due to some of the problems Regent Blankenship cited, the search committees become so large they are ineffective. Outsiders on the committee feel they serve no purpose and Regent Gullatt said he questions the basic philosophy of having the faculty dominate the selection of their superior.

Regent Blankenship concluded the discussion by asking President Van Horn to bring to the September meeting similar language for all search committees defined in Regents' or University policy.

Regent Halverstadt moved approval of the President's recommendation as amended by Regent Blankenship. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

1993 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 23 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:

Val Rawlins Billups - Glendale, Arizona
Samuel Joseph Cerny - Oklahoma City, Oklahoma
Steven Douglas Fisher - Chandler, Arizona
Thomas David Goodner - Duncan, Oklahoma
Allan Neustadt - Ardmore, Oklahoma
Floyd Hamilton Norris - Los Angeles, California
Martha Helen Compton Primeaux - Del City, Oklahoma
Stephen Thomas Register - St. Louis, Missouri
Charles Leland Ward - Tulsa, Oklahoma
Charles Marvin Wilbanks - Houston, Texas

President Van Horn recommended the Board of Regents confirm the Regents' Alumni Awards for 1993 as shown above.

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

MEETING DATES FOR 1994

Possible dates for the regular meetings of the Board of Regents in 1994 were included in the agenda for this meeting. There was a brief discussion during which Chairman Gullatt suggested changing the proposed dates for September to the 15th and 16th, and holding the item for action at the next meeting.

PROPOSALS, CONTRACTS, AND GRANTS

A list of awards and/or modifications in excess of \$100,000 or that establish or make policy for the University, or that otherwise involve a substantial or significant service to be performed by the University were included in the agenda along with comparative data for fiscal years 1992 and 1993, current month and year-to-date.

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

HIGHLIGHTS:

Norman Campus and Health Sciences Center Combined Data

- Year-to-date research awards are up 22% from last year (\$51.9 million vs. \$42.5 million), expenditures are up 13% (\$44.3 million vs. \$39.1 million), and proposal activity is up 18% (\$146.8 million vs. \$124 million). The results signal a very significant increase in the grants and contracts "backlog" for the forthcoming fiscal year.
- Projected total expenditures for the current fiscal year, based on year-to-date expenditures, are down less than 1% from last year, due principally to a \$5.7 million decrease in expenditures for the FAA Air Traffic Controller's contract for the equivalent period in FY92 and an additional \$1.4 million in CCE/ICED. However, this loss in revenues will be substantially compensated in FY94 by a 39% increase to date (plus \$4.7 million) in grants and contracts awards to CCE/ICED.

Norman Campus

- Year-to-date research awards are up 32% from last year (\$28.9 million vs. \$21.8 million), expenditures are up 21% (\$24.3 million vs. \$20.1 million), and proposal activity is up 13% (\$104.8 million vs. \$92.4 million).
- Year-to-date CCE/ICED awards are up 39% from last year (\$16.7 million vs. \$12 million). The primary reason is the \$6 million award from the U.S. Postal Service, which represents two years' funding for the U.S. Postal Service Training Center.
- Five awards over \$100,000 were received this month.
- Year-to-date CCE/ICED expenditures are down 12% from last year (\$10 million vs. \$11.5 million).
- Other expenditures are down 56% from last year. In May 1992, the FAA-ATC Payroll Clearing Account was moved from the Other category to the FAA-ATC line item. The amount moved was unusually high due to the late receipt of distribution information from the FAA office in Oklahoma City.
- While year-to-date CCE/ICED proposal activity is down 39% from last year (\$30.6 million vs. \$50.1 million), this principally reflects last year's data which included a \$21.6 million proposal to the FAA and a \$12.8 million proposal to the U.S. Department of Health and Human Services for State Capacity Building Training and Technical Assistance.
- Most of the \$11.6 million proposed in May 1992 was for "Research Graduate Traineeships" for several departments. These are multi-year proposals that haven't been submitted in fiscal year 1993.

- All activity on the FAA-ATC Program is significantly less than last year, due to the completion of the federal and University mission related to the training of air traffic controllers. Additional reductions in activity levels are expected this summer.

Health Sciences Center

- Year-to-date research awards are up 11% from last year (\$23 million vs. \$20.7 million), expenditures are up 5% (\$19.9 million vs. \$19 million), and proposal activity is up 33% (\$42 million vs. \$31.6 million).
- Year-to-date total awards are up 22% from last year (\$36.4 million vs. \$29.9 million), expenditures are up 8% (\$37.7 million vs. \$34.7 million), and proposal activity is up 28% (\$54.1 million vs. \$42.3 million).
- Five awards over \$100,000 were received this month.

President Van Horn recommended that the Board of Regents ratify the awards and/or modifications for May 1993 as submitted.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, Hall, and Halverstadt. 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.

Regent Halverstadt commented that there are two audits with post audit reviews that were performed five months later but they each seemed to indicate no progress toward complete compliance during that time. He asked Mr. Eckert what a reasonable timeframe would be to expect compliance with audit findings. Mr. Eckert responded 30-90 days is the normal timeframe. He said there are findings that may require coordination with other departments or outside entities in order to be brought to conclusion. If it appears the unit has done as requested but is still waiting on a reply from some entity, Auditing probably would not go back. Regent Halverstadt said there should be a process that the auditors keep going back until the recommendations have all been complied with. Regent Gullatt said he doesn't recall any recommendations being left open.

REGENTS' FUND INVESTMENTS

During the month ended May 31, 1993, the following investment transactions were made based upon investment recommendations provided by J. & W. Seligman & Co.:

Purchases - New holdings:

American Telephone & Telegraph	3,000 Shares
Enron Corporation	3,000 Shares
Wheelabrator Technologies	8,000 Shares

Sales:

Amgen Inc.	1,500 Shares
Cooper Tire & Rubber	3,000 Shares
Roadway Services	2,000 Shares
Russell Corporation	4,300 Shares
State Street Boston	3,000 Shares

American Telephone & Telegraph Co. is the largest investor owned telephone and communications company in the world. Strong secular trends in the long distance industry, coupled with the company's internal restructuring and less regulation, should result in continued earnings momentum and multiple expansion. Restructuring efforts include a write-off of outdated equipment, workforce reduction and the movement of qualified staff employees to marketing and sales positions.

Enron Corporation is a major diversified interstate natural gas pipeline company that owns significant gas reserves. The company's 38,000 mile natural gas pipeline network is the largest on the North American continent and reaches every significant producing basin. Enron created the successful natural gas services group to perform the merchant function that used to be bundled in with the pipeline. Power comprises the company's profitable and growing interest in natural gas fired cogeneration investments, and lastly, Enron has a large, profitable and rapidly growing natural gas exploration and production subsidiary that will benefit from increasing production and expected rising prices.

Wheelabrator Technologies Inc., a 57% owned subsidiary of Waste Management, Inc. is a multi-faceted environmental services company. In addition to its trash-to-energy and cogeneration capabilities, Wheelabrator supplies air quality control systems for industrial and utility applications. It also provides composting and a range of water and wastewater treatment services including biosolids management. Wheelabrator also has a 38% equity position in Rust International, Inc., an environmental engineering and construction company.

The allocation of resources within the fund following these investment transactions was in line with the Regents' investment policy. A schedule presenting the status of the Regents' Fund Consolidated Investment Fund as of May 31, 1993 was included in the agenda.

The University Trust Officer approved the Seligman recommendations, and these transactions have been completed.

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

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, 1993 through June 30, 1993 for the Norman Campus and the Health Sciences Center were included in the agenda.

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

**DISTINGUISHED PROFESSORSHIPS
ACADEMIC PERSONNEL ACTIONS
DEAN, COLLEGE OF GEOSCIENCES
ATHLETIC ACHIEVEMENT AWARDS
ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS
LITIGATION**

Regent Hall moved the Board meet in executive session for the purpose of discussing personnel issues as listed above and the status of pending litigation. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved. The executive session began at 10:25 a.m. in the small Board room.

The meeting reconvened in regular session in the Board Room at 12:02 p.m. with all Regents present.

DISTINGUISHED PROFESSORSHIPS

President Van Horn had earlier reported to the Board of Regents his expectation of presenting recommendations for Regents' Professorships at the July meeting. The policy for these professorships provides that each individual will receive a cash award of \$6,000. Funds for these cash awards will be provided by The University of Oklahoma Associates.

President Van Horn recommended that the following individuals be appointed Regents' Professors with effective dates as shown:

Alex J. Kondonassis, August 16, 1993
David Swank, August 16, 1993
Clayton Rich, June 29, 1993

Regent Halverstadt made the following comments. "Mr. Chairman, I would like to offer a motion in regard to this item. It occurs to me that circumstances at OU have changed significantly. Since 1988, the University has created through private gifts some 77 new endowed chairs and professorships. These chairs and professorships are awarded through a national search to individuals who have distinguished themselves by outstanding academic achievement. In contrast, the Regents' Professorships recognize service as an administrator and appear to be inconsistent with the current academic focus of the University. Therefore, I would like to propose a substitute motion as follows:

Effective immediately the awarding of Regents' Professorships is discontinued, except in cases of extraordinary service to the University by an individual whose academic record is consistent with the award of a professorship for academic excellence. Such an award is expected to occur only infrequently. This motion also will request that the President review all

awards that carry the Regents' name and bring back to the Regents a review of those, as well as suggestions for updated policy that would be consistent with the thrust that I am talking about. So we would be asking the administration to bring forth a review and recommendation relative to the Regents' Professorships based on the academic focus and indeed all other awards that bear the Regents' name."

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

ACADEMIC PERSONNEL ACTIONS

Health Sciences Center:

Leaves of Absence:

Jon C. Calvert, Professor of Family Practice, Tulsa, leave of absence without pay extended, July 1, 1993 through June 30, 1994.

Mary Lawler, Assistant Professor of Family Medicine and Division Head, Family and Behavioral Science, Research Division, College of Medicine, sick leave of absence with full pay, April 25, 1993 to August 1, 1993.

Udho Thadani, Professor of Medicine, sabbatical leave of absence with full pay, dates changed from July 1, 1992 through September 30, 1992 to July 1, 1993 through September 30, 1993.

Bailus Walker, Jr., Dean, College of Public Health, and Professor of Occupational and Environmental Health, leave of absence without pay, May 31, 1993 through May 31, 1994, postponed. Appointment has not been confirmed by the U.S. Senate Committee on the Environmental and Public Works.

Appointments or Reappointments:

Elizabeth S. Taylor-Albert, Assistant Professor of Medicine and Adjunct Assistant Professor of Pediatrics, annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 1993 through June 30, 1994. Paid from 22779420, Medicine, and A0000079, PPP-Pediatrics.

Patricia H. Allen, Clinical Assistant Professor of Nursing, annual rate of \$40,150 for 11 months (\$3,650.00 per month), July 1, 1993 through May 31, 1994. Paid from 20069440, College of Nursing.

Jerry A. Sims, M.D., reappointed Clinical Assistant Professor of Obstetrics and Gynecology, Tulsa, annual rate of \$80,000 for 12 months (\$6,666.67 per month), July 1, 1993 through June 30, 1994. Paid from C6230002, St. John Medical Center-Obstetrics/Gynecology Contract for Faculty.

Mark Howard Scott, M.D., Assistant Professor of Ophthalmology, annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 19, 1993 through June 30, 1994. Paid from A0000076, PPP Ophthalmology.

Mangalore Pai, M.D., Clinical Assistant Professor of Psychiatry and Behavioral Sciences, annual rate of \$70,242 for 12 months (\$5,853.50 per month), May 24, 1993 through June 30, 1994. Paid from A0008091, PPP Psychiatry Dean Fund Supplement.

July 28, 1993

23500

Ravindar Kumar Pruthi, Instructor in Anesthesiology, annual rate of \$45,000 for 12 months (\$3,750.00 per month), July 1, 1993 through June 30, 1994. Paid from A0000171, PPP Anesthesiology Administration.

William J. Schwartz III, M.D., Instructor and Fellow in Obstetrics and Gynecology, annual rate of \$32,792 for 12 months (\$2,732.66 per month), July 1, 1993 through June 30, 1994. Paid from Oklahoma Teaching Hospital.

Hiroshi Nakagawa, M.D., Research Associate, Department of Medicine, annual rate of \$40,000 for 12 months (\$3,333.34 per month), July 1, 1993 through June 30, 1994. Paid from C1132706, Catheter Ablation of Ventricular Myocardium

Changes:

Kay Ahaus, title changed from Assistant Professor to Adjunct Assistant Professor of Physical Therapy, salary changed from annual rate of \$40,494 for 12 months (\$3,374.50 per month) to without remuneration, July 8, 1993.

Elvin M. Amen, Clinical Assistant Professor of Family Practice, Tulsa, salary changed from annual rate of \$15,000 for 12 months (\$1,250.00 per month), .31 time, to without remuneration, July 1, 1993.

Alfred W. Brann, Jr., Hobbs-Recknagel Professor of Pediatrics and Adjunct Professor of Health Promotion Sciences; title Chair of Pediatrics, deleted, June 18, 1993.

John T. Brauchi, Clinical Professor of Psychiatry and Behavioral Sciences, Tulsa, salary changed from annual rate of \$42,468.96 for 12 months (\$3,539.08 per month), .25 time, to annual rate of \$21,234.48 for 12 months (\$1,769.54 per month), .20 time, July 1, 1993 through June 30, 1994. Paid from 2813-5, Psychiatry and Behavioral Sciences, Tulsa.

Charles R. Brown, Associate Dean for Administration, College of Medicine; Professor of Health Administration; and Adjunct Professor of Allied Health Education; given additional title Adjunct Professor of Pediatrics, July 1, 1993.

Michael L. Bumpus, Clinical Assistant Professor of Family Practice, Tulsa, salary changed from annual rate of \$1,800 for 12 months (\$150.00 per month), .03 time, to without remuneration, July 1, 1993.

John C. Carey, Associate Professor of Obstetrics and Gynecology; Chief, Gynecology Section, Department of Obstetrics and Gynecology; and Clinical Associate Professor of Psychiatry and Behavioral Sciences; given additional title Vice Chair of Obstetrics and Gynecology, July 1, 1993.

William Carter, Clinical Associate Professor of Family Practice, Tulsa, salary changed from annual rate of \$23,400 for 12 months (\$1,950.00 per month), .37 time, to without remuneration, July 1, 1993.

James M. Carver, Clinical Instructor in Family Practice, Tulsa, salary changed from annual rate of \$10,800 for 12 months (\$900.00 per month), .07 time, to without remuneration, July 1, 1993.

David Caughell, Clinical Instructor in Family Practice, Tulsa, salary changed from annual rate of \$5,000 for 12 months (\$416.67 per month), .11 time, to without remuneration, July 1, 1993.

Warren M. Crosby, Professor of Obstetrics and Gynecology; title Vice Chair of Obstetrics and Gynecology, deleted, July 1, 1993.

July 28, 1993

23501

Phani B. Das, title changed from Clinical Professor to Professor of Surgery, Tulsa, salary changed from without remuneration to annual rate of \$138,089 for 12 months (\$11,507.42 per month), May 1, 1993 through June 30, 1993. Paid by Muskogee VA Medical Center.

Ronald Lee Davidson, title changed from Department Business Administrator, Department of Otorhinolaryngology, to Instructor in Orthopaedic Surgery and Rehabilitation, salary remains at annual rate of \$58,000 for 12 months (\$4,833.33 per month), July 1, 1993 through June 30, 1994. Paid from A0000077, PPP Orthopaedic Surgery and Rehabilitation.

Roy L. DeHart, Professor of Family Medicine; title Clinical Professor of Family Medicine, Tulsa, deleted, May 1, 1993; given additional title Acting Chair of Family Medicine, salary temporarily changed from annual rate of \$73,415 for 12 months (\$6,117.92 per month) to annual rate of \$83,415 for 12 months (\$6,951.25 per month), July 1, 1993. Paid from 22189420, Family Medicine, and A0009091, Dean's Fund, Department of Family Medicine.

Wylie Dickinson, Clinical Associate Professor of Obstetrics and Gynecology, salary changed from annual rate of \$19,080 for 12 months (\$1,590.00 per month), .05 time, to without remuneration, July 1, 1993.

William L. Fesler, Clinical Associate Professor of Family Practice, Tulsa, salary changed from annual rate of \$23,400 for 12 months (\$1,950.00 per month), .47 time, to without remuneration, July 1, 1993.

James R. Geyer, title changed from Professor to Clinical Professor of Urology, salary changed from annual rate of \$75,500 for 12 months (\$6,291.67 per month) to without remuneration, June 30, 1993.

John E. Grunow, Associate Professor of Pediatrics; given additional title Acting Chair of Pediatrics, June 18, 1993.

Ronald L. Hay, Clinical Assistant Professor of Family Practice, Tulsa, salary changed from annual rate of \$14,000 for 12 months (\$1,166.67 per month), .17 time, to without remuneration, July 1, 1993.

Michael L. Jordan, Clinical Instructor in Family Practice, Tulsa, annual rate of \$10,800 for 12 months (\$900.00 per month), .17 time, to without remuneration, July 1, 1993.

Carol T. McCoy, Adjunct Associate Professor of Clinical Laboratory Sciences and Adjunct Instructor in Pathology; title Program Director, Medical Technology, Department of Clinical Laboratory Sciences, deleted; salary changed from annual rate of \$45,000 for 12 months (\$3,750.00 per month) to without remuneration, June 30, 1993.

Constance Mosher, Clinical Assistant Professor of Family Practice, Tulsa, salary changed from annual rate of \$20,000 for 12 months (\$1,666.67 per month), .38 time, to without remuneration, July 1, 1993.

Elizabeth M. Mutzig, title changed from Clinical Assistant Professor to Assistant Professor of Medicine, Tulsa, July 1, 1993 through June 30, 1994.

Roberta Olson, Clinical Associate Professor of Psychiatry and Behavioral Sciences and Clinical Instructor in Pediatrics, salary changed from annual rate of \$24,150 for 12 months (\$2,012.50 per month), .50 time, to without remuneration, May 19, 1993.

Gerald F. Pribil, Clinical Assistant Professor of Family Practice, Tulsa, salary changed from annual rate of \$6,500 for 12 months (\$541.67 per month), .08 time, to without remuneration, July 1, 1993.

Sheri L. Reinhard, Clinical Assistant Professor of Family Practice, Tulsa, salary changed from annual rate of \$5,400 for 12 months (\$450.00 per month), .09 time, to without remuneration, July 1, 1993.

Landgrave T. Smith, title changed from Assistant Professor to Adjunct Assistant Professor of Research, Department of Psychiatry and Behavioral Sciences, salary changed from annual rate of \$37,851 for 12 months (\$3,154.25 per month) to without remuneration, June 30, 1993.

Allan R. Supak, Clinical Assistant Professor of Family Practice, Tulsa, salary changed from annual rate of \$8,000 for 12 months (\$666.67 per month), .15 time, to without remuneration, July 1, 1993.

Robert Travis, title changed from Department Business Administrator, Department of Psychiatry and Behavioral Sciences to Clinical Instructor in Psychiatry and Behavioral Sciences, salary remains at annual rate of \$48,069 for 12 months (\$4,005.75 per month), July 1, 1993 through June 30, 1994. Paid from 22209320, Psychiatry and Behavioral Sciences.

Michael A. Weisz, title changed from Clinical Assistant Professor to Assistant Professor of Medicine, Tulsa, July 1, 1993 through June 30, 1994.

John B. White, Clinical Assistant Professor of Psychiatry and Behavioral Sciences, Tulsa; title Clinical Assistant Professor of Medicine, deleted; salary changed from annual rate of \$25,000 for 12 months (\$2,083.33 per month), .25 time, to without remuneration, May 31, 1993.

William M. Woods, Assistant Professor of Family Practice, Tulsa; title Program Director, Bartlesville, deleted, July 1, 1993.

Resignations and/or Terminations:

Sylvia M. Breese, Associate in Anesthesiology, June 30, 1993 (with accrued vacation through July 12, 1993).

David J. Brigati, Associate Professor of Pathology and Clinical Associate Professor of Orthopaedic Surgery and Rehabilitation, June 30, 1993 (with accrued vacation through August 27, 1993).

Rashid A. Cajee, Assistant Professor of Anesthesiology, June 30, 1993 (with accrued vacation through August 2, 1993).

J. Dennis Fortenberry, Associate Professor of Pediatrics, May 31, 1993 (with accrued vacation through July 16, 1993).

Elizabeth A. Gordon, Instructor in Anesthesiology, June 30, 1993.

James N. Greene, Assistant Professor of Medicine, Tulsa, May 1, 1993.

Elaine M. Hapshe, Assistant Professor of Nursing, May 14, 1993.

Jennifer Johnson, Assistant Professor of Pediatrics, May 31, 1993 (with accrued vacation through July 16, 1993).

July 28, 1993

23503

P. Cameron Mantor, Instructor in Surgery, June 30, 1993 (with accrued vacation through August 9, 1993).

Yvonne Miller, Associate in Anesthesiology, May 15, 1993.

Dan C. Rhodes, Associate Professor of Radiological Sciences and Chief of Mammography Section, May 31, 1993 (with accrued vacation through July 15, 1993).

William J. Sahl, Associate Professor of Dermatology, August 31, 1993 (with accrued vacation through October 13, 1993).

Scott B. Saxman, Assistant Professor of Medicine, June 30, 1993 (with accrued vacation through August 16, 1993).

Raphella Sohler, Associate Professor of Nursing, August 15, 1993 (with accrued vacation through October 11, 1993).

Jan S. Szafranski, Visiting Instructor in Anesthesiology, June 18, 1993.

Timothy L. Taylor, Assistant Professor of Health Administration and Policy, June 14, 1993 (with accrued vacation through July 27, 1993).

J. Kevin Thompson, Clinical Associate Professor of Psychiatry and Behavioral Sciences, May 31, 1993 (with accrued vacation through July 16, 1993).

Julie Trinh, Clinical Assistant Professor of Psychiatry and Behavioral Sciences, June 30, 1993 (with accrued vacation through July 16, 1993).

William S. Yamanashi, Adjunct Professor of Surgery, Tulsa, and Assistant Director of Research, Department of Surgery, Tulsa, June 30, 1993 (with accrued vacation through August 16, 1993).

Norman Campus:

Leaves of Absence:

Neera Badhwar, Associate Professor of Philosophy, sabbatical leave of absence with full pay, August 16, 1993 through December 31, 1993 changed to with half pay, August 16, 1993 through May 15, 1994.

Mark Gillett, Associate Professor of Law, leave of absence without pay, August 16, 1993 through May 15, 1994.

Elizabeth Gunn, Assistant Professor of Political Science, leave of absence without pay, August 16, 1993 through May 15, 1994. Accepted the Morris K. Udall Congressional Fellowship in Washington, D.C.

Peter F. Krug, Associate Professor of Law, leave of absence without pay, August 16, 1993 through May 15, 1994.

Osborne M. Reynolds, Jr., Professor of Law, leave of absence without pay, August 16, 1993 through December 31, 1993.

Appointments or Reappointments:

June Lester, D.L.S., Director and Professor of Library and Information Studies with tenure, annual rate of \$75,833 for 12 months (\$6,319.42 per month), August 16, 1993. Paid from 122-7260, Library and Information Studies, pos. 5.60, and 122-7460, Library and Information Studies Research, pos. 5.63.

Paul E. Lund, Special Visiting Associate Professor of Law, annual rate of \$50,000 for 9 months (\$5,555.55 per month), August 16, 1993 through May 15, 1994. Paid from 272-7201, Law, pos. 700.60.

Shelley A. Ryan, Special Visiting Associate Professor of Law, annual rate of \$50,000 for 9 months (\$5,555.55 per month), August 16, 1993 through May 15, 1994. Paid from 272-7201, Law, pos. 701.60.

Boris N. Apanasov, Ph.D., Associate Professor of Mathematics, annual rate of \$45,000 for 9 months (\$5,000.00 per month), August 16, 1993 through May 15, 1994. Paid from 122-7264, Mathematics, pos. 26.60, and 122-7464, Mathematics Research, pos. 26.63.

Ajay Kumar Agrawal, Ph.D., Assistant Professor of Aerospace and Mechanical Engineering, annual rate of \$44,000 for 9 months (\$4,888.89 per month), August 16, 1993 through May 15, 1994. Paid from 122-7208, Aerospace and Mechanical Engineering, pos. 15.60, and 122-7408, Aerospace and Mechanical Engineering Research, pos. 15.63.

James David Baldwin, Ph.D., Assistant Professor of Aerospace and Mechanical Engineering, annual rate of \$42,500 for 9 months (\$4,722.22 per month), August 16, 1993 through May 15, 1994. Paid from 122-7208, Aerospace and Mechanical Engineering, pos. 28.60, and 122-7408, Aerospace and Mechanical Engineering Research, pos. 28.63.

Ramkumar Parthasarathy, Ph.D., Assistant Professor of Aerospace and Mechanical Engineering, annual rate of \$43,000 for 9 months (\$4,777.78 per month), January 1, 1994 through May 15, 1994. Paid from 122-7208, Aerospace and Mechanical Engineering, pos. 7.60, and 122-7408, Aerospace and Mechanical Engineering Research, pos. 7.63.

Susan Uter Shaughnessy, Assistant Professor of Drama, annual rate of \$29,000 for 9 months (\$3,222.22 per month), August 16, 1993 through May 15, 1994. Paid from 122-7226, School of Drama, pos. 1.60.

John Willard Slocum, Ph.D., Assistant Professor of Political Science, annual rate of \$33,500 for 9 months (\$3,722.22 per month), January 1, 1994 through May 15, 1994. Paid from 122-7243, Political Science, pos. 5.60, and 122-7443, Political Science Research, pos. 5.63.

*Stuart M. Cannon, reappointed Research Associate, Oklahoma Biological Survey, salary remains at annual rate of \$49,440 for 12 months (\$4,120.00 per month), July 1, 1993 through July 14, 1994. Paid from 125-6086, IPA - Cannon, pos. 905.65.

*Thaddeus J. Keefe III, reappointed Research Associate, Oklahoma Biological Survey, salary remains at annual rate of \$49,440 for 12 months (\$4,120.00 per month), July 1, 1993 through June 30, 1994. Paid from 125-6308, IPA Keefe, pos. 905.65.

Changes:

Paul B. Bell, Jr., Professor of Zoology; reappointed Associate Provost for Undergraduate Education and Programs, salary changed from annual rate of \$41,766 for 9 months (\$4,640.67 per month) to annual rate of \$63,809 for 12 months (\$5,317.42 per month), July 1, 1993. Changed from 9-month to 12-month faculty and includes current administrative supplement. Paid from 122-7384, Provost's Office, pos. 703.63.

John Chiodo, Professor of Instructional Leadership and Academic Curriculum; title Chair of Instructional Leadership and Academic Curriculum, deleted, June 1, 1993.

Herbert W. Cummings, reappointed Professor of Communication; given additional title Interim Chair of Communication, salary changed from annual rate of \$47,722 for 9 months (\$5,302.44 per month) to annual rate of \$75,000 for 12 months (\$6,250.00 per month), July 15, 1993 through June 30, 1994. Changed from 9-month to 12-month faculty and includes administrative supplement. Paid from 122-7290, Communication, pos. 8.60, and 122-7490, Communication Research, pos. 8.63.

Reinaldo Elugardo, Associate Professor and Chair of Philosophy, salary changed from annual rate of \$40,705 for 9 months (\$4,522.77 per month) to annual rate of \$49,751 for 12 months (\$4,145.91 per month), July 1, 1993. Changed from 9-month to 12-month faculty. Paid from 122-7278, Philosophy, pos. 3.60, and 122-7478, Philosophy Research, pos. 3.63.

Betty J. Harris, Associate Professor of Anthropology and Associate Professor and Director of Women's Studies, salary changed from annual rate of \$33,885 for 9 months (\$3,765.00 per month) to annual rate of \$41,415 for 12 months (\$3,451.25 per month), July 1, 1993. Changed from 9-month to 12-month faculty. Paid from 122-7202, Anthropology, pos. 13.60; 122-7402, Anthropology Research, pos. 13.63; and 122-7271, Women's Studies, pos. 1.60.

Alexandra H. Karriker, Associate Professor of Modern Languages, Literatures, and Linguistics; given additional title Director, Film and Video Studies Program, August 16, 1993 through May 15, 1996; salary changed from annual rate of \$37,222 for 9 months (\$4,135.78 per month) to annual rate of \$42,222 for 9 months (\$4,691.33 per month), August 16, 1993. Paid from 122-7268, Modern Languages, Literatures, and Linguistics, pos. 18.60, and 122-7468, Modern Languages, Literatures, and Linguistics Research, pos. 18.63.

Kihyeon Kim, Assistant Professor of Philosophy, salary changed from annual rate of \$30,000 for 9 months (\$3,333.33 per month) to annual rate of \$30,591 for 9 months (\$3,399.00 per month), August 16, 1993. Salary increase necessary to comply with prevailing wage requirement. Paid from 122-7278, Philosophy, pos. 11.60, and 122-7478, Philosophy Research, pos. 11.63.

Sandra L. Ragan, Professor of Communication; title Chair of Communication, deleted; given additional title Associate Dean, College of Arts and Sciences; salary changed from annual rate of \$55,000 for 12 months (\$4,583.33 per month) to annual rate of \$64,000 for 12 months (\$5,333.33 per month), July 12, 1993. Paid from 122-7375, Arts and Sciences Dean, pos. 3.63; 122-7290, Communication, pos. 801.60; and 122-7490, Communication Research, pos. 2.63.

Eddie C. Smith, David Ross Boyd Professor of Chemistry and Biochemistry, Dean, Graduate College, and Interim Vice President for Research, salary changed from annual rate of \$86,810 for 12 months (\$7,234.17 per month) to annual rate of \$90,000 for 12 months (\$7,500.00 per month) (promotion increase), plus additional \$5,000 administrative supplement while serving as Interim Vice President for Research, July 1, 1993. Paid from 122-7446, Research Development, pos. 175.63; 122-7381, Graduate College Dean, pos. 2.63; and 122-7221, Chemistry and Biochemistry, pos. 802.60.

July 28, 1993

23506

Frederick H. Wood, Jr., Dean, College of Education, and Professor of Education, salary changed from annual rate of \$85,930 for 12 months (\$7,160.83 per month) to annual rate of \$100,000 for 12 months (\$8,333.33 per month), July 1, 1993. Retention adjustments. Paid from 122-7377, College of Education Administration.

Resignations and/or Terminations:

Shelley A. Arlen, Head, Reference Department, University Libraries, and Assistant Professor of Bibliography, July 31, 1993.

Patricia First, Professor of Educational Leadership and Academic Curriculum, June 30, 1993.

James M. Morrison, Professor of English, May 15, 1993.

Ana Rueda-Jenkins, Assistant Professor of Modern Languages, Literatures, and Linguistics, July 31, 1993.

Leisha A. Self, Associate Professor of Law, June 30, 1993.

Retirements:

James M. Goodman, Professor of Geography, May 15, 1993; named Professor Emeritus of Geography.

William R. Upthegrove, Regents' Professor, Professor of Aerospace and Mechanical Engineering, and Professor of Metallurgical Engineering in Chemical Engineering and Materials Science, July 31, 1993; named Regents' Professor Emeritus and Professor Emeritus of Aerospace and Mechanical Engineering.

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

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

President Van Horn reported the following deaths:

Michael Hennagin, Professor Emeritus of Music, on June 10, 1993.

Howard W. Larsh, George Lynn Cross Research Professor Emeritus of Botany and Microbiology, on June 30, 1993.

George W. Tauxe, Associate Professor of Civil Engineering and Environmental Science, on July 16, 1993.

DEAN, COLLEGE OF GEOSCIENCES

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

ATHLETIC ACHIEVEMENT AWARDS

After a successful regular season with a record of 14-8, the women's gymnastics team won the Big 8 Championship. Injuries throughout the regular season, including a freshman with a broken back, impaired team performance. Winning the Big 8 Championship required defeating such outstanding teams as Nebraska, Iowa State, and Missouri.

The 1992-93 women's gymnastics team had satisfactory academic performance with a 2.58 overall grade point average. Two members of the team were named to the Big 8 Conference End-of-Year Honor Roll which requires a minimum 3.0 grade point average for the academic year. Two seniors received their degrees in May and the average graduation rate over the last three years has been 100%.

Head Coach Becky Buwick is recommended to receive \$3,000 (one month's pay) and Assistant Coach Dave Henley \$766.67 (one-half month's pay). Both 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.

President Van Horn recommended that the Board of Regents approve achievement awards for women's gymnastics coaches as listed above. These awards are consistent with Regents' Policy 7.18.8 and recognize post-season athletic achievement subject to satisfactory academic progress. Funding for these one-time payments is from team support funds.

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

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Health Sciences Center:

Appointments or Reappointments:

Jane Bertschinger, Executive Director, Breast Health Institute, Department of Surgery, annual rate of \$60,000 for 12 months (\$5,000.00 per month), June 1, 1993. Managerial Staff. Paid from A0003482, OU Breast Research Fund-Surgery.

Frank A. Griffith, Associate Director of Development, University Development, annual rate of \$65,000 for 12 months (\$5,416.66 per month), July 1, 1993. Administrative Staff. Paid from A0009410, PPP Development.

Changes:

Kenneth R. Conklin, Associate Director of Development, University Development, salary changed from annual rate of \$57,400 for 12 months (\$4,783.33 per month) to annual rate of \$65,000 for 12 months (\$5,416.66 per month), July 1, 1993. Administrative Staff. Transferred from Norman Campus to Health Sciences Center. Paid from 10109410, University Development.

Robert F. Duskin, promoted from Manager of Financial Services to Assistant Director of Financial Services, PPP Administration, salary increased from annual rate of \$40,000 for 12 months (\$3,333.33 per month) to annual rate of \$48,000 for 12 months (\$4,000.00 per month), July 1, 1993. Changed from Professional Staff to Managerial Staff. Paid from A0000570, PPP Central Administration.

Robin M. Hall, promoted from Manager, Information Systems, to Assistant Director of Information Systems, PPP Administration, salary increased from annual rate of \$33,000 for 12 months (\$2,750.00 per month) to annual rate of \$46,000 for 12 months (\$3,833.33 per month), July 1, 1993. Managerial Staff. Paid from A0000570, PPP Central Administration.

Gary L. Hatch, promoted from Director of Computing Services to Director, University Information Services, salary increased from annual rate of \$76,500 for 12 months (\$6,375.00 per month) to annual rate of \$86,500 for 12 months (\$7,208.33 per month), July 1, 1993. Administrative Officer. Paid from 18009410, Computing Services.

Resignation and/or Termination:

Donovan Billen, Senior Systems Analyst, Computing Services, June 9, 1993 (with accrued vacation through July 16, 1993).

Norman Campus:

Appointments or Reappointments:

T. Charles Hillis, Staff Physician, Goddard Health Center, annual rate of \$95,000 for 12 months (\$7,916.67 per month), August 1, 1993. Professional Staff. Paid from 147-9107, Goddard Health Center, pos. 107.65.

John R. Spates, Wrestling Coach, Athletic Department, annual rate of \$58,600 for 12 months (\$4,883.33 per month), July 1, 1993. Professional Staff. Paid from 117-121, Athletic Department, pos. 80.65.

Changes:

Stanley Abel, title changed from Wrestling Coach to Classification Pending, Athletic Department, June 1, 1993.

Anthony V. Bluitt, Director, Project Threshold; given additional title Adjunct Assistant Professor of Human Relations, without additional remuneration, July 1, 1993 through June 30, 1994.

William S. Davis, title changed from Acting Chief to Chief, Power Plant Operations Engineer, Physical Plant, salary changed from annual rate of \$38,001 for 12 months (\$18.27 per hour) to annual rate of \$40,402 for 12 months (\$3,366.83 per month), July 1, 1993. Changed from Hourly to Managerial Staff. Paid from 134-7202, Physical Plant Power Plant, pos. 103.65.

James C. Dunn, Director, Lloyd Noble Center, salary changed from annual rate of \$62,440 for 12 months (\$5,203.33 per month) to annual rate of \$65,440 for 12 months (\$5,453.33 per month), July 1, 1993. Paid from 137-9176, Lloyd Noble Center, pos. 101.65.

W. Darrell Gertsch, Associate Vice President for Research and Interim Director, Sarkeys Energy Center; salary temporarily changed from annual rate of \$88,000 for 12 months (\$7,333.33 per month) to annual rate of \$93,000 for 12 months (\$7,750.00 per month), July 1, 1993. Paid from 122-7446, Research Development, pos. 102.65. Administrative supplement while Interim Energy Center Director.

Matthew W. Hamilton, title changed from Interim Director to Director of Financial Aid Services, salary changed from annual rate of \$40,796 for 12 months (\$3,399.67 per month) to annual rate of \$45,500 for 12 months (\$3,791.67 per month), July 1, 1993. Changed from Administrative Staff to Administrative Officer. Paid from 142-7134, Financial Aid Services, pos. 102.65.

July 28, 1993

23509

Anita M. Mann, title changed from Manager of Audit Operations to Senior Staff Auditor, Internal Auditing, July 1, 1993. Professional Staff.

Allen R. Moore, title changed from Executive Assistant to the President to Interim Director, Auxiliary Services, salary temporarily changed from annual rate of \$50,000 for 12 months (\$4,166.66 per month) to annual rate of \$56,000 for 12 months (\$4,666.66 per month), June 1, 1993. Administrative Officer. Paid from 134-7308, Auxiliary Services, pos. 101.65.

Judith M. Murphy, title changed from Assistant to the President to Interim Executive Assistant to the President, salary temporarily changed from annual rate of \$35,000 for 12 months (\$2,916.66 per month) to annual rate of \$41,000 for 12 months (\$3,416.66 per month), June 1, 1993. Administrative Staff. Paid from 112-7002, Institutional Operating Account, pos. 106.65.

Dan E. Pickett, Head Athletic Trainer, Athletic Department; given additional title Instructor in Health and Sport Sciences, July 1, 1993 through June 30, 1994.

James A. Reid, title changed from Temporary Consultant to Acting Associate Director of Development, Development Office, salary remains at \$65,000 for 12 months (\$5,416.67 per month), July 1, 1993. Paid from 152-7161, Development, pos. 102.65.

Judith S. Smith, Coordinator, Employment and Compensation, Personnel Services, salary changed from annual rate of \$40,511 for 12 months (\$3,375.92 per month) to annual rate of \$43,511 for 12 months (\$3,625.92 per month), July 1, 1993. Paid from 132-7132, Personnel Services, pos. 106.65.

Robert F. Summers, title changed from Interim Manager to Manager, Technical Trades, Physical Plant, salary changed from annual rate of \$40,200 for 12 months (\$3,350.00 per month) to annual rate of \$44,000 for 12 months (\$3,666.67 per month), July 1, 1993. Managerial Staff. Paid from 132-7701, Physical Plant Technical Trades, pos. 103.65.

Resignations and/or Terminations:

Robert R. Blaze, Food Service Administrator, Food Services, administrative leave of absence with pay through July 31, 1993 (with accrued vacation through September 10, 1993).

William D. Brecht, Golf Pro and General Manager, University Golf Course, July 6, 1993 (with accrued vacation through August 22, 1993).

Robert E. Reed, Manager, Technical Trades, Physical Plant, June 30, 1993 (with accrued vacation through August 2, 1993).

Paula V. Reid, Manager, Technical Projects, College of Geosciences, June 30, 1993.

C. Ted Wooten, Assistant Director, Fracturing Fluids Characterization Facility, Department of Petroleum and Geological Engineering, May 31, 1993.

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

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

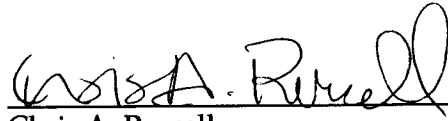
July 28, 1993

23510

LITIGATION

This item was discussed earlier in executive session and no action was necessary as a result of the discussion.

There being no further business, the meeting adjourned at 12:06 p.m.

A handwritten signature in cursive script, reading "Chris A. Purcell", written over a horizontal line.

Chris A. Purcell
Executive Secretary of the Board of Regents

THE UNIVERSITY OF OKLAHOMA - HEALTH SCIENCES CENTER
SALARY JUSTIFICATIONS FOR EMPLOYEES
RECEIVING INCREASES GREATER THAN 0 %
ALL FACULTY
STAFF WITH SALARIES \$40,000 OR GREATER PER YEAR
FY94 BUDGET - ALL ACCOUNTS

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
NURSING							
	Nursing Academic Programs FACULTY	WEATHERBY, FRANCENE M.	48,440	50,440	4.1%	2,000	PROMOTION
PHARMACY							
	Medicinal Chemistry and Pharmacodynamics FACULTY	WELDER, ALLISON A.	51,311	53,311	3.9%	2,000	PROMOTION
ALLIED HEALTH							
	Dept of Nutritional Sciences FACULTY	GLORE, STEPHEN R.	37,800	39,800	5.3%	2,000	PROMOTION
	Dept of Occupational Therapy FACULTY	ROBINSON, CYNTHIA ANN	33,939	38,000	12.0%	4,061	EQUITY/COMPRESSION
	Dept of Physical Therapy FACULTY	BURNS, STEPHANIE D.	8,559	8,559	12.2%	4,317	COMPETE WITH MARKET PAY
		(VA) RANDALL, KENNETH E.	26,907 *	31,224 *	12.2%	4,317	COMPETE WITH MARKET PAY
		SYLVESTER, LORRAINE	38,000	39,000	2.6%	1,000	INCREASED RESPONSIBILITY
			42,000	45,000	7.1%	3,000	INCREASED RESPONSIBILITY
	Dept of Radiologic Technology FACULTY	SCHUESSLER, JAN M.	33,000	34,000	3.0%	1,000	INCREASED RESPONSIBILITY
PUBLIC HEALTH							
	Public Health Office of the Dean FACULTY	CARR, LYNN D.	37,753	38,508	2.0%	755	COMPETE WITH MARKET PAY
	Dept of Health Administration and Policy FACULTY	BROYLES, ROBERT W.	52,000	54,600	5.0%	2,600	COMPETE WITH MARKET PAY
		GOLDSTEEN, RAYMOND	50,004	52,504	5.0%	2,500	COMPETE WITH MARKET PAY
		VALDMANIS, VIVIAN	44,000	46,200	5.0%	2,200	COMPETE WITH MARKET PAY
	STAFF	COOK, MICHAEL	41,396	48,990	18.3%	7,594	INCREASED RESPONSIBILITY
	Dept of Occupational and Environmental Health FACULTY	BOATRIGHT, DANIEL	40,685	42,719	5.0%	2,034	COMPETE WITH MARKET PAY
		COX, MARK R.	39,629	41,610	5.0%	1,981	COMPETE WITH MARKET PAY

THE UNIVERSITY OF OKLAHOMA - HEALTH SCIENCES CENTER
SALARY JUSTIFICATIONS FOR EMPLOYEES
RECEIVING INCREASES GREATER THAN 0 %
ALL FACULTY
STAFF WITH SALARIES \$40,000 OR GREATER PER YEAR
FY94 BUDGET - ALL ACCOUNTS

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
MEDICINE							
		Medicine Office of the Dean STAFF					
		LAWSON, PATTY L.	41,092	43,147	5.0%	2,055	INCREASED RESPONSIBILITY
		MCDERMOTT, HARROLD	34,000	45,479	33.8%	11,479	RECLASSIFICATION
		Medicine Professional Practice Plan STAFF					
		DAWSON, BARTON H.	94,500	101,000	6.9%	6,500	INCREASED RESPONSIBILITY
		DUSKIN, ROBERT	40,000	48,000	20.0%	8,000	RECLASSIFICATION
		HALL, ROBIN	33,000	46,000	39.4%	13,000	RECLASSIFICATION
		KEY, JANET M.	45,684	48,882	7.0%	3,198	INCREASED RESPONSIBILITY
		Dept of Anatomical Sciences FACULTY					
		MCNEILL, DANIEL L.	43,551	50,000	14.8%	6,449	PROMOTION
		Dept of Microbiology and Immunology FACULTY					
		BOOTH, MARY C.	20,600	27,000	31.1%	6,400	PROMOTION
		CUNNINGHAM, PHINA MADELEINE	59,983	62,983	5.0%	3,000	PROMOTION
		LLOYD, RICHARD	44,946	47,446	5.6%	2,500	PROMOTION
		SAVIC, DRAGUTIN	30,000	35,000	16.7%	5,000	COMPETE WITH MARKET PAY
		TAO, LIN	23,700	27,000	13.9%	3,300	COMPETE WITH MARKET PAY
		TWETEN, RODNEY KIM	50,818	60,000	18.1%	9,182	RETAIN EMPLOYEE
		Dept of Pathology FACULTY					
		GRAMMAS, PAULA	66,864	68,870	3.0%	2,006	COMPETE WITH MARKET PAY
		MIN, KYUNG WHAN	58,402	63,074	8.0%	4,672	PROMOTION
		PEREIRA, ANNE	50,000	52,500	5.0%	2,500	COMPETE WITH MARKET PAY
		STAFF					
		RODEN, JUDY A.	54,576	60,000	9.9%	5,424	PROMOTION
		Dept of Pharmacology FACULTY					
		CAI, YONG	21,500	25,000	16.3%	3,500	EQUITY/COMPRESSION
		Dept of Dermatology FACULTY					
		STEWART, JAMES	32,792	50,000	52.5%	17,208	PROMOTION
		Dept of Family Medicine FACULTY					
		LAWLER, MARY K.	49,000	50,920	3.9%	1,920	COMPETE WITH MARKET PAY
		REED, LINDA E.	26,994	27,917	2.6%	923	COMPETE WITH MARKET PAY
		(VA) 8,548 *	8,548 *				
		SHARP, GARY RICHARD	33,280	36,030	8.3%	2,750	COMPETE WITH MARKET PAY
		WINN, PETER	64,272	69,005	7.4%	4,733	COMPETE WITH MARKET PAY
		STAFF					
		STEWART, RUTH C.	43,021	46,021	7.0%	3,000	COMPETE WITH MARKET PAY

THE UNIVERSITY OF OKLAHOMA - HEALTH SCIENCES CENTER
SALARY JUSTIFICATIONS FOR EMPLOYEES
RECEIVING INCREASES GREATER THAN 0 %
ALL FACULTY
STAFF WITH SALARIES \$40,000 OR GREATER PER YEAR
FY94 BUDGET - ALL ACCOUNTS

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
MEDICINE							
Medicine Infectious Diseases FACULTY							
		GREENFIELD, RONALD ALAN	9,795	11,943	3.4%	2,148	EQUITY/COMPRESSION
	(VA)		54,118 *	54,118 *			
		HUYCKE, MARK M.	13,015	13,855	2.5%	1,542	EQUITY/COMPRESSION
	(VA)		49,253 *	49,955 *			
		SLATER, LEONARD N.	10,707	11,943	1.9%	1,236	EQUITY/COMPRESSION
	(VA)		54,118 *	54,118 *			
Medicine Nephrology FACULTY							
		LIU, LANTING	19,080	25,000	31.0%	5,920	EQUITY/COMPRESSION
William K. Warren Medical Research Institute FACULTY							
		JOHNSON, GERALD, III	46,200	48,000	3.9%	1,800	COMPETE WITH MARKET PAY
Dept of Obstetrics and Gynecology FACULTY							
		CROSBY, WARREN M.	74,094	100,000	35.0%	25,906	COMPETE WITH MARKET PAY
		HOLMBERG, BARBARA JEAN	35,980	37,779	5.0%	1,799	COMPETE WITH MARKET PAY
		ROSSAVIK, IVAR K.	57,548	60,425	5.0%	2,877	PROMOTION
Dept of Pediatrics FACULTY							
		ADLER, JILL E.	45,000	49,800	10.7%	4,800	INCREASED RESPONSIBILITY
		GRUNOW, JOHN E.	69,992	74,992	7.1%	5,000	INCREASED RESPONSIBILITY
		MCNEIL, CHERYL BODIFORD	33,075	46,886	41.8%	13,811	PROMOTION
Dept of Psychiatry and Behavioral Sciences FACULTY							
		BEATTY, WILLIAM W.	42,001	64,501	53.6%	22,500	COMPETE WITH MARKET PAY
		HOLMES, DEBORAH	35,000	42,000	20.0%	7,000	COMPETE WITH MARKET PAY
		NGUYEN, NGA A.	68,000	80,000	17.6%	12,000	COMPETE WITH MARKET PAY
		PFEFFERBAUM, BETTY	60,000	82,500	37.5%	22,500	COMPETE WITH MARKET PAY
Dept of Radiological Sciences FACULTY							
		MOHAPATRA, SHASHADHAR M.	16,000	35,685	19.0%	5,685	INCREASED RESPONSIBILITY
	(VA)		14,000 *	*			
Dept of Surgery FACULTY							
		HORTON, DONALD D.	53,000	75,000	41.5%	22,000	RETAIN EMPLOYEE
		LEVINE, NORMAN S.	9,796	48,912	64.2%	39,116	COMPETE WITH MARKET PAY
	(VA)		51,088 *	51,088 *			
ADMINISTRATION & FINANCE							
Building Maintenance STAFF							
		CAIL, DONALD P.	45,500	47,775	5.0%	2,275	PROMOTION

CAMPUS MASTER PLAN OF CAPITAL IMPROVEMENT PROJECTS

CAMPUS MASTER PLAN OF CAPITAL IMPROVEMENT PROJECTS,
NORMAN CAMPUSA. State Funded Projects

<u>Priority Number</u>	<u>Project Name</u>	<u>Estimated Total Cost</u>	<u>New State Funds Required</u>
1	Music Center Facilities: Catlett Music Center, Phase II (\$9,400,000) Holmberg Hall Renovation (\$5,000,000)	\$14,400,000	\$ 0
2	Physical Sciences Center Renovation for Chemistry and Biochemistry, Phase II	3,198,835	0
3	Classroom and Laboratory Renovation and Equipment, Phase I	2,710,000	0
4	Whitehand Hall Renovation	1,500,000	0
5	Engineering Laboratory Building Renovation	1,375,000	0
6	Critical Health, Safety and Access Projects	1,643,000	0
7	College of Engineering Facilities Renovation, Phase I	1,800,000	0
8	Computer Equipment, Phase I	4,000,000	0
9	Adams Hall Renovation	1,000,000	0
Special	Oklahoma Museum of Natural History Building	35,000,000	0

CAMPUS MASTER PLAN OF CAPITAL IMPROVEMENT PROJECTS, NORMAN CAMPUS (continued)

B. State Funded Projects for Inclusion in the State of Oklahoma Long Range Capital Plan

<u>Priority Number</u>	<u>Project Name</u>	<u>Estimated Total Cost</u>	<u>New State Funds Required</u>
<i><u>For FY 94:</u></i>			
10	Nielsen Hall Addition	4,500,000	2,500,000
11	Research and Instructional Equipment, Phase I	3,000,000	3,000,000
<i><u>For FY 95:</u></i>			
12	Classroom and Laboratory Renovation and Equipment, Phase II	2,260,000	2,260,000
13	Burton Hall Structural Repairs	110,000	110,000
14	Jacobson Hall Renovation	1,350,000	1,350,000
<i><u>For FY 96:</u></i>			
15	Carpenter Hall Renovation	1,680,000	1,680,000
16	College of Engineering Facilities Renovation, Phase II	2,632,000	2,632,000
<i><u>For FY 97:</u></i>			
17	Asbestos Removal	598,000	598,000
18	Accessibility Improvements (ADA)	750,000	750,000
19	Computer Equipment, Phase II	3,000,000	3,000,000
<i><u>For FY 98:</u></i>			
20	Nielsen Hall Renovation	5,500,000	5,500,000
Total State Funded Projects, Norman Campus		\$ 92,006,835	\$ 23,380,000

CAMPUS MASTER PLAN OF CAPITAL IMPROVEMENT PROJECTS, NORMAN CAMPUS (continued)

C. Non-State Funded Projects

<u>Sequence Number</u>	<u>Project Name</u>	<u>Estimated Total Cost</u>
1	Law Center Addition	\$ 2,500,000
2	Gas Research Institute- Fracturing Fluid Characterization Facility (1)	1,425,000
3	Oklahoma Memorial Union Renovation (1)	6,000,000
4	Parking Structures (Elm Avenue Parking Garage and Energy Center Parking Garage)	10,000,000
5	Weather Center Facility	15,000,000
6	Energy Center Completion (1)	700,000
7	Fine Arts Center Studio Theater Renovation (1)	612,903
8	Couch Tower Renovation	9,612,000
9	University Children's Center	750,000
10	Lloyd Noble Center Parking Area and Access Road	2,838,000
11	University Research Park Infrastructure Improvements	12,224,000
12	Max Westheimer Airport Improvements	1,200,000
13	Max Westheimer Airport Ramp Extension	1,650,000
14	Oklahoma Memorial Stadium Turf Replacement	1,500,000
15	Athletic Student Life Center	2,500,000
16	Oklahoma Memorial Stadium General Improvements, Phase I	500,000
17	Athletic Team Facilities Improvements	1,200,000

(1) Previously approved and currently active project.

CAMPUS MASTER PLAN OF CAPITAL IMPROVEMENT PROJECTS, NORMAN CAMPUS (continued)

C. Non-State Funded Projects (continued)

<u>Sequence Number</u>	<u>Project Name</u>	<u>Estimated Total Cost</u>
18	Softball Facilities	250,000
19	Oklahoma Memorial Stadium General Improvements, Phase II	750,000
20	Oklahoma Memorial Stadium Special Spectator Viewing Areas	1,000,000
21	Golf Team Facilities	250,000
22	Oklahoma Memorial Stadium General Improvements, Phase III	500,000
23	Athletic Hall of Fame	1,000,000
24	Oklahoma Memorial Stadium General Improvements, Phase IV	800,000
25	Athletic Support Services Space Renovation	500,000
26	Wrestling Room Improvements	250,000
27	Oklahoma Memorial Stadium Scoreboards Replacement	750,000
28	Athletic Dining Hall Renovation	750,000
29	Max Westheimer Airport West Parallel Taxiway	2,250,000
	Total Non-State Funded Projects, Norman Campus	<hr/> \$79,261,903

CAMPUS MASTER PLAN OF CAPITAL IMPROVEMENT PROJECTS, NORMAN CAMPUS (continued)

D. Section 13 and New College Funds Projects

<u>Sequence Number</u>	<u>Project Name</u>	<u>Estimated Total Cost</u>
1	Faculty Office and Laboratory Space and Equipment, 1992-93 (1)	\$ 380,025
2	Computer Equipment, 1992-93 (1)	600,000
3	Campus Accessibility Improvements, 1992-93 (1)	100,000
4	Academic Space Renovation and Construction, 1992-93 (1)	695,015
5	Instructional and Research Equipment, 1993-94	573,250
6	Computer Equipment, 1993-94	600,000
7	Asbestos Removal and ADA Compliance, 1993-94	280,000
8	Academic Renovation and Equipment, 1993-94	210,000
9	Oklahoma Biological Survey Renovation, 1993-94	257,318
10	Oklahoma Geophysical Observatory Addition	75,000
11	Equipment and Renovation for Administrative Units	133,998
	Total Section 13 and New College Funds Projects, Norman Campus	<hr/> \$ 3,904,606

(1) Previously approved and currently active project.

CAMPUS MASTER PLAN OF CAPITAL IMPROVEMENT PROJECTS

2-28-2000

CAMPUS MASTER PLAN OF CAPITAL IMPROVEMENT PROJECTS,
HEALTH SCIENCES CENTER

A. State Funded Projects

<u>Priority Number</u>	<u>Project Name</u>	<u>Estimated Total Cost</u>	<u>New State Funds Required</u>
1	Family Medicine Building	\$ 7,750,000	\$ 0
2	Biomedical Research Center	45,100,000	0

B. State Funded Projects for Inclusion in the State of Oklahoma Long Range Capital Plan

<u>Priority Number</u>	<u>Project Name</u>	<u>Estimated Total Cost</u>	<u>New State Funds Required</u>
<i>For FY 94:</i>			
3	Incubator Laboratory Research Facility	\$ 5,000,000	\$ 5,000,000
<i>For FY 95:</i>			
4	Fiber Optic Computer Network for Education and Research, Oklahoma City and Tulsa Campuses	2,100,000	2,100,000
5	Mechanical, Electrical and Infrastructure Improvements	1,428,000	1,428,000
6	Critical Asset Preservation, Tulsa Campus	500,000	500,000
7	Student Services Addition to Library	950,000	950,000
<i>For FY 96:</i>			
8	Critical Instructional and Research Equipment	4,500,000	4,500,000

CAMPUS MASTER PLAN OF CAPITAL IMPROVEMENT PROJECTS, HEALTH SCIENCES CENTER
(continued)

B. State Funded Projects for Inclusion in the State of Oklahoma Long Range Capital Plan (continued)

<u>Priority Number</u>	<u>Project Name</u>	<u>Estimated Total Cost</u>	<u>New State Funds Required</u>
<i>For FY 97:</i>			
9	Hazardous Materials and Storage Facility	2,400,000	2,400,000
10	Asbestos Removal	524,000	524,000
<i>For FY 98:</i>			
11	Learning Resource Center, Tulsa Campus	6,650,000	6,650,000
	Total State Funded Projects, Health Sciences Center	<u>\$ 76,902,000</u>	<u>\$ 24,052,000</u>

CAMPUS MASTER PLAN OF CAPITAL IMPROVEMENT PROJECTS, HEALTH SCIENCES CENTER
(continued)

C. Non-State Funded Projects

<u>Sequence Number</u>	<u>Project Name</u>	<u>Estimated Total Cost</u>
1	Steam & Chilled Water Plant Tunnel Extension, Drive & Structural Repairs	\$ 250,000
2	Oklahoma Medical Information Network Telemedicine Project	1,175,856
3	Ambulatory Care Center	17,000,000
4	Clinical Sciences Center, Tulsa Campus	22,000,000
5	Student Center	3,200,000
	Total Non-State Funded Projects, Health Sciences Center	<hr/> \$43,625,856

CAMPUS MASTER PLAN OF CAPITAL IMPROVEMENT PROJECTS, HEALTH SCIENCES CENTER
 (continued)

D. Section 13 and New College Funds Projects

<u>Sequence Number</u>	<u>Project Name</u>	<u>Estimated Total Cost</u>
1	Biomedical Sciences Building Energy Conservation Project	\$ 127,700
2	Research Building Lab Modernization & Equipment	575,000
3	Biomedical Sciences Building Penthouse and Roof Replacement	230,000
4	Storm Drainage Project	5,000
5	Biochemistry Research Laboratory Modernization and Equipment	500,000
6	Pharmacy Toxicology Renovations and Equipment for Endowed Chair	156,000
7	Anatomy Lab Modifications and Equipment to meet OSHA Guidelines	30,000
8	Library Space Conversion	75,000
9	Dentistry Lecture Halls Renovation and Equipment	11,200
10	Rogers Building Roof Replacement and Elevator Repairs	58,600
11	Americans with Disabilities Act Improvements, Phase II	145,000
12	Emergency Support Equipment	42,900
13	Hazardous Materials Response Computer Equipment	17,500
14	Fiber Optic Network and Computer Equipment, Tulsa Campus	150,000
15	Financial Aid Management System	18,400
16	Basic Sciences Education Building Research Space Conversion	498,770
Total Section 13 and New College Funds Projects, Health Sciences Center		\$ 2,641,070

INTERIM FAMILY AND MEDICAL LEAVE POLICY

The University of Oklahoma's Interim Family and Medical Leave Policy--which incorporates provisions of existing University policies and the federal Family and Medical Leave Act of 1993--is designed to enable employees to balance their work responsibilities with the demands of caring for family members or in the event of serious personal illness or injury. All regular faculty and staff who hold continuous appointments with an FTE of .50 or greater can access their accrued paid leave and short-term disability as provided by the University's Paid Leave and Short-Term Disability Policy (Section 3.10.1, University Staff Handbook) for such leave. In addition, after one year of employment by the University, they are eligible for up to a total of 12 work weeks of leave (combined paid and unpaid) during a 12-month period in accordance with the following provisions.

A complete copy of the federal law, which contains further definitions that may apply to an employee's situation, is available from the Office of Personnel Services.

I. FAMILY LEAVE

A. Purpose. Family leaves of absence may be taken for the following reasons:

1. Birth of a son or daughter of the employee and in order to care for the son or daughter;
2. Placement of a son or daughter with the employee for adoption or foster care;
3. To care for a spouse, son or daughter, or parent who has a serious health condition. A serious health condition is one that requires in-patient care or continuing treatment by a health care provider.

B. Terms.

1. Accrued paid leave and/or short-term disability as provided for in the Paid Leave and Short-Term Disability Policy shall be used initially by the employee. When leave with pay is no longer available, the leave may be extended to a total of 12 work weeks during a 12-month period by using leave without pay. During this time, University insurance benefits will continue but additional leave with pay will not accrue.
2. Family leaves for birth, adoption, or placement of a foster child must fall within the term of employment and are to be taken consecutively without interruption ending no later than 12 weeks after the day of birth or placement of the child.

Family leaves to care for a seriously ill spouse, son or daughter, or parent may be taken intermittently or on a reduced time basis (i.e., by working fewer days in a week or fewer hours in a day) if such a schedule is needed for medical reasons. When family leave without pay is taken to care for a spouse, son or daughter, or parent, acceptable documentation from the health care provider will be required by the University.

C. Pregnancy Leave.

1. With pay. Leaves with pay for pregnancy are available to eligible employees through utilization of their accrued short-term disability as provided in the Paid Leave and Short-Term Disability Policy. Pregnancy is to be treated as any other short-term disability, with the duration of the disability to be medically determined. An employee may continue normal duties through pregnancy or use available leave while unable to perform regular duties. Employees who utilize leave for pregnancy shall suffer no penalty, retaliation or other discrimination.
2. Without pay. Leaves for the birth of a child may be extended beyond that granted for the medical disability to a total of 12 weeks through the utilization of accrued paid leave or leave of absence without pay.
3. Extension of Probation for Tenure-Track Faculty. If a tenure-track faculty member takes pregnancy leave, the probationary period prior to a tenure decision may be extended for one year at the written request of the faculty member and with approval of the academic unit, dean, and Senior Vice President and Provost. (Section 3.7.3 (g), Norman campus, and Section 3.7.3 (i) HSC, Faculty Handbook)

II. MEDICAL LEAVE

A. Purpose. Medical leaves of absence are available to eligible employees in the event of serious personal illness or injury.

B. Terms.

1. Accrued paid leave and/or accrued short-term disability as provided for in the Paid Leave and Short-Term Disability Policy shall be used initially by the employee. When leave with pay is no longer available, the leave may be extended to a total of 12 work weeks in a 12-month period by using leave without pay. During this time, University-paid insurance benefits will continue but additional benefits will not accrue.
2. Medical leave may be taken intermittently or on a reduced time basis (e.g., by working fewer days in a week or by fewer hours in a day) if such a schedule is needed for medical reasons. The University will require acceptable medical documentation of illness or disability.

III. PROCEDURES

Requests for family or medical leaves of absence must be in writing and must include the reason for the request and the anticipated time period for the leave. All requests for family and medical leaves of absence shall be made at least 30 days in advance, to the extent practicable. If the leave is for planned medical treatment, the employee is expected to schedule the treatment so as to create minimum disruption for the employer. When leave is used for the employee's own serious health condition or to care for a spouse, son or daughter, or parent with a serious health condition, acceptable medical documentation from the health care provider will be required.

IV. RETURN TO WORK

Eligible employees who take a family or medical leave of absence from a position within the University will be able to return to the same or equivalent position and employment benefits. In the event of budgetary or organizational changes during the period of absence, the employee shall be treated as if he or she were occupying the same position at the time of the change.

If an employee does not return to work as agreed upon, unless other arrangements are made, he/she shall be considered to have resigned from the University effective the last day worked.

V. EXTENDED LEAVES OF ABSENCE WITHOUT PAY

A. Purpose. As provided in Section 3.11 and 3.11.1 of the University Staff Handbook, leaves of absence without pay for personal reasons may be recommended by the budget unit when it appears to be in the best interest of the University and the employee.

B. Terms.

1. Leave of absence without pay may not exceed one year in length.
2. A personal leave of absence without pay does not count as service time for computation of benefits, other than for retirement as specified, and insurance benefits will be paid by the employee. Leave without pay for monthly employees may not be for absences of less than one day's duration.
3. When employees are granted leaves without pay for personal reasons, the University is obligated to reemploy the individual in either the same or similar position with the recommending department. Therefore, prior to granting a leave without pay, departments should carefully consider whether they will be in the position to reemploy the individual at the conclusion of the leave. If the position cannot be held open or filled on a temporary basis, the department should make it clear to the employee and state on the Personnel Action Form that the leave is being granted with the understanding that the University is not obligated to reemploy the individual at the conclusion of the leave.

The University of Oklahoma
Law Center

FY94 Salary Increases
Summary

<i>From continuing budget:</i>		<u>Percent Increase</u>
Faculty merit increases for filled positions	\$203,402	9.4%
Merit increases for staff in positions that require a law degree	<u>18,482</u>	9.1%
Total continuing budget	<u><u>221,884</u></u>	9.4%
 <i>From reserve:</i>		 <u>Number of Individuals</u>
Faculty one-time salary adjustments for filled positions (\$3,500 each)	112,000	32
One-time salary adjustments for staff in positions that require a law degree	7,200	5
Parkinson Administrative Stipend	7,500	
Miley Interim Law Librarian Pay	<u>14,357</u>	
Total faculty from reserve	<u><u>\$141,057</u></u>	37

The University of Oklahoma
Law Center

FY94 Proposed Merit Salary Increases and One-time Salary Adjustments
Faculty

<u>Department/Name</u>	<u>F/S</u>	<u>Current Salary</u>	<u>Proposed Salary</u>	<u>Merit Increase</u>	<u>Percent Increase</u>	<u>One-time Salary Adjustment</u>
COLLEGE OF LAW						
D SWANK	F	106,000	106,000	0	0.0%	3,500
J R PARKINSON	F	70,000	77,000	7,000	10.0%	3,500
K W SAUNDERS	F	63,978	69,537	5,559	8.7%	3,500
R J UPHOFF	F	54,000	60,700	6,700	12.4%	3,500
O L ANDERSON	F	105,000	112,212	7,212	6.9%	3,500
M A SCAPERLANDA	F	50,000	56,100	6,100	12.2%	3,500
R B SMITH	F	60,715	66,200	5,485	9.0%	3,500
W M TABB	F	61,000	66,500	5,500	9.0%	3,500
J D PALOMAR	F	52,431	58,500	6,069	11.6%	3,500
J B FORMAN	F	60,503	66,400	5,897	9.7%	3,500
F H MILLER	F	122,315	131,130	8,815	7.2%	3,500
L H WHINERY	F	97,573	108,910	11,337	11.6%	3,500
R G SPECTOR	F	77,337	85,202	7,865	10.2%	3,500
F S KNIPPENBERG	F	61,000	66,100	5,100	8.4%	3,500
M R GILLETT	F	57,296	63,000	5,704	10.0%	3,500
D G GIBBENS	F	48,281	51,636	3,355	6.9%	3,500
(Gibbens also 50% in Athletic Auxiliary account)						
R T COYNE	F	48,850	55,900	7,050	14.4%	3,500
R E RICHARDSON	F	85,764	93,125	7,361	8.6%	3,500
S A WIEGAND	F	52,431	58,500	6,069	11.6%	3,500
P B KUTNER	F	68,638	74,805	6,167	9.0%	3,500
J C LONG	F	72,997	78,484	5,487	7.5%	3,500
O M REYNOLDS JR	F	81,048	91,743	10,695	13.2%	3,500
W J MC NICHOLS	F	70,754	76,157	5,403	7.6%	3,500
P F KRUG	F	50,000	55,900	5,900	11.8%	3,500
D L KERSHEN	F	96,632	103,569	6,937	7.2%	3,500
P E GRAVES	F	50,000	54,250	4,250	8.5%	3,500
A F HILL	F	60,441	66,000	5,559	9.2%	3,500
T P ROBERTS	F	70,181	75,988	5,807	8.3%	3,500
H F TEPKER JR	F	67,241	74,601	7,360	10.9%	3,500
R J STRICKLAND	F	97,200	106,060	8,860	9.1%	3,500
K N BYSTROM	F	76,437	82,936	6,499	8.5%	3,500
J L MAUTE	F	60,000	66,300	6,300	10.5%	3,500
STAFF IN POSITIONS THAT REQUIRE LAW DEGREES						
C A HUGHART	S	44,440	48,600	4,160	9.4%	1,500
N M MILEY	S	32,700	35,643	2,943	9.0%	1,500
A H PRINCE	S	21,216	22,913	1,697	8.0%	1,200 *
M E PROTTI	S	45,000	48,600	3,600	8.0%	1,500
W R WATSON	S	60,824	66,906	6,082	10.0%	1,500

* Prorated based on FTE.

**FY94 Proposed Salary Increases and One-time Salary Adjustments
All Funds (Excluding Grants)**

<u>SPECIAL ONE-TIME PAY</u>				<u>Interim Increase</u>	<u>TOTAL Interim Salary</u>
COLLEGE OF LAW					
J R PARKINSON	F	Administrative Stipend	\$7,500	\$84,500	
LAW LIBRARY OPERATIONS					
N M MILEY	S	Interim Law Librarian Pay	\$14,357	\$50,000	