

C O N T E N T S
MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
SEPTEMBER 15-16, 1993

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THE UNIVERSITY OF OKLAHOMA

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**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
SEPTEMBER 15-16, 1993**

A regular meeting of the Board of Regents of The University of Oklahoma was called to order in the Mezzanine Room of Shepler Center on the Cameron University Campus in Lawton beginning at 3:47 p.m. on Wednesday, September 15, 1993.

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

Others attending all or a part of the meeting included Dr. Richard L. Van Horn, President of The University of Oklahoma, Provosts James F. Kimpel and Jay H. Stein, Vice Presidents Fred J. Bennett, Jerry B. Farley, and Roland M. Smith, Interim Vice Presidents 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, Provost Terral McKellips, Vice Presidents Louise Brown and Don Sullivan, 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 2:15 p.m. on September 14, 1993, both as required by 25 O.S. 1981, Section 301-314.

MINUTES

Regent Blankenship moved approval of the minutes of the regular meeting held on June 16-17, 1993 and the minutes of the regular meeting held on July 27-28, 1993. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

THE UNIVERSITY OF OKLAHOMA

FISCAL YEAR 1993 EXPENDITURES OF ASSOCIATES FUNDS FOR PROVOST DEVELOPMENT

At the November 1992 meeting of the Board of Regents, a report was presented on the commitment of Associates Funds to support a variety of academic programs, including \$100,000 each for Provost Development activities on both the Norman and Health Sciences Center campuses. A report on how Associates Funds allocated for Provost Development were expended in Fiscal Year 1993 on the Norman and Health Sciences Center campuses was included in the agenda along with a 1992-93 statement of revenues, expenses and changes in fund balance for the Associates Fund. Provosts Kimpel and Stein reviewed the expenditures for their respective campuses.

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

RENEWAL OF A PATIENT BILLING AND ACCOUNTS RECEIVABLE SOFTWARE SYSTEM FOR PROFESSIONAL PRACTICE PLAN DEPARTMENT

Since 1980 eight clinical departments of the Health Sciences Center College of Medicine Professional Practice Plan Departments have used the IDX Corporation (formerly Interpretive Data Systems) as a service bureau. Anticipating the expiration of the contract in September 1991, the Professional Practice Plan initiated a review of the IDX systems in comparison to other systems. To address the need for a new contract, requests were submitted to the Shared Medical Systems Corporation and the IDX Corporation.

At the May 1991 meeting of the Board of Regents, the Health Sciences Center Campus was authorized to purchase the patient billing system at a projected cost of \$1,775,000 over a total period of 66 months. The project provides time-sharing patient billing and accounts receivable systems for all the College of Medicine clinical departments.

Funds are available in the Professional Practice Plan Central Administration budget account A0000570 to issue a purchase order for \$450,000 for estimated services beginning July 1, 1993 through June 30, 1994.

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

HEALTH CARE REFORM AND THE ACADEMIC HEALTH CENTER

Jay H. Stein, M.D., Senior Vice President and Provost, reported as follows on the anticipated effects of the health care reform package and the strategic challenges for academic medical centers as a result of the managed care component.

The Clinton administration is expected to make a strong push toward managed care in its upcoming health care reform package to be released next month. "Managed care" refers to a health care delivery system organized to enhance cost effectiveness and measure performance by providing care through health maintenance organizations (HMOs) or through preferred provider organizations (PPOs). Health care providers associated with HMOs agree to provide all care at a set price while PPOs consist of a network of doctors and hospitals that agree to discounted fees and certain rules and standards of treatment in exchange for assurances they will receive a certain number of patients.

The elements of President Clinton's health care reform package will have a significant impact on academic medical centers.

The three strategic imperatives of health care reform relate to access, service delivery, and impact. The proposed plan emphasizes increased access to basic health care services, especially medically indigent and under-insured. Increased demand in the areas of ambulatory care and primary care, increased access through multiple sites, a shift away from single medical complex, and access to technology available through regional delivery systems. There will be a refocus of medical education to primary care, a shift in research to areas of prevention and early diagnosis as well as therapeutic intervention and monitoring of health status. The plan's focus on impact relates to demonstrable improvement on short and long term health status, and demonstrable cost effectiveness for care that is delivered.

A national study conducted by KPMG Peat Marwick predicted that "30-40% of existing academic medical centers will not survive because of their inability to adapt to the new environment. This prediction is based upon lack of strategic clarity among entities, inadequate capital, inability to modify educational focus, cumbersome organizational structures and delivery mechanisms, inadequate linkages to quality community providers - facilities and physicians, and traditional faculties unwilling to forego status quo until it is too late."

It is clear that traditional organizational relationships and structures within academic medical center entities - the medical school, practice plans and hospitals - will no longer be effective. It is imperative that the Health Sciences Center Professional Practice Plans become organized sufficiently to meet the demands of health care reform and managed care. This will entail breaking down departmental barriers to make it possible for more coordinated, integrated group practice which moves toward comprehensive health care systems through strategic alliances with other hospitals and physician groups. The practice plans must develop strategies to keep and enhance our share of Medicaid revenue, develop primary care initiatives, expand clinical credibility with patients beyond the health center community and enhance hospital services and performance.

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

PROFESSIONAL SERVICE AGREEMENTS

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

College of Medicine, Department of Pediatrics and Children's Hospital of Oklahoma	\$ 426,720
College of Medicine, Department of Pathology and University Hospitals	150,000

Affiliation Agreement:

College of Medicine and University Hospitals-Physicians Master Reimbursement Agreement	7,438,377
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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, Lewis, 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.

Regent Halverstadt moved approval of the following schedule for 1994:

January 25-26 - Oklahoma City
 March 16-17 - Norman
 April 6-7 - Norman
 May 11-12 - Tulsa
 June 8-9 - Norman
 July 20-21 - Oklahoma City
 September 12-13 - Lawton
 October 12-13 - Tulsa
 November 15-16 - Oklahoma City
 December 8-9 - Norman

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

COURSE CHANGES

The Oklahoma State Regents for Higher Education require that all course modifications, additions, and deletions be presented to the institution's governing board before they are forwarded for their consideration. To facilitate a timely review of course requests, the State Regents instituted a new review process this year providing two deadlines per year for submitting course request changes; i.e., May 1 and October 1. As the following course requests did not make the May 1 deadline for Fall 1993 implementation, they are being submitted for the October 1 State Regents' deadline. The requests have been approved by the Senior Vice President and Provost, Norman Campus, upon the recommendation of the cognizant departments and colleges, the Graduate Council when appropriate, and the Academic Programs Council.

At its June 21 meeting, the Oklahoma State Regents for Higher Education approved OU's request submitted May 1 for 156 course deletions, 168 course modifications, and 111 course additions, effective Fall 1993. If approved, the following one course modification and seven new courses will bring the total number of course changes approved this year to 156 course deletions, 169 course modifications, and 118 course additions.

COURSE MODIFICATION:

College of Arts and Sciences

HIST 4973 Undergraduate Seminar in History - prerequisite

NEW COURSES:

College of Architecture

CNS 3103 Construction Surveying

College of Fine Arts

DRAM 3513 Performing Departures from Realism
 DRAM 3523 Performing New Plays
 F A 2970 Fine Arts Seminar

College of Geosciences

METR	5344	Computational Fluid Dynamics I
METR	6344	Computational Fluid Dynamics II
METR	6950	Weather Briefing

Following approval by the Oklahoma State Regents for Higher Education, these courses changes will take effect in Spring 1994.

President Van Horn recommended approving course changes and additions as proposed.

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

AGREEMENT FOR LAW ENFORCEMENT SERVICES

State Law authorizes the Boards of Regents of institutions of higher education to create and maintain campus law enforcement agencies. The law was amended in 1991 to require written agreements between the governing boards of institutions of higher education and cities in which they are located. The purpose of the agreement, which was included in the agenda, is to establish parameters for jurisdiction and to authorize the University Police to exercise its power in the City of Norman jurisdiction in the following situations:

1. When requested by a City Police Officer;
2. When necessary to complete any enforcement activity which began on University property or property adjacent to University property;
3. When reasonably related to the activities of the University Police Officers on University property or the investigation of events occurring on University property; and
4. In any emergency or situation where prompt action is necessary to prevent or avoid personal injury or property damage.

The University Police and the City of Norman Police currently have an effective working relationship based on an informal agreement. However, the District Attorney and District Court have recently determined that this informal agreement does not meet the requirements of the amended State law.

The primary function of the University's Department of Public Safety is to serve, protect and create a safe and friendly environment for the University community. The University Police strive to be seen as helpful and courteous while safeguarding University assets and protecting employees and students. In general, the officers do not get involved in traffic control or ticketing unless a specific threat to the University community is seen. However, there are times that it is appropriate for the University Police to assist the Norman Police. For instance, assisting with traffic control associated with home football games.

The agreement has been reviewed by City staff and will receive a positive recommendation to the City Council. University Legal Counsel has reviewed the agreement and supports its approval.

President Van Horn recommended the Board of Regents approve a Law Enforcement Services Agreement with the City of Norman to establish parameters for jurisdiction and to authorize the University Police to exercise its power in specific circumstances.

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

REPORT OF GIFTS TO THE UNIVERSITY

President Van Horn recommended that the Board of Regents approve the acceptance of the following gifts to the University received during July 1993:

<u>Donor</u>	<u>Amount of Gift</u>	<u>Purpose of Gift</u>
Anonymous*	\$50,000.00	To establish new endowed scholarship fund: The Doctors Clifford and George Moore Scholarship in the College of Medicine
Conoco, Inc.	\$85,500.00	Annual donation to various programs in engineering, business and the libraries

*The donor has requested no publicity on this gift.

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

1992-93 FUND-RAISING REPORT

Vice President Fred Bennett presented a report on the University's fund-raising activities for 1992-93. Total private support to The University of Oklahoma in 1992-93 was \$29.5 million, a good year but a decrease from last fiscal year's \$32 million. A key part of the fund-raising success was the establishment of 14 endowed positions during 1992-93 under the State Matching Gifts Program which was begun in 1988-89. To date, The University of Oklahoma has qualified for matching funds for 76 endowed positions under the matching program.

Mr. Bennett's slide presentation included a breakdown of total dollar support by constituency (corporations, alumni, foundations and individuals). He described endowment growth from \$34,807,750 in 1982-83 to \$187,139,533 in 1992-93. Annual fund-raising programs include OU Associates, mail solicitations, Parents' Fund, Faculty-Staff Campaign and the Class Challenge Phonathon. For 1993-94, Mr. Bennett said fund-raising priorities are: the Biomedical Research Center, the Oklahoma Museum of Natural History, Scholarships, Endowed Positions, Expansion of Associates Program, and Increasing Percent of Alumni Donors.

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

Regent Gullatt announced the meeting recessed at 4:50 p.m., to reconvene at 8:30 a.m. the following morning.

The Regents reconvened in regular session at 8:44 a.m. on Thursday, September 16, in the same location with all Regents present.

DEAN'S REPORT--COLLEGE OF BUSINESS ADMINISTRATION

Each month the deans of the 18 colleges on the Norman and Health Sciences Center campuses present reports to the Board of Regents. This month, Dean Richard A. Cosier will present an overview of the College of Business Administration and describe some of his goals and objectives for the College. Dr. Cosier became Dean of the College of Business Administration, Fred E. Brown Chair in Business, and Professor of Management in January 1993.

Dean Cosier said a curriculum in business subjects was first offered at The University of Oklahoma in 1913 through the School of Commerce and Industry in the College of Arts and Sciences. In 1923, the Board of Regents established a separate School of Business, which has been fully accredited by the American Assembly of Collegiate Schools of Business since 1926. In 1929, the Regents changed the name of the business school to the College of Business Administration. With 53 faculty and 2,699 students in the Spring 1993 semester, the College of Business Administration includes the School of Accounting, the Division of Business Strategy and Legal Studies, the Division of Finance, the Division of Management, and the Division of Marketing.

Dean Cosier described the strengths of the College as a solid faculty and staff base, tradition, support from the State and alumni, location and groundwork laid by the former Dean. The mission of the College, he said, is to foster the discovery and transmission of knowledge about the creation, functioning, management and continuing adaptation of organizations in a changing global business environment. Dean Cosier summarized his action programs as:

1. Review/revise MBA
2. Implement J. C. Penney Company Leadership Chair and Center
3. Enhance outreach efforts
4. Promote College visibility
5. Review/revise College of Business structure
6. Development support for chairs and professorships, for scholarships and for improvements for Adams Hall
7. Improve diversity
8. Revise faculty evaluation process

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

UNIVERSITY GOLF COURSE LEASE

An item was included in the agenda pertaining to a lease contract to improve, manage and operate the University Golf Course.

Regent Gullatt made the following remarks. "We had believed that we would have a final contract for this Board to act on today. However, the parties have not reached agreement. The proposed Lessee has been told that if we do not have a contract signed by Sunrise by October 8 with appropriate financial backing that the University intends to contact the other bidders. This project has drug on much too long and we feel we need to bring it to a conclusion, so the item will be passed until the next meeting."

LIFETIME PASSES

Current Regents' policy provides that certain University retirees will have golf course privileges extended at no cost to them. Regents' policy provides that staff retirees may play free so long as the University operates the golf course. The provision in Regents' policy provides that professors emeriti may play golf without paying green fees. These privileges will now be limited to weekday play for those professors emeriti and other faculty and staff retirees who have attained such status prior to January 1, 1994. The cost for the existing professors emeriti and other faculty and staff retirees green fees will be borne by employee benefit accounts in the educational and general budget.

Continuation of the free play retiree privilege for existing and for new employees will be referred to the Employee Benefits Council for their consideration. The retiree free play privilege can be comprehensively reviewed along with other employee benefits.

In anticipation of leasing the golf course, Regents' policy paragraph 7.22 should be amended as follows:

Lifetime passes to the University Golf Course issued for weekday play to professors emeriti and other faculty and staff retirees for their personal use prior to January 1, 1994 will be honored.

President Van Horn recommended that the Board of Regents revise the policy on lifetime passes to the University Golf Course as stated above.

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

ANNUAL PURCHASE OF NEWSPRINT FOR JOURNALISM PRESS

Bids were circulated for an annual contract to furnish approximately 260 tons of newsprint to be used in the printing of *The Oklahoma Daily* newspaper and related publications through June 30, 1994.

The prices bid are subject to quarterly escalation/de-escalation in accordance with the Producer Commodity Price Index beginning on October 1, 1993 with a sixty (60) day advance written notice of any price change.

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

The following bids were received:

Champion International Corporation Dallas, Texas	Recycled Offset Newsprint, 40" wide	\$441.23/ST
Abitibi-Price Dallas, Texas	Recycled Offset Newsprint, 40" wide	\$452.00/ST

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

President Van Horn recommended that the Board of Regents approve the award of a purchase order to Champion International Corporation for the purchase of recycled offset newsprint for the Fiscal Year 1993-94 in the estimated amount of \$120,742.00.

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

REVISION OF REGENTS' FUND POLICIES

The current procedures for buying and selling investments in the Consolidated Investment Fund (CIF), a part of the Regents' Fund, begin with the receipt of a recommendation letter from the University's investment advisor, J. & W. Seligman & Co. Inc. This recommendation must then be approved by the President or his/her designee before execution of the trades. The time lag between the receipt of recommendation from the investment advisor and execution of the trades has consequences in that the investment advisor may not be able to act as promptly as is sometimes needed in fast-moving markets. Another aspect of the process is that the Regents' Fund equity securities are physically held locally in a safe deposit box, requiring the University's staff to spend time and incur costs to receive and deliver securities in the normal course of these investment transactions.

The time lag described above and the inefficient physical custody of the investment securities could be eliminated by revising the applicable Regents' policies. It is recommended that the Regents' Fund account with its investment advisor be placed on a discretionary basis wherein the investment advisor would place investment orders (that comply with the Regents' Fund Investment Guidelines) directly with brokers of the University's choosing. The investment advisor would notify the University's Trust Officer of these investment transactions on a monthly basis and present the rationale for the changes. It is also recommended that the Regents authorize the President or his/her designee to select either a local bank, broker, or another third party to serve as trustee custodian of the CIF investments, thereby relieving the University of the time and costs to physically process the receipt and delivery of the investment securities.

The recommended revisions to the current policies are as indicated below (additions are underlined and deletions are lined through):

Regents Policy 8.11.4President or His/Her Designee Authorized Authorization to Make Investments

~~It has been the practice for some time to make specific recommendations to the Regents for investment of funds held in the Regents' Consolidated Investment Fund regardless of the amount of money involved or term of the investment. Long-term investment is nearly always based on recommendations received from J. & W. Seligman & Co., the University's investment advisor.~~

The President or his/her designee is authorized to make investment of short-term money ~~(up to 270 days) in governmental securities, certificates of deposit or savings accounts of commercial banks.~~ In accordance with the University's Investment of Temporarily Idle Cash policy (4.28). The University's investment advisor, ~~Similar authority is granted similar authority~~ for long-term investments in compliance with the University's Regents' Fund Investment Policy (8.11.3) upon the recommendation of J. & W. Seligman & Co., the University's investment advisor. Action taken on investments will be reported to the Regents each month.

Regents Policy 8.11.5

Sale or Transfer of Securities

~~In order to facilitate prompt handling of transactions dealing with the sale of securities received through a gift, bequest, etc., a policy is established by the Regents authorizing such transactions that were recommended by J. & W. Seligman, the University's investment advisor, and in turn approved by the President or his/her designee. The bank transfer agents require the sale or transfer of any securities to be supported by a resolution passed by the Board of Regents and a certificate stating that said resolution is in full force and effect on the date of the sale or transfer. This certificate is signed by the Executive Secretary of the Board of Regents.~~

To facilitate the above policy and to satisfy the requirements of the bank transfer agents, the President or his/her designee is authorized and empowered to sell, assign, transfer or deliver any and all stocks, bonds, evidences of interest, rights and options to acquire or to sell the same and all other securities now or hereafter standing in the name of, or belonging to, the Regents of The University of Oklahoma.

With regard to investment transactions related to the Regents' Consolidated Investment Fund (CIF), which is governed by the Regents Fund Investment Policy (8.11.3), the University's investment advisor is authorized and empowered to execute transactions on behalf of the Regents of The University of Oklahoma. Custody of securities held by the CIF will be maintained by the University or in trust by a third-party custodian selected by the President or his/her designee. The University's investment advisor will provide a monthly investment transaction report which will be distributed to the Regents each month.

President Van Horn recommended that the Board of Regents revise Regents' Fund Policies 8.11.4 and 8.11.5, to authorize the University's investment advisor to make investments of the Regents' Fund Consolidated Investment Fund and to authorize the President or his/her designee to select a third party to serve as custodian of investment securities.

Regent Halverstadt asked if the Board will be apprised of the selection process for the custodian. Vice President Farley responded that normally if the cost of the award exceeded a certain dollar threshold the Board would review it and if the Regents wish to see the selection regardless of the dollar amount, that will be done.

Regent Halverstadt asked that the recommendation be amended. There was general agreement the recommendation should read as follows: President Van Horn recommended that the Board of Regents revised Regents' Fund Policies 8.11.4 and 8.11.5, to authorize the University's investment advisor to make investments of the Regents' Fund Consolidated Investment Fund. President Van Horn also recommended the Regents authorize the President or his/her designee to select a third party to serve as custodian of investment securities, subject to Regents' approval.

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

ANNUAL REVIEW OF REGENTS' FUND SPENDING AND INVESTMENT POLICIES

University of Oklahoma Board of Regents policy (8.11.2 and 8.11.3) requires that the spending and investment policies applicable to the Regents' Fund be reviewed at least once a year. The last review was at the September 1992 Regents' meeting.

Spending Policy

The current policy provides for the distribution of 5.25% of a twenty-quarter (5-year) weighted average market value of the Consolidated Investment Fund (CIF). This policy continues to be similar to those followed by many other colleges and universities. Thirteen of the University's peer institutions participated in the 1992 NACUBO Endowment Study. Based on information presented therein, eleven of the peer institutions reported spending policies ranging from 5% to 8% of market value (in most cases a moving average market value). The two remaining peer institutions reported spending all current income. Thus, the current spending policy is comparable to that followed by other colleges and universities. It is recommended that no change be made in the policy at this time.

A copy of the current Spending Policy was included in the agenda.

Investment Policy

The current investment policy makes no reference to the acquisition of international common stocks. In view of the fact that the U.S. now represents only approximately 43% of the total world equity markets and in light of the rapid growth and development of other parts of the world, it seems that investing abroad deserves a place in any long-term investment program. Another point is that markets often move independently of one another based on different economic and financial cycles and different valuation levels. Thus, investing in foreign markets provides a good source of diversification and the phrase "domestic or international" has been added to the policy to encourage the investment advisor to consider international common stocks.

Additionally, the current investment policy states "the Investment Advisor is directed not to recommend stocks of companies doing business in South Africa". It is recommended that the statement referred to above be revised as follows: "Investments should not be made in companies who maintain direct involvement in South Africa and who have not signed the Statement of Principles--the old Sullivan Principles which provide guidelines with regard to employment and other corporate practices in that country".

A copy of the current policy with the proposed changes shown (additions are underlined and deletions are lined through) was included in the agenda.

The current investment management fee charged by the University's investment advisor (J. & W. Seligman & Co., Inc.) represents .25% of the market value of externally managed assets. Based upon data reported in the 1992 NACUBO Endowment Study, institutions with endowment market values of \$25 million and under reported spending .56% of the market value of externally managed assets for investment management fees. Thus the investment management fee paid by the University compares favorably to those paid by other colleges and universities.

President Van Horn recommended that the Board of Regents review the Regents' Fund Spending and Investment Policies and approve the recommended changes in the Investment policy as follows:

E. Common Stock Investments

1. The Investment Advisor is encouraged to seek out investments in companies of all types, be they large or small, old or new, regulated or unregulated, cyclical or growth, ~~domestic or international~~ except that ~~the investment advisor is directed not to recommend stocks of companies doing business in South Africa~~ investments should not be made in companies who maintain direct involvement in South Africa and who have not signed the Statement of Principles—the Sullivan Principles which provide guidelines with regard to employment and other corporate practices in that country. At all times, however, standards of good quality should be adhered to in arriving at a judgement as to the purchase or retention of a particular stock. In the interest of flexibility, no limitations in terms of ratings, price earnings ratios or yields will be established, although prudent judgement is expected to be exercised.

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

TEXAS FOOTBALL GAME SITE

The University of Oklahoma and The University of Texas competed against each other in football in 1900. There has been a continuous series of games since 1929 and this series has been played in Dallas for the last 64 years. For the last several months there have been discussions regarding the future of this series.

Regent Gullatt said it should be clearly understood there is no decision to be made on this subject at this time. This matter is on the agenda for the purpose of discussion only. Mr. Gullatt called on Ms. Patsey Daugherty, who had earlier requested an opportunity to address the Board.

Ms. Daugherty commented as follows: "I am Patsey Daugherty, Founder and Executive Director of the Sooner Chamber of Commerce which was established in May 1993, and is based in Norman. I am here to ask you to vote today to bring the OU-Texas football game to Norman in 1994. Gentlemen, the annual 'Big D' weekend in Dallas every October featuring the OU-Texas football game has become a cancer on the economy of the State of Oklahoma. Prompted by an article in the *Daily Oklahoman* on April 13th, the Sooner Chamber of Commerce selected 'Bring the OU-Texas Game to Norman' as our initial project. Today I am pleased to report that our efforts of the past five months have been successful. As the lead editorial in the July 22nd *Norman Transcript* said, 'This proposed change is long overdue.' In the past, the Cotton Bowl contract has usually been renewed before the general public knew the subject was coming up. It won't be that way this time. Gentlemen, I am pleased to be able to provide you with justification to vote today to bring the OU-Texas game to Norman. The bottom line is economics. The economics of the State of Oklahoma whose taxpayers provide the funds which support economics of The University of Oklahoma both through State appropriations and thousands of students' tuition fees. In 1993, State appropriations are down and tuition is up by 8%. In 1994, State appropriations will be down again and tuition will be up 8% again. Gentlemen, I am looking at some cold, hard facts. After having 25 games in Norman these past four years, 1989-92, we have only five games in 1993 and only five scheduled for 1994. We need Texas to be the sixth home game in 1994. And 1995 being the decennial donor year, starting in 1975 and first renewal in 1985, OU needs a stronger home schedule in 1994. As it stands now, Nebraska is the only high interest game of the 1994 season, not a compelling reason for many people to purchase season tickets. During the past four years, home attendance and season ticket sales have declined 16%. There were 7,000 empty seats at the Texas A&M game last Saturday. That is nearly \$1 million in lost season ticket sales, to say nothing of lost concession sales and lost retailing business. I ask you to vote today to reverse this trend. Through the Open Records Act, we have obtained the 1991 and 1992 OU ticket game contracts from the Cotton Bowl. The 1991 contract was signed only four days before the game and the 1992 contract was signed only one day before the game. Apparently, the 1993 game is not yet under contract. So again, I ask you to vote today to bring the OU game to Norman in 1994. Some timid souls are afraid Texas won't come to Norman. Well, let us find out by calling their bluff today, not next month, not next year. To maximize the economic benefits to Oklahoma in October of 1994, event planners and our State's hospitality industry need to start planning tomorrow.

Now I want to talk about image, the image of OU in the State of Oklahoma. Bringing the OU-Texas game to a home-and-home basis is important to Oklahoma's pride and to the image of all our business, cultural and tourism operations. Governor David Walters deserves credit for standing up, speaking out and demanding the fairness be instilled in this series. The Austin Sports Foundation in their letter to us of September 8th have declared that they would support playing Texas on the home-and-home basis in Dallas. So now we have a win-win situation for OU and all of Oklahoma. We can have our real home game in 1994, 1996 and 1998, and still get half of the away game at Texas in Dallas in 1995, in 1997, etc. The Sooner Chamber of Commerce has done the leg work; Governor Walters has provided the leadership. Now all you have to do is vote to make it happen. I have asked you five times to vote today to bring the OU-Texas game into Norman in 1994. Thank you for your attention."

There was a discussion of the Austin Chamber of Commerce letter and whether the Chamber actually supports a home-and-home basis. Mr. E. Z. Million, who was present to support Ms. Daugherty, responded that the Sooner Chamber interprets the letter to say the Austin Chamber supports the Texas home game being played in Dallas. They will not intercede to force a home-and-home in Austin and Norman.

Athletic Director Donnie Duncan commented as follows:

"The history on this is that I have received correspondence from the Sooner Chamber and have had conversations with both individuals here (Patsey Daugherty and E. Z. Million). Those have been conversations and interactions in a positive spirit. My approach has been that it is healthy for us to consider and listen to any alternative that might benefit The University of Oklahoma and the State of Oklahoma. Part of my conversation with Sooner Chamber involved a discussion relative to the fact that this is not the first time that I have been involved in this type of discussion, and it does relate to the position in the letter. In the 1987-88 time period, this matter was discussed between the administration of The University of Oklahoma and Texas and the Athletic Departments of those two schools. At that time, the University of Texas indicated what I read in the letter and that is that it was their opinion that the traditional aspects of the game and the wishes of the University of Texas administration, which in this case was their President, was that the game would continue in Dallas as a neutral site in their eyes. The recent discussions have resulted in a similar opinion. My interpretation of everything to this point indicates that Texas prefers the game and plans on having the traditional game in Dallas. At this point then I don't believe that there really is a consideration as to whether the game is going to be on a home-and-home basis. I think the consideration really is do we want to and do we need to continue to play the University of Texas. That has been very good financially in the past for The University of Oklahoma. It is a maximum game from the standpoint of interest. It has been a maximum from the standpoint of revenue and it traditionally has been an attractive game from the standpoint of television. The assessment regarding the need to generate revenue is accurate. I don't believe that any of us doubted when we received the NCAA penalty that it was a penalty to restrict us from a competitive standpoint, and when you restrict from a competitive standpoint, you restrict the opportunities to present on the field what we saw last Saturday against Texas A&M and that is a team that has been rebuilt back to what will continue to be of interest to our core and draw additional fans. One other factor we should consider as we think about whether Texas is a game that we should have is that it traditionally has been a very popular game as far as ticket purchases. Many of our fans purchase season tickets in order to have the opportunity to have the limited number of tickets that are available for the game in Dallas since we split the stadium. Those are the basic elements of the financial side.

"From a scheduling standpoint, the realities of scheduling major university football are that is done five and ten years in advance. If we reach the decision that we were not interested in playing the University of Texas, to secure an opponent that would generate that type interest and be a game of that magnitude would be very difficult. We would be looking at a five-year timetable because we would also be looking at a game that would have to be returned. Another factor that impacts on this is conference realignment. As conferences have realigned and independents have become fewer, i.e., the Florida States, the Penn States, the Miamis, the opportunity to schedule attractive opponents who are really needing and seeking games has changed. Those schools are now members of conferences and they have a set number of games and in addition to that they have a philosophy as to how they are going to pursue the games that they need. We have talked to Ohio State University for the last two or three years because we have had some games with them that have been good games for both our institutions. There is some uncertainty in the Big Ten Conference about the possibility of adding another team. How many teams in the future will Ohio State play within their conference and how many games nonconference will they have? Would they play an OU home and home or are they going to play Miami of Ohio or some similar opponent every year as a home game in Columbus? So from an overall standpoint, I have tried to listen and be aware of all sides of this because it is a larger issue than an Athletic Department issue. I recognize that and

I also support what brings additional money to The University of Oklahoma or to the State of Oklahoma. My mind has been open but those are the basic elements of the circumstances of this game as I see them. One of the things that has really come through as we received calls and letters is that the tradition of the football game is viewed by many of our season ticket holders and our fans as being their tradition also. There is a sensitivity to what a home-and-home basis might accomplish for us, but we also have to be sensitive to what it might tear down for us. If we change those 35,000 who have been accustomed to seeing that game every year to a basis where they see it on an every other year or any other game every other year, I think that becomes a totally different concept."

Regent Lewis said there are obviously multiple issues involved in the discussion of a question like this, not the least of which is whether both the institutions are willing to enter into serious discussions about changing the format. He said as he understands it, Texas at this point is not, and, if it is not, then all of this becomes a moot point because then you either play Texas in Dallas or you don't play Texas. Regent Lewis said he thinks one of the other issues that has to be looked at closely in coming to a reasonable decision is a question of revenues. One of the things that everybody on this Board would be interested in seeing is Mr. Duncan's assessment of what the change in format would do to the overall revenues to the University because that would have a major effect on the decision making as to what is in the University's best interest. He said he hopes, if not now, at some time in the future that maybe we could see that assessment.

Mr. Duncan said, "The stadium in Dallas holds 75,000; our stadium holds 75,000. The University of Texas stadium holds 80,000 or 82,000. Normally when you play a home-and-home game, there is a guarantee and then the institution that is the home team keeps the balance. We have done some projections over a 10-year period and the projected revenue for home-and-home and for the game in Dallas is approximately the same. There is not a great deal of difference and we use some variables with reasonable percentage increases. The question as to where the possibilities are lies with the season ticket sales, and we have a known and an unknown to deal with there. We have a known in the fact that the season ticket sales that result in people being able to buy tickets and go to that game in Dallas have been consistent and traditional for years and years and years. The unknown would be if the game were played in Norman every other year and the fans in Norman could see the game in Norman, what would the difference be. If there is a difference, would it be plus or minus? There is no way that I know that we could predict that. I feel that before we got to that point there would have to be some reasonable dialogue between the presidents of the universities or someone. We know from a public standpoint what the position of the University of Texas is. Perhaps there are things that would occur on a different basis and in a different way that might cause us to say we would consider running the risk because, if we destroy the season ticket base in Dallas, we will really need to be very certain that we are going to replace it."

Regent Bentley asked about the possibility of a survey of season ticket holders and it was generally agreed Mr. Duncan would send out a survey to obtain reactions of season ticket holders to a home-and-home game, should the series be continued, should OU look for someone else to play, etc.

Following further discussion, it was generally agreed that once the survey has been completed, the University can make some estimate of the impact of possible alternatives on the total season in terms of revenue projections.

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. Comparative data for fiscal years 1992 and 1993, current month and year to date, are shown on Tables I, II, and III.

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 OF FISCAL YEAR 1993:

Norman Campus and Health Sciences Center Combined

- Research expenditures are up 13% (\$49.5 million vs. \$43.8 million) over last year, thus leading to another record year in total expenditures (\$89.3 million vs. \$88.5 million) in Fiscal Year 1993. This record year demonstrated the overall strength of sponsored programs, since there was a dramatic decrease in the FAA Air Traffic Controller (FAA-ATC) Program (\$6.2 million vs. \$12.3 million) caused by the government mandated phasing out of this program. Consistent with the University's goal, federal grant and contract research expenditures increased by 31%.
- Total research awards were up 21% over last year (\$54.9 million vs. \$45.3 million) and the dollar value of proposals increased 14% (\$157.6 million vs. \$137.7 million). These results signal a very significant "backlog" for Fiscal Year 1994.

Norman Campus

- Fiscal Year 1993 was a banner research year. Expenditures increased over Fiscal Year 1992 by 21% (\$27.7 million vs. \$22.9 million) with federal grant expenditures up by almost 30% (\$15.8 million vs. \$12.2 million). Also, total research awards topped last year by 29% (\$30.5 million vs. \$23.6 million) and proposal activity increased 8% (\$111.8 million vs. \$103.5 million). Awards and proposal activity reflect positively on Fiscal Year 1994 expenditures.
- Total expenditures in CCE/ICED, including the FAA-ATC program, decreased by 30% (\$17.8 million vs. \$25.5 million). This was primarily caused by the 50% reduction (\$6.2 million vs. \$12.3 million) in the FAA-ATC program due to the completion of the federal and University mission related to the training of air traffic controllers. Additional reductions are expected during Fiscal Year 1994. The funding requested in proposals is down 27% from last year (\$37 million vs. \$50.4 million). This decrease principally reflects last year's data which included a \$21.6 million proposal to FAA and a \$12.8 million proposal to U.S. Department of Health and Human Services for State Capacity Building Training

and Technical Assistance. Total CCE/ICED awards increased 41% over last year (\$17.3 million vs. \$12.2 million). The increase resulted primarily from a \$6 million award from the U.S. Postal Service, which represents two years' funding for the U.S. Postal Service Training Center.

Health Sciences Center

- Fiscal Year 1993 was an outstanding year in all areas of sponsored programs. Expenditures increased 9% (\$41.4 million vs. \$38.1 million), while total awards (\$38.7 million vs. \$30.9 million) and funding requested in proposals (\$59.0 million vs. \$47.1 million) were both up by 25%. Research mimicked the overall sponsored programs pattern for Fiscal Year 1993. Total research awards increased 13% over last year (\$24.4 million vs. \$21.6 million) while proposal activity was up 34% (\$45.8 million vs. \$34.2 million). These increases should reflect positively on future research expenditures. Research expenditures increased 9% (\$41.4 million vs. \$38.1 million) in Fiscal Year 1993.

HIGHLIGHTS FOR JULY, 1993

Norman Campus and Health Sciences Center Combined

- During the first month of Fiscal Year 1994, research awards are up 99% over last year (\$11.2 million vs. \$5.6 million). Expenditures are down 5% (\$4.7 million vs. \$5 million), and proposal activity is down 11% (\$11.6 million vs. \$13 million).

Norman Campus

- External awards are up by 47% over last year, with research awards for the first month of Fiscal Year 1994 up 135% (\$6.3 million vs. \$2.7 million). Expenditures are essentially flat but the dollar value of proposals is down 47% (\$4.6 million vs. \$8.6 million).
- Thirteen awards over \$100,000 were received during July, 1993.
- In the first month of Fiscal Year 1994, CCE/ICED awards are down from last year (\$1.1 million vs. \$2.3 million), but proposal activity is up 33% (\$1.8 million vs. \$1.3 million). Due in large part to decreased expenditures in the FAA-ATC contract, CCE/ICED expenditures lag behind last year by 54% (\$1.1 million vs. \$2.3 million).

Health Sciences Center

- The first month of Fiscal Year 1994 had an increase of 54% (\$8.8 million vs. \$5.7 million) in all awards and 66% (\$4.9 million vs. \$2.95 million) in research awards, when compared to last year. Expenditures are down 12% (\$1.7 million vs. \$1.9 million), but on the positive side, the dollar value of proposals is up 45% (\$7.2 million vs. \$5.0 million).
- Seventeen awards over \$100,000 were received during July 1993.

President Van Horn recommended the Board of Regents ratify the awards and/or modifications for June and July, 1993 as submitted.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Lewis, 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.

REPORT OF ASSOCIATES AND ACADEMIC EXCELLENCE COMMITMENTS

ASSOCIATES FUNDS:

Following is the commitment of funds of The University of Oklahoma Associates for the period April 1 through June 30, 1993:

Academic and Research Support	\$ 6,924
Instructional Equipment	44,128
School of Music Broadway Gala expenses	10,000
Scholarship	<u>270</u>
Total	<u>\$61,322</u>

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

COLLEGE OF ARCHITECTURE	
Academic and Research Support	\$ 1,177
1993 College of Architecture Convocation Ceremony	<u>1,693</u>
Total	<u>\$ 2,870</u>

COLLEGE OF ARTS AND SCIENCES	
Academic and Research Support	\$ 7,181
Scholarships	<u>475</u>
Total	<u>\$ 7,656</u>

COLLEGE OF BUSINESS ADMINISTRATION	
Academic and Research Support	\$90,495
Transfer to School of Accounting	<u>808</u>
Total	<u>\$91,303</u>

September 16, 1993

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COLLEGE OF EDUCATION	
Academic and Research Support	\$ 5,000
Memberships	75
Total	<u>\$ 5,075</u>
COLLEGE OF ENGINEERING	
Academic and Research Support	\$ 1,000
Student Awards	100
Printing Costs - CEMS Grad Brochures	747
Total	<u>\$ 1,847</u>
COLLEGE OF FINE ARTS	
Academic and Research Support	\$ 5,698
COLLEGE OF GEOSCIENCES	
Academic and Research Support	\$ 4,803
Computer CPU, Monitor and Laserwriter	3,665
Printing Costs - "Earth Scientist" publication	3,590
Total	<u>\$12,058</u>
LIBRARY	
Academic and Research Support	\$ 9,306
LAW	
Affirmative Action Activities	\$ 46
Enrichment Program	1,186
Jurist-in-Residence	60
Academic and Research Support	50
Faculty Professional Development	4,443
Other Student Support	3,366
Alumni Development	75
Miscellaneous	157
Total	<u>\$ 9,383</u>
MUSEUM OF ART	
No expenditures to report this quarter.	

ACADEMIC EXCELLENCE FUND:

Following is the commitment of funds of The University of Oklahoma Academic Excellence Fund for the period April 1 through June 30, 1993:

Transfer to Crowe Chair foundation fund 40746	\$18,000
Regents' Awards for Superior Staff	2,000
Award for Bright Idea Suggestion Program	500
Reimbursement for mugs distributed to members attending the Oklahoma Student Government Association conference	400
Charges for donors paying by credit card	23
Total	<u>\$20,923</u>

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

ACADEMIC PERSONNEL ACTIONS**Norman Campus:**

Leaves of Absence:

Gregory G. Brunk, Associate Professor of Political Science, leave of absence without pay, August 16, 1993 through December 31, 1993. Personal and family reasons.

Billy L. Crynes, Dean, College of Engineering, and Professor of Chemical Engineering and Materials Science, sabbatical leave of absence with full pay, August 16, 1993 through December 31, 1993, cancelled. Status of sabbatical for spring semester is not known at this time.

Louis H. Ederington, Oklahoma Bankers Chair and Professor of Finance, leave of absence without pay, August 16, 1993 through August 15, 1994. To provide economic advice and assistance to the Republic of Georgia.

Jacqueline B. Frost, Assistant Professor of Art, leave of absence without pay extended, August 16, 1993 through May 15, 1994. Continuing pursuit of MFA degree.

David Griffith, Assistant Professor of Marketing, leave of absence without pay, August 16, 1993 through August 15, 1994. Temporary Senior Lecturer, Department of Marketing and International Business at the University of Auckland in New Zealand.

Jon Hale, Assistant Professor of Political Science, leave of absence without pay, August 16, 1993 through May 15, 1994. To pursue research full time.

William H. Huseman, Associate Professor of Modern Languages, Literatures, and Linguistics, sabbatical leave of absence with half pay, August 16, 1993 through May 15, 1994, changed to sabbatical leave of absence with full pay, August 16, 1993 through December 31, 1993.

Harold R. Knowles, Assistant Professor of Drama, sick leave of absence with pay extended, August 16, 1993 through December 7, 1993.

Richard L. Nostrand, Professor of Geography, sabbatical leave of absence with full pay, August 16, 1993 through December 31, 1993 changed to sabbatical leave of absence with half pay, August 16, 1993 through May 15, 1994.

Igor Reider, Associate Professor of Mathematics, leave of absence without pay, August 16, 1993 through May 15, 1994. To continue research at Centre National De La Recherche Scientifique and Visiting Professor at University of Nice, France.

Appointments or Reappointments:

Floyd Henry Grant, Ph.D., Director, School of Industrial Engineering and Southwestern Bell Professor with tenure, annual rate of \$75,273 for 9 months (\$8,363.67 per month), December 1, 1993. Paid from 122-7253, Industrial Engineering, pos. 10.60, and 122-7453, Industrial Engineering Research, pos. 10.63.

Robert L. Jones, reappointed Director of Urban Design and Professor of Architecture, salary remains at annual rate of \$70,384 for 12 months (\$5,865.33 per month), July 1, 1993 through June 30, 1994. Paid from 122-7203, UCT-Architecture, pos. 701.63.

Steven D. Hofener, Adjunct Professor of Civil Engineering and Environmental Science, annual rate of \$13,500 for 9 months (\$1,500.00 per month), .25 time, September 1, 1993 through December 31, 1993. Paid from 122-7222, Civil Engineering and Environmental Science, pos. 702.60.

Daniel J. O'Meara, Jr., reappointed Director, Center for Reservoir Characterization, Energy Center, and Adjunct Professor of Petroleum and Geological Engineering, salary remains at annual rate of \$100,200 for 12 months (\$8,350.00 per month), July 1, 1993 through June 30, 1994. Paid from 125-6182, BPX-Gypsy, and 125-6448, Regent Match/Ultrafiltration, pos. 905.65. Paid from grant funds; subject to availability of funds.

Richard A. Anderson, reappointed Associate Professor of Architecture and Director of Planning and Landscape Architecture, salary remains at annual rate of \$44,156 for 9 months (\$4,906.22 per month), August 16, 1993 through May 15, 1994. Paid from 122-7203, Architecture, pos. 702.60; 122-7379, Architecture Dean, pos. 702.65; and 122-7403, Architecture Research, pos. 702.63.

Katheleen Guzman Foster, Special Visiting Associate Professor of Law, annual rate of \$50,000 for 9 months (\$5,555.56 per month), August 16, 1993 through May 15, 1994. Paid from 272-7201, College of Law, pos. 702.60.

Angela Marian Williams, Assistant Professor of Communication, annual rate of \$36,000 for 9 months (\$4,000.00 per month), January 1, 1994 through May 15, 1994. If Ph.D. not completed by January 1, 1994, title to be changed to Acting Assistant Professor and salary changed to \$34,000 for 9 months. Paid from 122-7290, Communication, pos. 6.60, and 122-7490, Communication Research, pos. 6.63.

Zhi-zhen Fu, reappointed Adjunct Assistant Professor of Electrical Engineering, salary remains at annual rate of \$20,000 for 9 months (\$2,222.22 per month), .50 time, August 16, 1993 through December 31, 1993. Paid from 122-7231, Electrical Engineering, pos. 703.60.

Mark L. Morrissey, Ph.D., Assistant Professor of Geography, Assistant State Climatologist for Research, Oklahoma Climatological Survey, and Adjunct Assistant Professor of Meteorology, annual rate of \$36,000 for 9 months (\$4,000.00 per month), August 16, 1993 through May 15, 1994. Paid from 122-7487, Oklahoma Climatological Survey, pos. 2.63, and 122-7241, Geography, pos. 11.60.

Malgorzata Ziaja, reappointed Visiting Assistant Professor of Petroleum and Geological Engineering, salary remains at annual rate of \$42,000 for 9 months (\$4,666.67 per month), August 16, 1993 through December 31, 1993. Paid from 122-7276, Petroleum and Geological Engineering, pos. 726.60.

William R. Audas, Instructor in Business Administration and Director, J. C. Penney Leadership Center, annual rate of \$49,176 for 12 months (\$4,098.00 per month), .75 time, September 1, 1993 through June 30, 1994. Paid from 122-7213, Business Administration Instruction, pos. 702.60. Returning from retirement.

*Milton Bishop, reappointed Senior Research Associate, School of Petroleum and Geological Engineering, salary changed from annual rate of \$37,800 for 12 months (\$3,150.00 per month) to annual rate of \$42,000 for 12 months (\$3,500.00 per month), July 1, 1993 through August 31, 1993. Paid from 125-6333, Fracturing Fluid Characterization, pos. 905.65.

*William Martin, reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$40,402 for 12 months (\$3,366.83 per month) to annual rate of \$43,236 for 12 months (\$3,603.00 per month), July 1, 1993 through December 31, 1993. Paid from 125-6510, CIMMS Task II, pos. 905.65.

*Leonid Germanovich, reappointed Senior Research Scientist, School of Petroleum and Geological Engineering, salary changed from annual rate of \$59,740 for 12 months (\$4,978.33 per month) to annual rate of \$61,532 for 12 months (\$5,127.66 per month), July 1, 1993 through June 30, 1994. Paid from 195-6386, NSF Center, pos. 905.65.

*Jayne M. Salisbury, reappointed Research Scientist, Oklahoma Climatological Survey, salary changed from annual rate of \$39,600 for 12 months (\$3,300.00 per month) to annual rate of \$40,788 for 12 months (\$3,399.00 per month), July 1, 1993 through September 10, 1993. Paid from 125-5766, Surface Water Hydrology, pos. 905.65.

*Zibgniew W. Sorbjan, reappointed Research Scientist, Center for Analysis and Prediction of Storms, salary remains at annual rate of \$27,067 for 12 months (\$2,255.54 per month), .50 time, August 1, 1993 through October 31, 1993. Paid from 125-5856, CAPS FY 1992, pos. 905.65.

*Raymon L. Brown, reappointed Visiting Geophysicist III, Oklahoma Geological Survey, salary changed from annual rate of \$31,963 for 12 months (\$2,663.54 per month), .50 time, to annual rate of \$63,926 for 12 months (\$5,327.17 per month), .75 time, July 1, 1993 through November 30, 1993. Paid from 125-6182, BPX-Gypsy, pos. 905.65.

Changes:

Samir Barman, Associate Professor of Management; given additional title College of Business Administration Alumni Council Research Fellow, salary temporarily changed from annual rate of \$52,745 for 9 months (\$5,860.55 per month) to annual rate of \$56,778 for 9 months (\$6,308.66 per month), August 16, 1993 through May 15, 1994. Paid from 122-7213, Business Administration Instruction, pos. 106.60.

John Chiodo, Professor of Instructional Leadership and Academic Curriculum, salary changed from annual rate of \$61,769 for 12 months (\$5,147.41 per month) to annual rate of \$61,769 for 9 months (\$6,863.22 per month), August 16, 1993 through May 15, 1994. Changed from 12-month to 9-month faculty. No change in annual rate. Paid from 122-7343, Instructional Leadership and Academic Curriculum, pos. 2.60.

Gary Green, Professor of Educational Leadership and Policy Studies, salary changed from annual rate of \$54,105 for 12 months (\$4,508.75 per month) to annual rate of \$54,105 for 9 months (\$6,011.66 per month), August 16, 1993 through May 15, 1994. Changed from 12-month to 9-month faculty. No change in annual rate. paid from 122-7344, Educational Leadership and Policy Studies, pos. 11.60.

Mary M. Holt, Associate Professor and Chair of Dance and Associate Dean, College of Fine Arts, salary changed from annual rate of \$61,000 for 12 months (\$5,083.33 per month) to annual rate of \$63,111 for 12 months (\$5,259.23 per month), September 1, 1993. Adjustment due to additional responsibilities as Associate Dean. Paid from 122-7022, Dance, pos. 2.60, and 122-7380, Dean's Office, College of Fine Arts, pos. 2.63.

Michael J. Jordan, Professor of Architecture and Acting Associate Dean, College of Architecture, salary changed from annual rate of \$49,480 for 9 months (\$5,497.78 per month) to annual rate of \$53,780 for 9 months (\$5,975.56 per month), August 16, 1993 through May 15, 1994. Paid from 122-7203, Architecture, pos. 11.60; 122-7379, Architecture Dean, pos. 701.63; and 122-7408, Architecture Research, pos. 11.63.

Paul Kleine, Professor of Educational Psychology, salary changed from annual rate of \$66,182 for 12 months (\$5,515.16 per month) to annual rate of \$66,182 for 9 months (\$7,353.55 per month), August 16, 1993 through May 15, 1994. Changed from 12-month to 9-month faculty. No change in annual rate. Paid from 122-7345, Educational Psychology, pos. 2.60.

Michael C. Knapp, Associate Professor of Accounting; given additional title William W. Talley II Teaching Fellow, salary temporarily changed from annual rate of \$69,274 for 9 months (\$7,697.11 per month) to annual rate of \$73,307 for 9 months (\$8,145.22 per month), August 16, 1993 through May 15, 1994. Paid from 122-7213, Business Administration Instruction, pos. 8.60.

Yefim Kogan, reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, annual rate of \$52,907 for 12 months (\$4,408.92 per month), July 1, 1993; title changed to Research Scientist, Center for Analysis and Prediction of Storms, salary changed to annual rate of \$55,552.77 for 12 months (\$4,629.40 per month), September 1, 1993 through October 31, 1993; reappointed Adjunct Associate Professor of Meteorology, July 1, 1993 through June 30, 1994. Paid from 125-6595, Center for Analysis and Prediction of Storms, pos. 905.65. Paid from grant funds; subject to availability of funds.

Michael Langenbach, Professor of Educational Leadership and Policy Studies, salary changed from annual rate of \$56,626 for 12 months (\$4,718.83 per month) to annual rate of \$56,626 for 9 months (\$6,291.77 per month), August 16, 1993 through May 15, 1994. Changed from 12-month to 9-month faculty. No change in annual rate. Paid from 122-7344, Educational Leadership and Policy Studies, pos. 10.60.

Edmund Marek, Professor of Instructional Leadership and Academic Curriculum, salary changed from annual rate of \$52,637 for 12 months (\$4,386.41 per month) to annual rate of \$52,637 for 9 months (\$5,848.55 per month), August 16, 1993 through May 15, 1994. Changed from 12-month to 9-month faculty. No change in annual rate. Paid from 122-7343, Instructional Leadership and Academic Curriculum, pos. 6.60.

Larry Michaelsen, Professor of Management; given additional title Milt and Carlene Laird Teaching Fellow, salary temporarily changed from annual rate of \$66,000 for 9 months (\$7,333.33 per month) to annual rate of \$70,033 for 9 months (\$7,781.44 per month), August 16, 1993 through May 15, 1994. Paid from 122-7213, Business Administration Instruction, pos. 112.60.

James Mouser, Associate Professor of Business Strategy and Legal Studies; given additional title College of Business Administration Alumni Council Teaching Fellow, salary temporarily changed from annual rate of \$45,000 for 9 months (\$5,000.00 per month) to annual rate of \$49,033 for 9 months (\$5,448.11 per month), August 16, 1993 through May 15, 1994. Paid from 122-7213, Business Administration Instruction, pos. 36.60.

Nandkumar Nayar, Assistant Professor of Finance; given additional title Milt and Carlene Laird Research Fellow, salary temporarily changed from annual rate of \$67,689 for 9 months (\$7,521.00 per month) to annual rate of \$71,722 for 9 months (\$7,969.11 per month), August 16, 1993 through May 15, 1994. Paid from 122-7213, Business Administration Instruction, pos. 82.60.

Mary Jo Nye, George Lynn Cross Research Professor and Chair of History of Science, salary changed from annual rate of \$66,930 for 12 months (\$5,577.50 per month) to annual rate of \$71,347 for 12 months (\$5,945.58 per month), July 1, 1993. Paid from 122-7247, History of Science, pos. 6.60, and 122-7447, History of Science Research, pos. 6.63. Budget increase plus \$2,500 administrative stipend while serving as Chair of History of Science.

Jerry L. Purswell, Professor of Industrial Engineering; reappointed Interim Director of Industrial Engineering, August 16, 1993 through December 31, 1993.

Tim Ragan, Professor of Educational Psychology, salary changed from annual rate of \$55,777 for 12 months (\$4,648.08 per month) to annual rate of \$55,777 for 9 months (\$6,197.44 per month), August 16, 1993 through May 15, 1994. Changed from 12-month to 9-month faculty. No change in annual rate. Paid from 122-7345, Educational Psychology, pos. 5.60.

Avi Scherman, Professor of Educational Psychology, salary changed from annual rate of \$57,814 for 12 months (\$4,817.83 per month) to annual rate of \$57,814 for 9 months (\$6,423.77 per month), August 16, 1993 through May 15, 1994. Changed from 12-month to 9-month faculty. No change in annual rate. Paid from 122-7345, Educational Psychology, pos. 9.60.

Jay Smith, Professor of Educational Psychology, salary changed from annual rate of \$60,677 for 12 months (\$5,056.41 per month) to annual rate of \$60,677 for 9 months (\$6,686.33 per month), August 16, 1993 through May 15, 1994. Changed from 12-month to 9-month faculty. No change in annual rate. Paid from 122-7345, Educational Psychology, pos. 4.60.

Calvin Stoltenberg, Professor and Chair of Educational Psychology, salary changed from annual rate of \$67,417 for 12 months (\$5,618.08 per month) to annual rate of \$67,417 for 9 months (\$7,490.78 per month), August 16, 1993 through May 15, 1994. Changed from 12-month to 9-month faculty. No change in annual salary. Paid from 122-7345, Educational Psychology, pos. 7.60.

David Swank, Professor of Law; titles Dean, College of Law, and Director, Law Center, deleted, July 1, 1993.

Bret Wallach, Professor of Geography, salary changed from annual rate of \$38,869 for 9 months (\$3,239.08 per month) to annual rate of \$42,869 for 9 months (\$4,763.22 per month), August 16, 1993. Paid from 122-7241, Geography, pos. 3.60.

G. Lee Willinger, Associate Professor of Accounting; given additional title William W. Talley II Research Fellow, salary temporarily changed from annual rate of \$64,559 for 9 months (\$7,173.22 per month) to annual rate of \$68,592 for 9 months (\$7,621.33 per month), August 16, 1993 through May 15, 1994. Paid from 122-7213, Business Administration Instruction, pos. 7.60.

Resignations and/or Terminations:

Richard S. Dowell, Associate Professor of Economics, July 12, 1993.

Teree E. Foster, Professor of Law, July 15, 1993.

Joel M. Snow, Senior Postdoctoral Research Associate in Physics and Astronomy, August 22, 1993.

Health Sciences Center:

Leaves of Absence:

Linda L. Koch, Associate Professor of Clinical Laboratory Sciences and Adjunct Associate Professor of Allied Health Education; title Program Director, Cytotechnology, Department of Clinical Laboratory Sciences, deleted; leave of absence without pay, August 5, 1993 through June 30, 1994.

Rodger P. McEver, Professor of Medicine and Adjunct Professor of Biochemistry and Molecular Biology, sabbatical leave of absence with half pay, July 1, 1993 through June 30, 1994. To do research.

Appointments or Reappointments:

Laurence David Fechter, Ph.D., Mosier Centennial Chair in Toxicology and Professor of Toxicology, Medicinal Chemistry and Pharmacodynamics Section, College of Pharmacy, annual rate of \$90,000 for 12 months (\$7,500.00 per month), August 1, 1993. Paid from 2237-2, Henry Iba Mosier Endowed Chair.

Paul Elliott Tietze, M.D., Professor and Chair of Family Practice, Tulsa, annual rate of \$100,000 for 12 months (\$8,333.33 per month), August 12, 1993 through June 30, 1994. Paid from 28039450, Family Practice, Tulsa.

Clyde B. Jensen, Ph.D., Adjunct Professor of Internal Medicine, Tulsa, and Senior Executive, Office of the Dean, College of Medicine-Tulsa, annual rate of \$130,000 for 12 months (\$10,933.33 per month), June 25, 1993 through June 30, 1993. Paid from 28059450, Medicine-Tulsa, and A0000298, PPP-TMC Internal Medicine-Tulsa.

Everett R. Rhoades, M.D., Clinical Professor of Medicine and Acting Associate Dean for Community Affairs, Dean's Office, College of Medicine, annual rate of \$50,000 for 12 months (\$4,166.67 per month), .60 time, June 1, 1993; title changed to Associate Dean for Community Affairs, Dean's Office, College of Medicine, July 1, 1993 through June 30, 1994. Paid from 20009320, Dean, College of Medicine.

James Ross Allen, M.D., Professor of Psychiatry and Behavioral Sciences with tenure, annual rate of \$90,000 for 12 months (\$7,500.00 per month), July 19, 1993. Paid from 22209420, Psychiatry and Behavioral Sciences.

David W. Dyer, Ph.D., Associate Professor of Microbiology and Immunology, annual rate of \$58,000 for 12 months (\$4,833.33 per month), January 1, 1994 through June 30, 1994. Paid from 21049400, Microbiology and Immunology.

Bloyce Hill Britton, M.D., Associate Professor of Otorhinolaryngology, annual rate of \$65,000 for 12 months (\$5,416.67 per month), July 15, 1993 through June 30, 1994. Paid from A0000578, Otorhinolaryngology Billing Office.

Jo Ann Gross Wine, M.D., Clinical Associate Professor of Pediatrics, annual rate of \$64,000 for 12 months (\$5,333.33 per month), .80 time, June 8, 1993 through June 30, 1993. Paid from A0004479, PPP Pediatric Emergency Services Supplement.

Rex Edward Martin, Ph.D., Assistant Professor of Anatomical Sciences, annual rate of \$43,000 for 12 months (\$3,583.33 per month), July 19, 1993 through June 30, 1994. Paid from 21009400, Anatomical Sciences.

Karen Goldsteen, Adjunct Assistant Professor of Health Administration and Policy and of Health Promotion Sciences, annual rate of \$22,000 for 11 months (\$2,000.00 per month), .50 time, July 1, 1993 through May 31, 1994. Paid from C5175701, Development of Progress.

Romeo A. Mandanas, M.D., Assistant Professor of Medicine, annual rate of \$60,000 for 12 months (\$5,000.00 per month), August 1, 1993 through June 30, 1994. Paid from 22749420, Medicine.

William H. Hildebrand, Ph.D., Assistant Professor of Microbiology and Immunology, annual rate of \$47,000 for 12 months (\$3,916.67 per month), August 7, 1993 through June 30, 1994. Paid from 21049300, Microbiology and Immunology.

Linda Carol Hughes, Clinical Assistant Professor of Nursing, annual rate of \$41,905 for 10 months (\$4,190.50 per month), July 19, 1993 through May 31, 1994. Paid from 20069440, Academic Programs, College of Nursing.

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Jorge L. Castriz, M.D., Instructor in Medicine, annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 1, 1993 through June 30, 1994. Paid from D0319000, Medicine Operational.

Douglas W. Mielke, M.D., Instructor in Medicine, annual rate of \$55,000 for 12 months (\$4,583.34 per month), July 1, 1993 through June 30, 1994. Paid from 22719420, Medicine, and D0319000, Medicine Operational.

Candaca Martin Marshall, M.D., Instructor in Pediatrics, annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 1993 through June 30, 1994. Paid from A0000079, PPP Pediatrics.

Arif H. Agha, Instructor and Fellow in Urology, annual rate of \$65,000 for 12 months (\$5,417.00 per month), July 1, 1993 through June 30, 1994. Paid from A000083, PPP Urology.

<u>NAME AND TITLE(S)</u>	<u>ANNUAL FTE INCOME POTENTIAL</u>	<u>ANNUAL GUARANTEED BASE SALARY</u>	<u>PPP EARNINGS POTENTIAL</u>	<u>EFFECTIVE DATE</u>
APPOINTMENT:				
Geraldine Murray, Adjunct Assistant Professor of Occupational Therapy	\$52,000	\$42,000 (\$3,500.00 per month)	\$10,000	7-6-93 thru 6-30-94
CHANGE:				
Vivian Valdmanis, title changed from Visiting Assistant Professor to Assistant Professor of Health Administration and Policy	TO: \$57,750	FROM: \$44,000 (\$3,666.67 per month) TO: \$46,200 (\$3,850.00 per month)	TO: \$11,550	7-1-93 thru 6-30-94

Changes:

Jack Brown, Clinical Assistant Professor of Medicine, Tulsa and Clinical Instructor in Family Medicine, Tulsa; salary changed from annual rate of \$10,400 for 12 months (\$866.67 per month), .10 time, to annual rate of \$3,654 for 12 months (\$304.50 per month), 3.5 time, July 1, 1993 through June 30, 1994. Paid from A0010299, PPP-TMC Internal Medicine Group Practice.

Steven R. Carson, Assistant Professor of Oral Diagnosis and Radiology; changed from tenure track to consecutive term, July 1, 1993.

Ronald L. Gillum, Professor of Pathology, Section Head, University Hospital Clinical Laboratories, and Adjunct Associate Professor of Clinical Laboratory Sciences, salary changed from annual rate of \$76,309 for 12 months (\$6,359.08 per month) to annual rate of \$77,077 for 12 months (\$6,423.08 per month), August 1, 1993. Increase paid by VA Medical Center.

Deborah Holmes, promoted from Clinical Instructor to Clinical Assistant Professor of Psychiatry and Behavioral Sciences, salary increased from annual rate of \$35,000 for 12 months (\$2,916.66 per month) to annual rate of \$42,000 for 12 months (\$3,500.00 per month), July 1, 1993 through June 30, 1994. Paid from 22209420, Psychiatry and Behavioral Sciences.

Joan Parkhurst, Assistant Professor of Pediatrics, salary changed from annual rate of \$44,625 for 12 months (\$3,718.75 per month) to annual rate of \$48,641 for 12 months (\$4,053.41 per month), July 1, 1993 through June 30, 1994. Budget increase. Paid from A0000079, PPP Pediatrics.

Ravindar K. Pruthi, Instructor in Anesthesiology, salary corrected from annual rate of \$45,000 for 12 months (\$3,750.00 per month) to annual rate of \$50,000 for 12 months (\$4,166.66 per month), July 1, 1993 through June 30, 1994. Correction of July Regents' action. Paid from 22009420, Anesthesiology; B0530001, University Hospital Reimbursement; and A0000171, PPP Anesthesiology Administration.

Pramod K. Sinha, title changed from Visiting Assistant Professor and Research Fellow to Clinical Assistant Professor of Orthodontics, salary changed from annual rate of \$27,000 for 12 months (\$2,250.00 per month), full time, to annual rate of \$30,400 for 12 months (\$2,533.33 per month), .50 time, August 1, 1993 through June 30, 1994. Paid from 1036-3, Dentistry-Developmental Dentistry.

Ann M. Thompson, Adjunct Assistant Professor of Anatomical Sciences; title changed from Assistant Professor of Research, Department of Otorhinolaryngology, to Assistant Professor of Otorhinolaryngology, July 1, 1993 through June 30, 1994.

Susan Townsend, Assistant Professor of Clinical Laboratory Sciences; given additional title Program Director, Cytotechnology, Department of Clinical Laboratory Sciences, August 1, 1993 through June 30, 1994.

Vivian K. Walton, title changed from Clinical Assistant Professor to Assistant Professor of Dental Hygiene, July 1, 1993 through June 30, 1994.

Frank Waxman, Associate Professor of Microbiology and Immunology; given additional title Interim Associate Vice President for Research, Office of Research Administration, salary temporarily changed from annual rate of \$57,903 for 12 months (\$4,825.25 per month) to annual rate of \$72,903 for 12 months (\$6,075.25 per month), July 1, 1993. Paid from 21049200, Microbiology and Immunology, and 20039470, Office of Research Administration.

William S. Yamanashi, Adjunct Professor of Surgery, Tulsa; title Assistant Director of Research, Department of Surgery, Tulsa, deleted; salary changed from annual rate of \$90,000 for 12 months (\$7,500.00 per month) to without remuneration, June 30, 1993.

Resignations and/or Terminations:

Gabor Antony, Visiting Associate Professor of Pediatrics, June 30, 1993.

Jefry Biehler, Clinical Assistant Professor of Pediatrics, December 31, 1992.

Nancy R. Inhofe, Assistant Professor of Pediatrics, July 8, 1993 (with accrued vacation through August 24, 1993).

James B. Jones III, Assistant Professor of Family Practice, Tulsa, July 31, 1993 (with accrued vacation through August 31, 1993).

Petronella Knickerbocker, Assistant Professor of Nursing, May 15, 1993 (with accrued vacation through June 30, 1993).

Carolyn M. Messick, Adjunct Assistant Professor of Communication Sciences and Disorders, July 30, 1993.

Evelyn E. Ramming, Associate Professor of Nursing, September 15, 1993 (with accrued vacation through October 31, 1993).

Retirements:

Jack B. Austerman, Clinical Associate Professor of Orthodontics, July 31, 1993 (with accrued vacation through September 28, 1993).

June E. Holmes, Clinical Associate Professor of Psychiatry and Behavioral Sciences, Tulsa, June 30, 1993 (with accrued vacation through August 30, 1993); named Clinical Professor Emeritus of Psychiatry and Behavioral Sciences, Tulsa.

Edward J. Tomsovic, Professor of Pediatrics, Tulsa, June 30, 1993 (with accrued vacation through August 27, 1993); named Professor Emeritus of Pediatrics, Tulsa.

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

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

President Van Horn reported the death of the following:

Theodore P. Herrick, Professor Emeritus of Accounting, on August 19, 1993.

DEAN, COLLEGE OF GEOSCIENCES

Regent Halverstadt moved the Board meet in executive session for the purpose of discussing the appointment of a Dean of Geosciences. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

At this point in the meeting, Mr. Randall Turk, a reporter for *The Norman Transcript*, addressed the Board unannounced. He said he wanted to object to the executive session. He stated it is contrary to the Open Meetings Act as amended in 1982 and he had in hand an opinion from the OPA (Office of Public Affairs) ... giving the specifics on the violations he wanted to submit to the University's Legal Counsel.

Legal Counsel Fred Gipson said he had not had an opportunity to read the opinion but did not want to take time to do so. He responded as follows: "First of all, I would like to state that at least the last five years and prior to that time every agenda that has been prepared for this Board has been forwarded to the State Regents. I know that Assistant Attorney Generals during the term of Robert Henry and also Susan Loving have looked at the agendas which we have prepared and submitted to the Board and not one question has been raised about the legality of the agendas which we have submitted to this Board. Now there has been a recent editorial that Mr. Turk's newspaper published indicating that there were certain violations and I would like to address with you just very briefly before we go into executive session so you and those who are aware of the statements that have been made by the newspaper understand the position that we are taking in this particular matter. And simply because we have done it for five years or ten years a certain way I recognize is not proof that we are correct and it is entirely legal and I will accept any suggestions any time to improve the way we are doing business. However, I can state to the Board that at the present time in my opinion and the opinion of my staff, we are not violating any Open Meetings Act with the agenda as published. Now the Open Meetings Act does not prescribe the requirements for an agenda. It doesn't say exactly what you have to say in an agenda item. Now what some of the cases have said though is that the information in there must be simple, concise and comprehensible to one having I think the specific language in one of the cases is to a person of ordinary education. Now, are our agenda items simple and concise and do they advise the general public of the nature of the matters to be discussed? There was an interesting case that came up involving the City of Hayworth. Their agenda item indicated that they would go into executive session to hire a principal. Didn't give the name of the principal, just to hire a principal. Well, what they did, they went into executive session. Rather than hire a principal, they hired a superintendent. Now that would be much like you going into executive session today. Rather than hiring a dean for the College of Architecture, you would come out and hire a new dean for some other college that obviously was not intended. The individual who might be replaced in another college didn't realize that you were making that particular decision to hire a dean in some other college and it would obviously violate the terms of the Open Meetings Act, the intent and spirit of it. Now what you have done in your agenda item today is to indicate that you are going in to executive session for the purpose of considering the appointment of a particular dean. Now, how can that be criticized. We all know the college that is involved. We know what you are going to discuss. Anyone who has knowledge of what the purpose of it is, how could you possibly be criticized? Well, they might say that what you need to do in addition, and this is not what the court said in that case involving the principal, they might say that you need to state the name of the individual to be considered as the dean of that particular college. Now that creates any number of problems if that is the requirement and the position that has been taken by *The Norman Transcript*. I think it defeats in many instances the very purposes of it. It is going to limit your

applicant pool. If we have to indicate those that are being considered and later a determination is made that ... your discussion and you decide to hire someone else, then we have created a problem that I think is beyond repair. And I don't think the intent and the scope and the spirit of the Act is to require that you set forth with that specificity in an agenda item what you are proposing to do. So I clearly feel and it is my advice to the Board - I know you are not acting in bad faith. I know you don't intend to go into executive session for the purpose of disregarding the Open Meetings Act. I will assume the responsibility of advising you as an attorney to go into executive sessions on those issues as we have indicated them on the agenda items do not violate the intent and the spirit of the Open Meetings Act.

"Now the second issue that is potentially an agenda item, an executive session item if you choose to do so, is litigation. Now I haven't had the opportunity as you know to read this particular document that has been submitted to me, but what possibly could be added to the agenda item on litigations? We say that we are going into executive sessions to discuss litigation. We don't mention the litigation. Is that what they want us to do? Do they want us to state in that particular agenda item that we are going into executive session for the purpose of discussing a law suit that is about to be filed against the University by X,Y and Z or do they want us to state that we are going into executive session to discuss a law suit that we are going to file tomorrow against X,Y and Z, and that matter becomes an item that is on the front page of the newspaper. It cuts off many opportunities to resolve the issue before litigation is actually necessary. Now there are no reported cases on that issue. The Statute is silent, as I have said before, and I have no problems. If there is some question about not being within the scope of the Open Meetings Act for us to pursue a method of clarification. Interestingly enough, if our intent was not to indicate that we are doing something in the open, what we could do is that I could write each one of you a letter setting forth the very things that you are wanting to discuss in this proposed executive session, could write you a letter setting forth the issues and clearly under no interpretation could anyone look at that particular memorandum. We only put it and do it this way rather than do business in that particular fashion. We look at and indicate to the public that we are going to discuss some potential litigation.

"Now, one other item that is on the agenda says that you will go into executive session for the purpose of discussing the performance of executive officers. Now what is the problem there? It is personnel. Is the problem they want us to list every executive officer, all of the executive officers? There aren't that many. All of us know who the executive officers are. If they are concerned about it, they have the right to be here, which most of us are. It would take one phone call and all of the University publications show who the University officers are. If any newspaper reporter or anyone has any questions, all it takes is one phone call, but it is obvious that the public has been advised as to what you are going to do. You are going into executive session to discuss the performance of the executive officers, and interestingly enough while some may differ with my opinion, it is my opinion until you finally approve the budget that at the present time I am without a contract with the University. I serve at the pleasure of the Board until a final budget is approved. In essence when you approve that final budget, as far as my legal opinion is concerned, you are hiring me. So when you go into executive session today, I recognize when you are discussing my performance you may well be discussing my future employment with the University which is within the scope, eventually it is within the scope of the action finally to be taken. Now you are not proposing in the executive session as it indicates today you are saying you are going to discuss our performance, and you are going to discuss our performance for the purpose of determining contract rights, for the purposes of determining promotion, demotion, or disciplinary action, and that is all set forth as a grounds for this Board going into executive session. So I am not certain as to the grounds. I am not certain as to the dispute, but in my opinion I have advised the Board that you are acting, I know you are acting within the intent and spirit and the scope of the Open Meetings Act, and it is my legal opinion and advice to you that you do go, on the basis discussed, into executive session this morning."

DEAN, COLLEGE OF ARCHITECTURE

Regent Halverstadt moved the Board meet in executive session for the purpose of discussing the appointment of a Dean of Architecture. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

SEARCHES FOR DEPARTMENT HEADS, HEALTH SCIENCES CENTER

An item for discussion was included in the agenda but Chairman Gullatt announced the item would be considered at a future meeting.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Regent Lewis moved the Board meet in executive session for the purpose of discussing personnel-related issues. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

LITIGATION

Regent Blankenship moved the Board meet in executive session for the purpose of hearing a report on pending and/or possible litigation. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

PERFORMANCE EVALUATION - REVIEW OF EXECUTIVE OFFICERS

Regent Halverstadt moved the Board meet in executive session for a review of the performance evaluations of executive officers. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

The executive session began at 10:30 a.m. in the Will Rogers Room and concluded at 12:25 p.m. The Regents reconvened in the Mezzanine Room at 12:33 p.m. with all Regents present.

CAMERON UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Davis presented the following report:

Distinguished Service Awards

During the annual Academic Convocation on September 17, the University will present three Distinguished Service Awards. The DSA is Cameron's highest award, given for civic and professional accomplishments of the highest order. Recipients are Loyd L. Benson, State Representative, Dr. Valree F. Wynn, pioneer African-American educator and former Cameron professor, and the McCasland Foundation, which has become synonymous with generosity to the University. The Convocation officially begins Cameron's year-long *Festival II: A Celebration of Diversity*. State Senator Enoch Kelly Haney of Seminole will deliver the Convocation address. Also scheduled during the *Festival II* grand opening are a free band concert, a picnic, and the unveiling of the Cameron mammoth tusk display. Dr. Don Wyckoff, Director of the Oklahoma Archeological Survey, will discuss "Ice Age Oklahoma" at the opening of the mammoth display.

African-American Scholar Heads Lecture Series

Dr. Henry Louis Gates, Jr. will speak at Cameron University September 24. His is the first in a series of *Festival II* blue ribbon lectures sponsored by McCasland Foundation/Cache Road National Bank. Dr. Gates, Professor of English and Director of the W.E.B. DuBois Institute at Harvard University, has been described as the nation's most notable scholar of African-American studies.

President Davis Joins Leadership Oklahoma

Cameron University President Don Davis has been selected to participate in the 1993-94 Leadership Oklahoma Inc. program. The non-profit organization focuses on providing education and networking to approximately 50 Oklahoma leaders per year. The class will meet in various locations across Oklahoma to discuss issues of importance to the State.

Hall of Fame Selects Author

Dr. George Edward Stanley, Chair of the Department of Languages and Communications at Cameron, will be inducted November 13 into the Oklahoma Professional Writers' Hall of Fame. He is the author of 25 books and more than 200 short stories. His newest book, a collection of horror short stories, is entitled "The Death Channel." It is due for publication from Avon/Camelot in the spring of 1994.

Random House to Publish Spencer Novel

A new novel by Mark Spencer, Associate Professor of English, has been accepted for publication by Random House. The novel is "Love and Reruns in Adams County."

OU Press to Publish "Bad Times for Good Ol' Boys"

"Bad Times for Good Ol' Boys," a study of the county commissioners' scandal in Oklahoma, is scheduled for publication by the OU Press. The authors are Dr. Frank Meyers, Cameron Associate Professor of Politics, Sociology, and Criminal Justice, and Professor Harry Holloway of The University of Oklahoma.

Ardmore KCCU Translator Draws Support

The Ardmore KCCU translator, on the air since mid-July, is receiving support from businesses and individuals in the Ardmore area. Mark Norman, Director of Broadcasting for KCCU, said four Ardmore businesses have donated a total of \$2,400 to support the Ardmore project. KCCU has received 100 phone calls from individuals requesting programs and other information. The translator normally has a radius of 10 miles, but during a two-day period the station received four calls from 20 miles away from the translator in all four directions.

Closed Circuit TV Information Service

This fall the University has begun a closed circuit television bulletin board service listing campus information and events. The information is seen on 20 television monitors located throughout the campus. The service is a cooperative effort of campus departments, including KCCU, Cameron Information Services, and students and faculty of the Communications Department.

ACADEMIC ENRICHMENT

Cameron's second academic festival is scheduled for the academic year 1993-94. "Academic Festival" is a concept originated by Cameron and first implemented with "The Year of the Renaissance" in 1991-92. The success of that effort led to the adoption of a plan to conduct an academic festival biannually under the auspices of one of the academic schools. Planning and implementation are partially supported by assignment of the McCasland-Cache Road Bank Endowed Chair for a term of two years to the school which plans and directs the festival.

Academic festivals are composed of a collection of cultural and artistic events, lectures, seminars, special courses, academic conferences and an array of other activities focused on a single theme designed to enhance learning, teaching and research opportunities. Included among the objectives is the goal to achieve participation by the total campus community and as much of our constituent community as possible.

The 1993-94 festival is titled "Festival II: A Celebration of Diversity." The School of Liberal Arts submitted the proposal which led to this choice of themes and planning has been coordinated by Professor Sally Soelle, a faculty member in the Department of History, and Dr. David Carl, Associate Provost for Research and Graduate Studies.

Provost McKellips outlined the background of the festival's origin. Dr. Carl and Professor Soelle described the commitment and involvement of the campus, the Lawton community and Ft. Sill and provided details on festival events.

TOBACCO USE POLICY

Cameron's current Tobacco Use Policy was adopted in 1990 and permits smoking in private offices, designated public use areas, and private residential hall rooms. The recommended policy will prohibit smoking in any University buildings except in private residence hall rooms.

President Davis reviewed the policy for the Regents and said a modification was made after the agendas were mailed. The modification in 3.01, he stated, omits the phrase ...and within twenty (20) feet of any entrance to any such building...

President Davis recommended adoption of the Tobacco Use Policy as follows:

PURPOSE AND SCOPE

1.01 The students, faculty and staff of Cameron University can best learn, work and live in an environment free from the harmful pollution of tobacco smoke and the unsanitary byproducts of the use of tobacco. It is therefore the policy of the University to discourage the use of tobacco in any of its various forms. This policy is promulgated pursuant to Title 63, Oklahoma Statutes 1981, Section 1-1521, et sequitur.

DEFINITIONS

- 2.01
- a. Campus shall include any real property, buildings or other structures or improvements owned or controlled by Cameron University.
 - b. Tobacco or tobacco products shall include cigarettes, cigars, or any other form of tobacco suitable for smoking in a pipe or other device, chewing tobacco, snuff, or any other articles or products made of tobacco or any substitute therefor.
 - c. University shall mean Cameron University.
 - d. Use shall include smoking or the possession of lighted tobacco or tobacco products, or the chewing, dipping or otherwise ingesting of tobacco or tobacco products.
 - e. Vehicle means any automobile, station wagon, van, truck, bus, tractor or other motor conveyance owned or leased by Cameron University.

POLICY

3.01 The use of any form of tobacco or tobacco products is prohibited in any building on the Cameron University campus, except in designated residence hall rooms, as is hereinafter provided. In other than proscribed areas, smoking of cigarettes, cigars and pipes shall be permitted. The use of chewing tobacco, snuff or other similar products is prohibited on the University campus, and the use of tobacco or tobacco products of any form in any University vehicle is prohibited.

PROCEDURES

4.01 Generally, the Director of Physical Facilities or any successor to the duties of that position shall be responsible for surveying the Cameron campus and determining which areas outside buildings or other structures are appropriate for smoking, and shall cause receptacles for the byproducts of tobacco use to be placed in these areas.

4.02 Signs announcing this tobacco use policy may be posted as appropriate on campus, but the absence of a sign shall not affect the validity or enforcement of the policy.

4.03 Smoking in individual residence hall rooms may be permitted if it does not interfere with the use of adjacent space or areas served by a common ventilation system. Determinations in these cases shall be made by the Director of Housing, or any successor to the duties of that position. Smoking is the only form of tobacco use allowed in residence hall rooms.

4.04 In most instances, this policy shall be enforced by asking violators to comply as a courtesy to others. In the event of continued or aggravated violation, offenders shall be subject to such disciplinary action as may be imposed by the student code of conduct, student handbook, housing contract, faculty handbook, work rules, applicable policies of the Board of Regents or University, systems of administration, or other applicable rules and regulations.

4.05 This policy shall be interpreted broadly so as to effect its general purpose of providing a healthy environment for the students, faculty and staff at Cameron University. Necessary latitude shall be afforded those charged with its administration and enforcement to accomplish these ends.

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

AWARD OF STIPENDS FOR MERITORIOUS SERVICE TO FACULTY AND STAFF

The budget approved for Cameron for Fiscal Year 1994 included \$224,000 to be awarded to faculty and staff members for meritorious service. It is proposed that 15 stipends in the amount of \$2,500.00 and 120 stipends in the amount of \$1,500.00 be awarded to faculty and professional staff and 75 stipends in the amount of \$500.00 be awarded to classified employees.

To assure equitable consideration of all potential candidates, a procedure for self-nomination will be adopted. Deans, department chairs and other supervisors will encourage persons with outstanding annual performance evaluations to apply. Evaluation of nominations will be conducted by the administrative hierarchy responsible for annual evaluations and evaluations for promotion and tenure.

Selections will be based on the following criteria:

- (1) Achievements and quality service which exceed standard institutional expectations.
- (2) Contributions which have significantly enhanced the quality of a program, a service, or the advancement of learning.
- (3) Contributions which have made a positive impact on the mission and goals of Cameron University or the mission and goals of the unit in which the candidate serves.
- (4) Achievements which have resulted in State, regional or national recognition.

- (5) Quantitative and qualitative measures of performance which distinguish the candidate from colleagues with similar assignments.

President Davis recommended that the Board of Regents approve the procedures and criteria for awarding stipends for meritorious service to faculty and staff.

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

ACADEMIC PERSONNEL ACTIONS

Appointments or Reappointments:

Janice D. Buckles, Ed.D., Assistant Professor, Department of Education, annual rate of \$29,000 for 9/10 months, August 16, 1993 through May 15, 1994. Paid from 11424, Department of Education, pos. F223.

Karen Smith-Gratto, Ph.D., Assistant Professor, Department of Education, annual rate of \$29,000 for 9/10 months, August 16, 1993 through May 15, 1994. Paid from 11424, Department of Education, pos. F205.

Louis E. Caporaletti, M.B.A., Assistant Professor, Department of Management, annual rate of \$44,000 for 10 months, January 5, 1994 through May 15, 1994, if all requirements for the Ph.D. degree have been completed by January 5, 1994. The academic year salary will be \$42,000 if all requirements have been completed except the thesis. This salary will be prorated to \$22,000 with the degree and \$21,000 without the degree for the period of the appointment this academic year which will begin on January 5, 1994 and end on May 15, 1994. Paid from 11394, School of Business, and 11604, Graduate Business Program, pos. F233.

Richard J. May, M.A., Temporary Assistant Professor, Department of Politics, Sociology and Criminal Justice, annual rate of \$29,000 for 9/10 months, August 16, 1993 through May 15, 1994. Paid from 11634, Department of Politics, Sociology and Criminal Justice, pos. F179.

Mary T. Dzindolet, Ph.D., Assistant Professor, Department of Psychology and Human Ecology, annual rate of \$30,000 for 9/10 months, August 16, 1993 through May 15, 1994. Paid from 11444, Department of Psychology and Human Ecology, pos. F083.

Damita Peace, M.F.A., Temporary Assistant Professor, Department of Theatre Arts, annual rate of \$22,500 for 9/10 months, August 16, 1993 through May 15, 1994. Paid from 11354, Department of Theatre Arts, pos. F254.

Marcy A. Blackburn, M.Ed., Temporary Instructor, Department of Education, annual rate of \$26,000 for 9/10 months, August 16, 1993 through May 15, 1994. Paid from 11424, Department of Education, pos. F056.

Cherry Harmond-Early, M.Ed., Temporary Instructor, Department of English, annual rate of \$24,500 for 9/10 months, August 16, 1993 through May 15, 1994. Paid from 11474, Department of English, pos. F207.

Charlotte J. Urey, M.S.N., Instructor, Department of Nursing, annual rate of \$24,000 for 9/10 months, August 16, 1993 through May 15, 1994. Paid from 11584, Department of Nursing, pos. F241.

Resignations and/or Terminations:

Velma Moss, Assistant Professor, Department of Education, July 28, 1993.

Joan St. Germain, Costumer/Theatre Technician, Department of Theatre Arts, August 3, 1993.

Crystal vonRosenberg, Temporary Instructor, Department of Nursing, August 13, 1993.

Jackie Wood, Assistant Professor, Department of Education, August 3, 1993.

Retirement:

Walter S. Hopkins, Professor, Department of Education, July 28, 1993

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

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

Regent Halverstadt moved the Board return to executive session to discuss litigation. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Bentley, Hall, and Halverstadt, The Chair declared the motion unanimously approved. The executive session began at 1:12 p.m. in the Will Rogers Room. The executive session concluded at 1:55 p.m.

The meeting reconvened in regular session at 2:00 p.m. with all Regents present.

DEAN, COLLEGE OF GEOSCIENCES

Regent Hall moved that John Thomas Snow, Ph.D., be appointed Dean, College of Geosciences, and Professor of Meteorology with tenure, at an annual rate of \$95,000 for 10 months (\$9,500.00 per month), January 1, 1994. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

DEAN, COLLEGE OF ARCHITECTURE

Regent Lewis moved that Deborah W. Dalton be appointed Dean, College of Architecture, effective January 1, 1994, at an annual rate of \$100,000 for 12 months (\$8,333.33 per month). Her faculty rank, subject to final approval by the President, will be Professor of Landscape Architecture with tenure. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

It was noted that this will be the first female dean at The University of Oklahoma in the institution's 103 years.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Norman Campus:

Appointments or Reappointments:

Mary K. Banken, Manager, Technical Projects, Geological Information Systems, annual rate of \$43,888 for 12 months (\$3,657.33 per month), July 1, 1993 through December 31, 1993. Managerial Staff. Paid from 122-7467, Geological Information Systems, pos. 106.65, and 195-6007, ISP Payroll Clearing, pos. 905.65.

Rosemary Dawson, Advanced Program Contract Director-Europe, Advanced Programs, annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 31, 1993. Administrative Staff. Paid from 122-7511, Advanced Programs, pos. 750.65.

Gerald S. Gurney, Assistant Athletic Director for Student Life, Athletic Department, annual rate of \$65,000 for 12 months (\$5,416.67 per month), August 26, 1993; appointed Adjunct Assistant Professor of Educational Psychology, paid an additional \$1,500.00 per month, September 1, 1993 through April 30, 1994. Paid from 117-1121, Athletic/Student Life, pos. 180.65, and 122-7345, Educational Psychology, pos. 709.60.

Joseph D. Juraszek, Strength and Conditioning Trainer, Athletic Department, annual rate of \$53,000 for 12 months (\$4,416.67 per month), August 26, 1993. Professional Staff. Paid from 117-1121, Athletic Department/Weight Training, pos. 38.65.

*Kevin Kelleher, reappointed Manager, National Severe Storms Laboratory Computing Facility, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$48,997.44 for 12 months (\$4,083.12 per month) to annual rate of \$52,427 for 12 months (\$4,368.92 per month), July 1, 1993 through December 31, 1993. Managerial Staff. Paid from 125-6570, CIMMS Task II, pos. 905.65.

*Marc S. Nadler, Senior Systems Support Programmer, Cooperative Institute for Mesoscale Meteorological Studies, annual rate of \$42,504 for 12 months (\$3,542.00 per month), August 12, 1993 through December 31, 1993. Professional Staff. Paid from 125-6570, CIMMS Task II, and 125-6655, Radar Data Archives Service Center, pos. 905.65.

Jack D. Willis, Editorial Advisor, Journalism and Mass Communication and Student Publications, annual rate of \$40,000 for 12 months (\$3,333.33 per month), August 1, 1993. Professional Staff. Paid from 122-7256, Journalism and Mass Communication, pos. 104.25, and 147-7303, Student Publications, pos. 3.65.

Changes:

David L. Annis, title changed from Assistant Food Service Administrator to Interim Food Service Administrator, Food Service Administration, salary temporarily changed from annual rate of \$38,808 for 12 months (\$3,234.00 per month) to annual rate of \$42,500 for 12 months (\$3,541.66 per month), July 1, 1993. Managerial Staff. Paid from 137-2113, Food Service Administration, pos. 101.65.

Linda C. Berardo, Director, Financial Services, College of Continuing Education; given additional title Interim Director, College of Continuing Education Registration; salary temporarily changed from annual rate of \$48,040 for 12 months (\$4,003.33 per month) to annual rate of \$51,040 for 12 months (\$4,253.33 per month), August 23, 1993. Administrative Staff. Paid from 122-7504, Financial Services, pos. 101.65; 122-7509, CCE Infrastructure Support, pos. 104.65; and 122-7508, CCE Registration, pos. 102.65.

Catherine F. Bishop, promoted from Director, Media Services, to Associate Vice President for Public Affairs, salary increased from annual rate of \$48,655 for 12 months (\$4,054.58 per month) to annual rate of \$58,655 for 12 months (\$4,887.92 per month), October 1, 1993. Changed from Administrative Officer to Executive Officer. Paid from 152-7184, News Services, pos. 101.65.

Michael Brockman, title changed from Administrator, Real Estate/Conference Housing/Food Services, to Administrator, Conference Housing/Food Services/Catering, OCCE Housing, July 1, 1993. Administrative Staff.

Hugh E. Harris, Director, Independent Study; given additional title Interim Assistant Vice Provost for Continuing Education, salary temporarily changed from annual rate of \$52,876 for 12 months (\$4,406.33 per month) to annual rate of \$58,876 for 12 months (\$4,906.33 per month), July 1, 1993 through September 30, 1993; salary changed to annual rate of \$60,727 for 12 months (\$5,060.58 per month), October 1, 1993 through June 30, 1994. Paid from 122-7515, Independent Study, and 122-7510, Continuing Education Outreach Services, pos. 101.65.

John A. Hawley, title changed from Engineering Computer Network Manager to Engineering Computer Network Administrator, salary changed from annual rate of \$50,416 for 12 months (\$4,201.00 per month) to annual rate of \$55,416 for 12 months (\$4,618.00 per month), August 16, 1993. Managerial Staff. Paid from 122-7239, Engineering Computer Network, pos. 102.65.

John F. Ross, Senior Contract Coordinator, Postal Contract, salary changed from annual rate of \$41,632 for 12 months (\$3,469.33 per month) to annual rate of \$43,297 for 12 months (\$3,608.00 per month), October 1, 1993 through June 30, 1994. Paid from 125-8255, Postal Contract, pos. 905.65. Paid from grant funds; subject to availability of funds.

Susan E. Sasso, title changed from Associate Director to Acting Director, Student Publications, salary temporarily changed from annual rate of \$42,900 for 12 months (\$3,575.00 per month) to annual rate of \$45,900 for 12 months (\$3,825.00 per month), July 1, 1993. Administrative Staff. Paid from 147-7304, The Oklahoma Daily, pos. 2.65.

Resignations and/or Terminations:

Thomas Hill, Assistant Athletic Director for Academics, Athletic Department, August 25, 1993 (with accrued vacation through October 1, 1993).

Gary K. Hudson, Classification Pending, Athletic Department, August 31, 1993 (with accrued vacation through September 27, 1993).

Retirement:

Jack H. Stout, Director, University Services, University Center at Tulsa, July 31, 1993.

Health Sciences Center:

Changes:

Khek C. Yong, Software/Hardware Development Engineer, Department of Medicine/Cardiology, salary changed from annual rate of \$42,500 for 12 months (\$3,541.67 per month) to annual rate of \$48,000 for 12 months (\$4,000.00 per month), July 1, 1993. Correction to budget. Paid from A0001774, Cardiology-Ablation Study.

Brian Fairless, title changed from Network Analyst to Senior Network Analyst, Computing Services, July 1, 1993. Professional Staff.

Resignations and/or Terminations:

Donald M. Bellgardt, Cost Analysis Manager, Grants and Contracts Administration, August 6, 1993 (with accrued vacation through September 3, 1993).

Charles Phillips, Research Assistant III, College of Pharmacy, July 30, 1993 (with accrued vacation through August 24, 1993).

Patricia A. Wright, Organ Procurement Specialist, Department of Surgery, August 27, 1993 (with accrued vacation through October 4, 1993).

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

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

FISCAL YEAR 1994 NORMAN CAMPUS MERIT SALARY INCREASES AND BUDGET CHANGES

On June 17, 1993 the Board of Regents approved the FY94 operating budget with the understanding that salary increase recommendations and detail of reallocation of funds for academic program enhancements would be forthcoming. On July 27 the Board approved merit salary increases for Law Center faculty and certain professional Law Center staff which were effective July 1. Merit salary increases for Norman Campus hourly staff were effective August 7 and increases for Norman Campus faculty and for staff earning less than \$40,000 were effective August 16. Merit increases for staff earning \$40,000 and above are to be effective October 1. Merit increases for Health Sciences Center faculty and staff will be presented for approval in December for an effective date of January 1, 1994.

The Norman Campus salary increase process began on July 1, 1993 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, which were funded from revenue increases generated as a result of higher faculty and staff productivity including tuition from better student retention, improved overdue collections, more graduate credit hours and overhead from grants and contracts. An

additional allocation averaging 2 percent for strategically identified initiatives was distributed to core academic areas which are areas directly related to the academic mission of the University, such as degree granting programs, research, libraries and computing. These funds were reallocated from differential cuts averaging 3 percent to core areas and 5 percent to non-core areas.

Schedules presenting detail relating to the Norman Campus only were included in the agenda and are attached hereto as Exhibit A. Merit salary increase recommendations for the Health Sciences Center will be presented for the Board's approval at the December meeting. Schedule 1 presents changes to the FY94 budget by college and vice presidential area, including assigned reductions, funds reallocated for academic priorities, allocations for salary increases, other base adjustments and the final FY94 budget by college and area. Schedule 2 lists the academic priorities funded with the reallocations from core and non-core areas and Schedule 3 presents the rationale for these reallocations. Schedules 4A and 4B summarize the average percentage merit increases by employee groupings of faculty, monthly staff and hourly staff within each college and vice presidential area. The range of percentage increases for faculty and staff is presented on Schedules 5A and 5B.

As indicated on Schedule 1, \$3.8 million was reduced from core and non-core areas for reallocation toward institutional priorities and mandatory cost adjustments. A total of \$1.3 million was reallocated primarily to core academic areas to support institutional priorities and \$3.2 million was distributed for merit salary increases for faculty and staff. Other base adjustments total \$2.7 million, which include mandatory fixed cost increases and changes in self-supported items such as State endowed chair support, Foundation support, and Continuing Education. After the budget changes reflected on Schedule 1, the FY94 Educational and General budget totals \$147,250,211. As detailed on Schedule 2, of the \$1.3 million distributed for institutional priorities, 6 percent augmented the average 3 percent available to colleges for faculty salary increases, 5 percent of the total was for new faculty positions in the College of Business, 1 percent supplemented staff merit increases, 6 percent of the total helped retain priority staff positions in computing and fund raising, 37 percent supported increases in Graduate Assistant positions and stipends, 3 percent supported student positions to help offset permanent staff reductions, 38 percent was used for essential academic supplies, maintenance and equipment, and 4 percent was earmarked for the book acquisition budget for the Library.

The percentage merit increases on Schedules 4A and 4B averaged 4.1 percent for faculty and 3.3 percent for staff for a total increase in the Norman Campus salary base of 3.7 percent. Schedules 5A and 5B indicate that most salary increases averaged between 1 percent and 5 percent. Detail of individual merit salary increase recommendations and rationale for salary increases that are 10 percent or greater were mailed separately to the Board for review.

President Van Horn recommended approval of merit salary increases for Norman Campus faculty and for Norman Campus staff earning \$40,000 and above.

Regent Halverstadt moved approval of the recommendation with a change in the University Affirmative Action Officer's salary from \$67,500 to \$69,000. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

Regent Gullatt read the following statement:

"The Board of Regents would like to clarify the situation regarding the internal investigation of the University's Administrative Affairs office. THERE NEVER HAS BEEN AN AUDIT REPORT. Much has been said by many sources regarding the investigation. However, some statements have been correct, some partially correct and some taken out of context. The statement issued by the Chairman last Friday was intended to clarify the situation, but obviously failed to accomplish that objective.

"As the President has stated, the investigation was initiated after a call to the President's office by a University employee who claimed certain irregularities in the food service operations. The matter was referred by the President to the University's Internal Auditor. Based on preliminary findings, the Internal Auditor consulted with the University's Chief Legal Counsel. Subsequent to that time, the investigation was conducted jointly by the Internal Auditor and the Chief Legal Counsel and certain documents were gathered in the course of the investigation. All documents obtained were forwarded to the Cleveland County District Attorney and the State Auditor in April of this year.

"In May, the Board received a report from the Chief Legal Counsel, not the Internal Auditor, summarizing the results of the investigation. The Chief Legal Counsel advised the Board that in his opinion, it was a personnel matter and, as such, the investigative report should be considered confidential and not released to the public. The Chief Legal Counsel also advised the Board that he had provided the District Attorney with all of the information contained in the report and that representatives of the State Auditor's Office had visited the campus and reviewed the same material.

"Subsequently, three employees requested a meeting with the Board. At its May and June meetings, the Board met with these employees individually in executive session. Each employee was accompanied by their attorney. In each case, the employee disputed the facts and the conclusions reached in the report by the Chief Legal Counsel and these matters remained in dispute at all times.

"The University's Chief Legal Counsel has reaffirmed his recommendation that the investigative report not be released to the public since it is his work product relating to an investigation of a personnel matter. To do so might expose the University to legal action and potentially significant liability. The Board concurs with this recommendation and believes that the personnel records of all employees, regardless of title or term of employment, are protected. It should be made clear that the Board understands that the President and certain members of the University community would prefer to see the release of additional information; however, there are legal considerations which require that we protect the confidentiality of the records.

"The investigative reports to the Board of Regents which were prepared by the Chief Legal Counsel were submitted to the Board for purposes of assisting the Board in making personnel decisions. This report was not furnished to the State Auditor or the Cleveland County District Attorney's office.

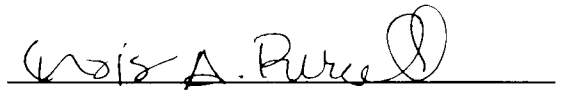
"In this regard, it should be clarified that all the facts and the documents supporting this investigative report were furnished to the State Auditor and the District Attorney in April, and these documents are the only documents in the possession of the University regarding this investigation. No document referred to as an Audit Report was ever prepared.

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"The Board of Regents reaffirms its statement of last week that the Board believed and still believes its actions are in the best interest of the University. We believe our obligations to the State and to the people of Oklahoma were fulfilled when we placed all documents in our possession that were gathered in the investigation in the hands of the State Auditor and the District Attorney. We respect the right of the District Attorney in deciding whether or not to prosecute."

There being no further business, the meeting adjourned at 2:10 p.m.


Chris A. Purcell
Executive Secretary of the Board of Regents

FY94 Educational and General Budget

	FY93				FY94 Subtotal	FY93 to FY94 Funding Adj.		Self-Generated/ Other Base Adj. *	FY94	Change from FY93
	Original Budget	Assigned Reductions	Institutional Priorities	Salary Increases		Total \$ Chg.	Total % Chg.		Total Budget	
Academic Affairs										
Architecture	\$1,834,027	(\$60,507)	\$34,172	\$47,948	\$1,855,640	\$21,613	1.2%	\$4,939	\$1,860,579	1.4%
Arts and Sciences	25,112,921	(753,569)	492,805	866,494	25,718,651	605,730	2.4%	156,184	25,874,835	3.0%
Business Admin	5,580,533	(218,137)	105,773	151,994	5,620,163	39,630	0.7%	39,092	5,659,255	1.4%
Education	3,703,467	(113,586)	71,439	109,448	3,770,768	67,301	1.8%	194,167	3,964,935	7.1%
Engineering	8,453,280	(185,176)	153,590	289,965	8,711,659	258,379	3.1%	75,878	8,787,537	4.0%
Fine Arts	4,114,013	(145,153)	79,773	134,622	4,183,255	69,242	1.7%	120,069	4,303,324	4.6%
Geosciences	3,523,209	(106,290)	66,160	114,055	3,597,134	73,925	2.1%	193,640	3,790,774	7.6%
Graduate College	355,907	(16,767)	6,712	6,951	352,803	(3,104)	-0.9%	13,268	366,071	2.9%
Law	6,073,977	(134,498)	0	317,021	6,256,500	182,523	3.0%	356,501	6,613,001	8.9%
Liberal Studies	683,846	(14,800)	6,018	7,498	682,562	(1,284)	-0.2%	659	683,221	-0.1%
Subtotal Degree Granting	\$59,435,180	(\$1,748,483)	\$1,016,442	\$2,045,996	\$60,749,135	\$1,313,955	2.2%	\$1,154,397	\$61,903,532	4.2%
Academic Records	\$1,263,831	(\$63,003)	\$0	\$33,222	\$1,234,050	(\$29,781)	-2.4%	\$24,588	\$1,258,638	-0.4%
Continuing Education	11,682,774	(59,257)	0	28,544	11,652,061	(30,713)	-0.3%	(134,752)	11,517,309	-1.4%
Geological Survey	2,223,485	(72,997)	0	44,549	2,195,037	(28,448)	-1.3%	(9,549)	2,185,488	-1.7%
Instructional Services	882,195	(34,921)	0	20,495	867,769	(14,426)	-1.6%	(10,856)	856,913	-2.9%
Libraries	5,697,335	(251,321)	100,528	77,615	5,624,157	(73,178)	-1.3%	238,667	5,862,824	2.9%
Provost Direct	9,882,648	(215,938)	32,879	199,400	9,898,989	16,341	0.2%	(622,903)**	9,276,086	-6.1%
Research	3,637,893	(136,117)	0	71,145	3,572,921	(64,972)	-1.8%	603,159	4,176,080	14.8%
Subtotal Other Units	\$35,270,161	(\$833,554)	\$133,407	\$474,970	\$35,044,984	(\$225,177)	-0.6%	\$88,354	\$35,133,338	-0.4%
Subtotal Academic	\$94,705,341	(\$2,582,037)	\$1,149,849	\$2,520,966	\$95,794,119	\$1,088,778	1.1%	\$1,242,751	\$97,036,870	2.5%
Administrative Affairs	\$13,349,282	(\$662,995)	\$0	\$406,718	\$13,093,005	(\$256,277)	-1.9%	\$262,647	\$13,355,652	0.0%
Computing	4,281,216	(214,061)	85,647	96,831	4,249,633	(31,583)	-0.7%	0	4,249,633	-0.7%
Executive Affairs	1,615,925	(68,909)	8,139	57,010	1,612,165	(3,760)	-0.2%	47,578	1,659,743	2.7%
Regents' Office	295,127	(13,681)	0	4,992	286,438	(8,689)	-2.9%	28,356	314,794	6.7%
Student Affairs	2,364,442	(117,859)	0	81,953	2,328,536	(35,906)	-1.5%	42,149	2,370,685	0.3%
University Affairs	1,712,878	(80,492)	80,492	57,860	1,770,738	57,860	3.4%	1,333	1,772,071	3.5%
General University	8,587,822	(41,732)	0	0	8,546,090	(41,732)	-0.5%	352,285	8,898,375	3.6%
Subtotal Other Areas	\$32,206,692	(\$1,199,729)	\$174,278	\$705,364	\$31,886,605	(\$320,087)	-1.0%	\$734,348	\$32,620,953	1.3%
Fringe Benefits	16,826,371	0	0	0	16,826,371	0	0.0%	766,017	17,592,388	4.6%
Total, All Areas	<u>\$143,738,404</u>	<u>(\$3,781,766)</u>	<u>\$1,324,127</u>	<u>\$3,226,330</u>	<u>\$144,507,095</u>	<u>\$768,691</u>	<u>0.5%</u>	<u>\$2,743,116</u>	<u>\$147,250,211</u>	<u>2.4%</u>

* Includes continuing education and other self-generated revenue changes, fixed cost increases, Teaching Incentive Program, Sponsored Research Initiatives and other university commitments.
 ** Represents loss of \$1,333,427 of onetime funds and increases of \$710,524 for the Teaching Incentive Program and other funds.

INSTITUTIONAL PRIORITIES

FY94

	Faculty Salaries		New Faculty Positions		Staff Salaries		Retain Staff Positions		GA Pool		Student Pool		M&O		Book Budget		Academic Priorities		
		%		%		%		%		%		%		%		%		%	
PROVOST AREA																			
Degree Granting Colleges																			
Architecture	\$8,643	25%							\$1,925	6%			\$23,604	69%			\$34,172	100%	
Arts and Sciences									370,842	75%			121,963	25%			492,805	100%	
Business Administration	34,787	33%	70,986	67%													105,773	100%	
Education									71,439	100%							71,439	100%	
Engineering	10,876	7%			9,782	6%							132,932	87%			153,590	100%	
Fine Arts	14,546	18%			966	1%			42,615	53%			21,646	27%			79,773	100%	
Geosciences	6,220	9%											59,940	91%			66,160	100%	
Graduate College									2,000	30%			4,712	70%			6,712	100%	
Liberal Studies					1,223	20%					4,795	80%					6,018	100%	
Subtotal Degree Granting	75,072	7%	70,986	7%	11,971	1%	0	0	488,821	48%	4,795	1%	364,797	36%	0	0	1,016,442	100%	
Other Units																			
Libraries											20,528	20%	30,000 *	30%	50,000	50%	100,528	100%	
Provost Direct													32,879	100%			32,879	100%	
Subtotal Other Units	0	0	0	0	0	0	0	0	0	20,528	15%	62,879	47%	50,000	37%	133,407	100%		
TOTAL - Provost Area	75,072	7%	70,986	6%	11,971	1%	0	0	488,821	43%	25,323	2%	427,676	37%	50,000	4%	1,149,849	100%	
Computing							42,823	50%					42,824	50%			85,647	100%	
Affirmative Action													8,139	100%			8,139	100%	
University Affairs							41,440	51%			11,174	14%	27,878	35%			80,492	100%	
GRAND TOTAL	\$75,072	6%	\$70,986	5%	\$11,971	1%	\$84,263	6%	\$488,821	37%	\$36,497	3%	\$506,517	38%	\$50,000	4%	\$1,324,127	100%	

* Equipment maintenance

SCHEDULE 3

The University of Oklahoma Norman Campus FY94 Educational and General Budget Reallocation of Funds for Institutional Priorities

Architecture - \$34,172

- Supplement faculty salary increases to support retention in key academic areas of Regional and City Planning and the School of Architecture.
- Provide additional Graduate Assistants in Environmental Design to serve students in the School of Architecture, Interior Design and Landscape Architecture.
- Support academic enrichment, such as visiting lecturers and studio critics for all College disciplines, especially Architecture and Interior Design.

Arts and Sciences - \$492,805

- Fund Graduate Teaching Assistants for Modern Languages, Literature and Linguistics, and the Department of English enhancing the quality of graduate programs and meeting the demand for lower division general education courses.
- Start-up funds for a new minority assistant professor in the Department of Chemistry/Biochemistry.
- Start-up funds for a new Assistant Professor in the Department of Physics/Astronomy.
- Support for recruiting the endowed chair in History.

Business Administration - \$105,773

- Support to add two new faculty members in Management Information Systems and Accounting to improve information technology and tax programs.
- Supplement merit increases for outstanding faculty.

Education - \$71,439

- Fund instructors to supervise education interns for the new Teachers Ed Plus program.
- Support Research Assistants in the departments of Instructional Leadership and Academic Curriculum, Educational Leadership and Policy studies, and Educational Psychology to meet the goal of increased research and publication activities.
- Bureau of Research support to expand services for faculty development and assistance to doctoral students.

Engineering - \$153,590

- Supplement faculty salary increases to promote retention of outstanding faculty.
- Support recruiting of National Merit Scholars.

Fine Arts - \$79,773

- Augment merit salary increases for outstanding faculty and staff to promote retention.
- Increase Graduate Teaching Assistant stipends needed in the Department of Dance.
- Fund essential equipment for the School of Music, Art, Drama, and Dance.

Geosciences - \$66,160

- Strengthen the introductory undergraduate courses in Geography, Geology, and Meteorology to attract majors into those disciplines.
- Enhance the research infrastructure to further improve the success at securing external funding for Geosciences programs.

Graduate College - \$6,712

- Recruit Minority Graduate Students.
- Research support for doctoral students in the final dissertation year.
- Match for research-related travel expenses for graduate students in doctoral programs.

Liberal Studies - \$6,018

- Summer faculty time to develop major curriculum revisions in the Bachelor of Liberal Studies program.
- Part-time staff to produce new curriculum materials.
- Video tapes to supplement curriculum elements.

Libraries - \$100,528

- Purchase of monographs in diverse research fields.
- Expand the capabilities of the Oklahoma Library Information Network (ODIN), upgrade equipment, and access new sources of information.
- Reinstate some hours of operation in the Bizzell Library; providing more access to materials and study areas for faculty and students.

Provost Direct - \$32,879

- Support for the Honors Program.

Computing - \$85,647

- Continue consultant services for faculty to enhance computing support in research programs.

Executive Affairs - \$8,139

- Funds for additional reporting and increased workload in the Affirmative Action Office.

University Affairs - \$80,492

- To support development and private fund raising.

SCHEDULE 4A

The University of Oklahoma

**FY94 Percent Salary Increase by VP and Dean
 Faculty and Staff, All Funds (1)
 FY94**

Academic Affairs	FACULTY	STAFF			TOTAL
		Monthly	Hourly	Total	
Architecture	3.6%	5.2%	3.2%	3.9%	3.6%
Arts and Sciences	3.5%	3.8%	3.1%	3.4%	3.5%
Business Admin	3.6%	3.5%	2.3%	3.0%	3.5%
Education	4.5%	4.4%	3.0%	3.3%	4.3%
Engineering	4.2%	3.5%	3.7%	3.6%	4.1%
Fine Arts	3.5%	3.1%	4.1%	3.7%	3.6%
Geosciences	4.4%	4.2%	3.5%	4.0%	4.4%
Graduate College	5.4%	3.5%	1.1%	2.3%	3.8%
Law	8.3%	7.2%	5.3%	6.2%	7.8%
Liberal Studies	3.3%	3.5%	3.3%	3.4%	3.4%
Academic Records	—	4.4%	4.6%	4.5%	4.5%
Continuing Education	4.7%	3.1%	2.8%	3.0%	3.1%
Geological Survey	3.0%	3.0%	3.0%	3.0%	3.0%
Instructional Services	5.0%	4.0%	4.1%	4.0%	4.1%
Libraries	3.4%	3.3%	3.0%	3.0%	3.2%
Provost Direct	5.7%	4.6%	4.5%	4.6%	4.9%
Research	5.7%	4.4%	6.4%	5.0%	5.1%
Subtotal Academic	4.1%	3.9%	3.6%	3.8%	4.0%
Admin. Affairs	—	3.1%	3.0%	3.0%	3.0%
Executive Affairs (2)	3.0%	3.0%	2.8%	3.0%	3.0%
Student Affairs	—	4.4%	2.5%	3.8%	3.8%
University Affairs	—	3.2%	3.2%	3.2%	3.2%
Total	4.1%	3.5%	3.1%	3.3%	3.7%

(1) Does not include Grants and Contracts or any vacant positions.

(2) Includes Regents' Office and Athletic Department.

SCHEDULE 4B

The University of Oklahoma

FY94 Percent Salary Increase by VP and Dean
Faculty and Staff, E&G Funds (1)
FY94

Academic Affairs	FACULTY	STAFF			TOTAL
		Monthly	Hourly	Total	
Architecture	3.6%	5.2%	3.9%	4.5%	3.6%
Arts and Sciences	3.5%	3.8%	3.1%	3.4%	3.5%
Business Admin	3.6%	3.5%	2.4%	3.1%	3.5%
Education	4.5%	4.4%	3.0%	3.3%	4.3%
Engineering	4.2%	3.5%	3.7%	3.6%	4.1%
Fine Arts	3.5%	3.1%	4.1%	3.7%	3.6%
Geosciences	4.4%	4.2%	3.5%	4.0%	4.4%
Graduate College	5.4%	3.5%	1.1%	2.3%	3.8%
Law	8.3%	7.2%	5.5%	6.3%	7.8%
Liberal Studies	3.3%	3.5%	3.3%	3.4%	3.4%
Academic Records	—	4.4%	4.6%	4.5%	4.5%
Continuing Education	4.7%	3.1%	2.8%	3.0%	3.1%
Geological Survey	3.0%	3.0%	3.0%	3.0%	3.0%
Instructional Services	5.0%	4.0%	4.1%	4.0%	4.1%
Libraries	3.4%	3.3%	3.0%	3.0%	3.2%
Provost Direct	5.7%	4.1%	3.5%	4.0%	4.5%
Research	5.7%	4.4%	6.4%	5.0%	5.1%
Subtotal Academic	4.1%	3.8%	3.5%	3.7%	4.0%
Admin. Affairs	—	3.3%	3.3%	3.3%	3.3%
Executive Affairs (2)	—	3.2%	3.8%	3.3%	3.3%
Student Affairs	—	3.3%	2.9%	3.2%	3.2%
University Affairs	—	3.3%	3.1%	3.2%	3.2%
Total	4.1%	3.6%	3.4%	3.5%	3.9%

(1) Does not include Grants and Contracts or any vacant positions.

(2) Includes Regents' Office.

SCHEDULE 5A

The University of Oklahoma

**Frequency Distribution of Percentage Salary Merit Increases
Faculty and Staff, All Funds (1)
FY94**

Norman Campus

(Includes Law Center and Geological Survey)

<u>Increase %</u>	<u>Faculty</u>		<u>Monthly Staff</u>		<u>Hourly Staff</u>		<u>Total</u>	
35% & over	0		1		0		1	
30% – 35.0%	0		0		0		0	
25% – 29.9%	0		1		0		1	
20% – 24.9%	1	5.4%	1	1.8%	1	0.9%	3	2.3%
15% – 19.9%	5		3		0		8	
10% – 14.9%	36		9		14		59	
9% – 9.9%	13		8		15		36	
8% – 8.9%	13		11		9		33	
7% – 7.9%	21	14.8%	26	20.7%	40	14.9%	87	16.4%
6% – 6.9%	21		43		49		113	
5% – 5.9%	48		82		124		254	
4% – 4.9%	90		93		234		417	
3% – 3.9%	240	74.1%	269	60.9%	411	62.4%	920	64.9%
2% – 2.9%	196		121		280		597	
0.1% – 1.9%	55		18		66		139	
No Increase	45	5.7%	137	16.5%	346	21.8%	528	16.4%
Total	<u>784</u>		<u>823</u>		<u>1,589</u>		<u>3,196</u>	

(1) Does not include Grants and Contracts or any vacant positions.

SCHEDULE 5B

The University of Oklahoma

**Frequency Distribution of Percentage Salary Increases
All Staff by VP Area (1)
FY94**

Norman Campus

(Includes Law Center and Oklahoma Geological Survey)

Increase %	Academic Affairs	Admin Affairs	Executive Affairs	Student Affairs	Regents Office	University Affairs	Total
35% & over	0	0	1	0	0	0	1
30% - 34.9%	0	0	0	0	0	0	0
25% - 29.9%	0	0	0	1	0	0	1
20% - 24.9%	1	0	0	1	0	0	2
15% - 19.9%	1	0	0	2	0	0	3
10% - 14.9%	14	3	1	3	1	1	23
9% - 9.9%	10	9	2	2	0	0	23
8% - 8.9%	3	11	1	5	0	0	20
7% - 7.9%	40	21	2	3	0	0	66
6% - 6.9%	44	33	5	3	0	7	92
5% - 5.9%	83	89	17	8	1	8	206
4% - 4.9%	98	181	15	16	1	16	327
3% - 3.9%	303	270	57	37	1	12	680
2% - 2.9%	118	191	29	52	0	11	401
0.1% - 1.9%	21	41	7	14	1	0	84
No Increase	99	266	47	48	0	23	483
Total	835	1,115	184	195	5	78	2,412

(1) Does not include Grants and Contracts or any vacant positions.