

**MINUTES OF A SPECIAL MEETING  
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS  
OCTOBER 22, 1993**

A special meeting of the Board of Regents of The University of Oklahoma was called to order in the Provost's Conference Room 223 of the Robert M. Bird Library on the Oklahoma City Campus of the University beginning at 1:35 p.m. on Friday, October 22, 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 Provost Jay H. Stein, Vice President Jerry B. Farley, Interim Vice President Mark E. Lemons, Mr. Fred Gipson, Mr. Robert P. White, and Dr. Chris Purcell, Executive Secretary of the Board of Regents.

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 1:30 p.m. on October 21, 1993, both as required by 25 O.S. 1981, Section 301-314.

The purpose of this meeting was to discuss President Van Horn's resignation and the process for a presidential search. In connection with the President's resignation, effective July 31, 1994, the following items were listed in the agenda for consideration:

1. Acceptance of the resignation.
2. The terms of Dr. Van Horn's continuing relationship with the University.
3. The process for the presidential search which may include, but is not limited to, composition of the search committee, the advertisement, the charge to the search committee, criteria for the selection of a president, a calendar of presidential search activities, and a budget for the search.

Regent Halverstadt moved the Board convene in executive session to discuss the presidential resignation. 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 1:37 p.m. in the same location with the Executive Secretary in attendance. The executive session ended at 4:16 p.m.

## **PRESIDENTIAL RESIGNATION**

Regent Blankenship moved acceptance of Dr. Van Horn's letter of resignation as President dated October 21, 1993 (shown below) and the terms contained therein and as set out in the contract of employment dated May 2, 1989, and also a request to the Foundation for \$3,000 on an annual basis for research and/or travel.

October 22, 1993

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"October 21, 1993

"E. Murray Gullatt, Chairman  
University of Oklahoma Board of Regents  
660 Parrington Oval  
Norman, Oklahoma 73019

"Dear Murray:

"This letter is a follow up to our discussions of the last several months and to my announcement at the October Board meeting. Let me first note that I much appreciate your comments and the comments of the other board members about my service to the University.

"Effective July 31, 1994, I wish to resign as President of The University of Oklahoma. At that time, I will have served for five years as President at The University of Oklahoma and a total of eleven years as a university president. I wish to return to my interests as a teacher and researcher in information systems and management strategy.

"I ask the board to consider certain items as part of the resignation that are consistent with the terms granted to other presidents and/or specifically are provided for in my May 2, 1989 contract with the board.

"At the time that I cease to serve as President, paragraph IX of the May 2, 1989 contract provides for a one-year sabbatical leave. I propose a paid administrative leave of six months with an extension to the end of the academic semester if the leave otherwise will end in the middle of a semester to rebuild my research and teaching resources.

"At the end of the leave, I will assume my duties as a 'full professor in the College of Business.' Paragraph IX provides that I receive a salary in the 'amount paid the highest paid regular full professor in the Department.' At present, the highest paid regular full professor in Business receives \$106,364 for the academic year. I propose a salary of \$100,000 for the academic year. In the past, retiring presidents have received the services of a one-half time secretary.

"In the event that I cease to be a benefits eligible employee of the University, I request that I receive the same health insurance benefit of those retirees with twenty years of service.

"Sincerely yours,

/s/ Richard L. Van Horn"

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

#### **PRESIDENTIAL SEARCH - SEARCH COMMITTEE COMPOSITION**

Regent Lewis moved that a Presidential Search Committee be established with the composition to be as follows:

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- 5 faculty - three from the Norman Campus and two from the Health Sciences Center - to be selected from six nominations from the Norman Campus Faculty Senate and four nominations from the Health Sciences Center Faculty Senate.
- 2 staff - to be selected from four nominations, two each from the Employee Executive Council and the Employee Liaison Council with the two staff members having one-half vote each.
- 2 students - to be selected from four nominations, two each from The University of Oklahoma Student Association and the Health Sciences Center Student Government with the students to have one-half vote each.
- 7 At Large - to be selected by the Board of Regents.

Regents' Executive Secretary (Ex officio) - Secretary of Search Committee.

Regent Gullatt called for discussion by the Regents or anyone present who wished to speak. Mr. David Kendrick, President of The University of Oklahoma Student Association, addressed the Board.

Mr. Kendrick said he had submitted a letter to each Regent requesting an additional student be added to the Committee from the Norman Campus. The rationale is to have a representative from both the graduate and undergraduate students. He said those two groups on the Norman Campus have widely differing interests and even if each student on the Committee has only one-third vote, just having the voice of another student would be important. The Regents generally agreed.

Regent Lewis amended his motion with regard to student representatives as follows:

- 3 students - to be selected from six nominations, two graduate and two undergraduate nominees from the Norman Campus and two nominees from the Health Sciences Center, one-third vote for each.

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

## **PRESIDENTIAL SEARCH - ADVERTISEMENT**

The following advertisement is proposed for seeking applicants for the presidency:

The University of Oklahoma Board of Regents is seeking a dynamic, articulate and experienced leader with drive and stamina as its next President. Candidates should be dedicated to the pursuit of excellence in education and fully committed to the affirmative action goals and objectives of the University. The President is the chief executive officer of the institution and reports directly to the Board of Regents.

Embarked on its Second Century, The University of Oklahoma is a comprehensive research university offering a wide variety of undergraduate and graduate programs in the arts and sciences, architecture, business, education, engineering, fine arts, law, medicine, nursing,

pharmacy and allied and public health, and an extensive continuing education and public service program. Its 2,000-acre Norman Campus houses 12 colleges, including the Law Center, and the Oklahoma Geological Survey, and 8 medical and health-related colleges are located on the Health Sciences Center campuses in Oklahoma City and Tulsa.

The student enrollment is approximately 25,000 with a faculty of approximately 1,500. The annual budget is in excess of \$475 million.

The review of résumés and other supporting materials will begin on December 1, 1993. The early submission of nominations and applications is encouraged.

Nominations with a current address, and applications with a complete résumé, should be submitted to:

Presidential Search Committee  
c/o Dr. Chris A. Purcell  
Executive Secretary of the Board of Regents  
660 Parrington Oval, Room 119  
Norman, Oklahoma 73019

Regent Bentley moved to direct the Regents' staff to purchase advertisements as shown above in appropriate national and State publications for applicants for the Office of President of The University of Oklahoma.

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

## **PRESIDENTIAL SEARCH - CRITERIA FOR THE SELECTION OF A PRESIDENT**

Regent Hall moved approval of the following Criteria for the Selection of a President:

The University of Oklahoma is seeking a dynamic, articulate, and experienced leader as its next President. The President serves as the Chief Executive Officer of the institution and should possess the exceptional drive and stamina needed to lead a major university.

The following additional characteristics are sought in candidates for the Presidency. A desirable combination of these is expected and candidates will be judged on the basis of overall qualifications.

- A distinguished record of executive level accomplishments, preferably in higher education, and an understanding of and a strong commitment to excellence in teaching, scholarship and research. Some management experience in the private sector is also desirable.
- Demonstrated scholarly accomplishments, including an earned doctorate or its equivalent. Knowledge and understanding of the role and function of a comprehensive public research university.
- A solid commitment to the principles of accountability and the policies and directives of The University of Oklahoma Board of Regents.

- A strong commitment to the affirmative action goals and objectives of the University.
- Demonstrated skill in developing financial support from both public and private sources.
- Commitment to free expression and the basic principles of academic freedom.
- Ability to articulate and express effectively the goals and aspirations of the institution internally and externally.
- Demonstrated ability and willingness to make difficult decisions and to assume responsibility for those decisions.
- Evidence of physical and intellectual strength, energy, and enthusiasm.
- Strong interpersonal and leadership skills.
- Personal integrity, dignity, and compassion.

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

#### **PRESIDENTIAL SEARCH - BUDGET**

Regent Halverstadt moved approval of a Presidential Search Budget in the amount of \$95,000. 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 said Professor Meo had asked for time to briefly address the Board.


Mark Meo, Professor of Civil Engineering and Environmental Science, commented as follows:

"I have been a professor at OU for 8 years since 1985. My fundamental concern is that the search process is not working very well and by that I mean we are not in the search process striving to find individuals who are the appropriate people for The University of Oklahoma in Norman, Oklahoma, and that is not an easy thing to do. I followed the last search process very carefully and very closely. Oklahoma has clearly some unique traits about it. We would like to see a research University. We would like to see teaching. We would like to have public service, but it is very difficult to identify the right person for that job. I think the best people who can help do that is the Faculty Senate. You have on the campus outstanding experts in organization, research, teaching, and so forth, but in recent years I have to believe that there is a lack of change, unhealthy communication among and between the faculty and the Regents. I think that by aggressively utilizing the reservoir of knowledge of what works and what doesn't work on the campus your search process will be strengthened a great deal. Now the reason I am very

concerned is that I believe that the next five to ten years in higher education will be extraordinarily stressful for all public institutions of higher education. We have not delineated clearly a strategy for working with the private sector, how our patterns have changed in the public sector, outreach can be made more flexible and appropriate as conditions permit, and clearly the single most important element in doing all of this is the individual faculty members. They are the actual creative change agents on the University campus. They are the ones that write the proposals and they are the ones who are actively engaged in the frontiers of research. So if we are seriously tuned into the process, I think the structure of the search, and I am quite pleased with what I have heard, which includes faculty and staff and students can really strengthen it. It can send a strong signal as of today that the search is a serious recognition of helping the University accomplish the needed flexibility that is required for active engagement I think in the next 10 years beginning today.

"Now, I have one or two additional comments and that is to do with the fact in the last five years we have been subject to a number of surprises, unfortunate surprises, and I would encourage this Committee in the process of the identification of individuals on its short list to exercise the greatest degree of background checks available to you to thoroughly investigate all of the documented claims of accomplishments on each candidate's behalf. I honestly believe that the University cannot afford to suffer any more individuals who treat the University as an opportunity for on-the-job training. We don't have the resources and we don't have the time. Thank you very much."

There being no further business, the meeting adjourned at 4:30 p.m.

  
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Chris A. Purcell  
Executive Secretary of the Board of Regents