

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

Minutes (23604)

CAMERON UNIVERSITY

Report of the President of the University

II. ACTION ITEMS	Page
Commissioning of Campus Police Officer.	23606
III. FOR INFORMATION	
Quarterly Report of Purchases	23606
IV. PERSONNEL AND/OR LITIGATION	
Academic Personnel Actions.	23607

THE UNIVERSITY OF OKLAHOMA

I. REPORTS - PRESENTATIONS FOR DISCUSSION	
Academic Enrichment	23620
Business Process Re-engineering.	23621
II. ACTION ITEMS	
Regents' Committees	23607
Cooperative OU/OSU Master of Environmental Science at UCT.	23609
Receipt of Gifts to the University	23610
Fiscal 1994 Health Sciences Center Mid-Year Merit Salary Increases and One-Time Salary Payments	23610
Naming of the Professional Practice Plan at the College of Medicine-Tulsa.	23611
Proposed Oklahoma Neurological Institute	23611
Professional Service Agreement.	23613
Lease Purchase of a Computer Information System.	23613
Lease Purchase Telephone Switch Upgrade - Health Sciences Center.	23618

II.	ACTION ITEMS (continued)	<u>Page</u>
	Purchase of Chiller Compressor for Steam and Chilled Water Plant - HSC . .	23620
	Law Center Energy Conservation Project.	23623
	Lease Purchase of New Telecommunications Switch, Voice Processing System and Resale Billing System.	23624
	Botany-Microbiology Greenhouse.	23632
	Huston Huffman Center Floor Installation.	23632
	Oklahoma Memorial Stadium Turf Replacement.	23615
	Post-Season Athletic Contest.	23616
	Proposals, Contracts, and Grants	23633
III.	FOR INFORMATION	
	Internal Audit Findings.	23634
	Quarterly Report of Purchases.	23634
	Quarterly Report of Associates and Academic Excellence Commitments . . .	23635
IV.	PERSONNEL AND/OR LITIGATION	
	Academic Personnel Actions	23636
	Searches for Department Heads, Health Sciences Center	23644
	Administrative and Professional Personnel Actions	23640
	Litigation	23641
	Presidential Search - Appointment of Search Committee Members	23641

**MINUTES OF A REGULAR MEETING
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A regular meeting of the Board of Regents of The University of Oklahoma was called to order in Lecture Room 299 of the Robert M. Bird Health Sciences Library on the Oklahoma City Campus of the University beginning at 3:25 p.m. on Monday, November 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, Melvin C. Hall, and Donald B. Halverstadt, M.D.

Absent: Regent Stephen F. Bentley

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, 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 3:00 p.m. on November 12, 1993, both as required by 25 O.S. 1981, Section 301-314.

MINUTES

Regent Lewis moved approval of the minutes of the regular meeting held on October 14, 1993, and the minutes of the special meeting held on October 22, 1993, as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

CAMERON UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Davis presented the following report:

Sciences Complex

President Davis illustrated the design of the complex with renderings of the building and a scale model. Design development has been completed on this project which was contained in the Hero '92 bond issue approved by the people of Oklahoma little more than a year ago. Cameron faculty

and administrators have worked with a design team headed by Urban Design Group of Tulsa and Research Facilities Design of San Diego to consolidate Cameron's physical and biological sciences programs in a single state-of-the-art facility.

At 81,086 square feet, the two-story complex will be the largest single structure on the Cameron Campus. It will contain 21 laboratories, three laboratory-classrooms, and seven classrooms, including a tiered lecture hall which will accommodate 100 persons. The classrooms are designed to be interactive and will allow video and audio interface both on campus and off. Faculty offices, academic support areas, and an office suite for the Dean of Science, Mathematics and Technology will also be in the building.

State funds from the Hero '92 bond issue will provide \$10.2 million toward the construction and equipping of the sciences complex. The estimated cost of the total project is \$11.6 million. Efforts to raise private funds for the project are currently underway. A construction start is projected for the fall of 1994 and occupancy by the spring of 1996.

Nursing Grads Pass RN Exam

Every spring 1993 Cameron nursing graduates passed the National Council of Licensure Examination for Registered Nurses (NCLEX-RN), giving Cameron's program a "first" ranking among State and national nursing programs. Cameron graduates also scored a 100 percent pass rate in February 1992 and February 1993. The two-year Cameron nursing program leads to a degree of Associate in Applied Science: Nursing, and qualifies the graduate to take the NCLEX-RN, the national examination for licensure as a Registered Nurse.

Twenty Nine Diversity Courses Offered

Cultural diversity course offerings will increase to 29 this spring -- up from 11 in the fall semester -- as enthusiasm for multiculturalism kindles during Festival II: A Celebration of Diversity. New courses in African-American History, American Women, and the American Indian have been approved by the State Regents as permanent additions to Cameron's curriculum.

1993 United Way Giving Increases

Giving to United Way by Cameron employees rose to \$37,708 this year, a 22 percent increase over the \$30,708 given last year. Last year, Cameron ranked third nationally in giving among colleges and universities of similar size.

Dr. Labé Selected for Piano Competition

Dr. Thomas Labé, Assistant Professor of Music, is among 40 pianists selected to compete this December in the first Ivo Pogorelich International Solo Piano Competition in Pasadena, California. The pianists will compete

for a \$100,000 first prize, the largest cash prize ever offered for an instrumental music competition. The musicians were selected on artistic merit and career accomplishments and all must have previously reached the final round of another international piano competition.

Dr. Smiley Edits for *The Writing Teacher*

Dr. Frederick Smiley, Assistant Professor of Education, was recently named contributing editor of *The Writing Teacher*. He will write and also edit articles for the publication. Dr. Smiley also edits for *THINK* magazine. During the past year, his Cameron students have published articles in the two journals and six other publications.

Dr. Stanley Inducted

Dr. George Edward Stanley, Chair of the Department of Languages and Communications, was inducted November 13 into the Oklahoma Professional Writers' Hall of Fame. He is the author of 15 books and more than 200 short stories.

Collegian Wins Top National Award

For the fourth year, the Cameron *Collegian* has received an All American rating, the highest honor given in collegiate journalism. The award was presented by the Associated Collegiate Press at the University of Minnesota at Minneapolis. The weekly publication received marks of distinction in coverage and content, writing and editing, layout and design, and leadership. It was also commended for its recruitment of minority representation on staff and news coverage of minority concerns. Dr. Donna Evers is the *Collegian* adviser.

COMMISSIONING OF CAMPUS POLICE OFFICER

Governing boards of institutions of higher education are authorized to employ and commission campus police officers pursuant to the Oklahoma Campus Security Act, found in 74 Oklahoma Statutes 1991, §360.15, et seq. The Office of Public Safety at Cameron University was established by this Board in September 1992, and its officers commissioned by that Board.

President Davis recommended that Paul A. Bench be employed and commissioned as a campus police officer by the Board of Regents.

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

QUARTERLY REPORT OF PURCHASES

Policies of the Board of Regents' require that purchase orders in excess of \$75,000 be referred to the Board of Regents for action, with the exception that the President or his designee may award purchase orders and construction contracts up to, but not exceeding,

\$100,000 where (a) competitive bids were solicited, (b) more than one bid was received, and (c) the low responsive bid is selected. Purchases made in these authorized instances are reported quarterly to the Board of Regents.

The following report covers the period July 1, 1993 through September 30, 1993.

<u>Item</u>	<u>Department</u>	<u>Vendor</u>	<u>Award Amount</u>
Elevator Maintenance	Physical Plant	U.S. Elevator Company	\$40,900
Property Insurance	Insurance	Office of Public Affairs, Risk Management	\$40,409
Long Distance Service	Telephone	Southwestern Bell Telephone Company	\$43,800
Asbestos Removal	Physical Plant	Sublett and Associates, Inc.	\$43,270

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

ACADEMIC PERSONNEL ACTIONS

Change:

Victoria Swinney, Librarian/Instructor; given additional title of Serials Librarian; salary changed from annual rate of \$25,584 for 12 months (\$2,132.00 per month) to annual rate of \$26,584 for 12 months (\$2,215.33 per month), November 15, 1993. Paid from 14854, Library.

Retirement:

Nancy Lacreta Skrdle, Assistant Professor/Serials Librarian, Library, January 3, 1994.

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

THE UNIVERSITY OF OKLAHOMA

REGENTS' COMMITTEES

The Regents' Bylaws state in Article 6, Section 1, "Such special committees shall be appointed as the Board may from time to time direct. The first named member of each committee shall act as chair, call the meetings thereof and direct its proceedings but shall not otherwise have greater power or authority than any other member."

Following consideration by the Regents, a new committee approach is proposed which would eliminate the current Finance and Audit Committee and Health Sciences Center Committee as currently constituted and would establish the following four committees:

1. **Policy and Finance:** This committee will be responsible for reviewing financial results, and analysis of internal and external audits, auxiliary and service units, organizational structure, athletics and policies that impact The University of Oklahoma as a whole. Also, it would make recommendations to the Board as to any Regents' policy exceptions that should be applicable to Cameron.

The committee will be comprised of the Chairman of the Board and Regents with the President as an ex officio member. It is expected the Vice Presidents for Administrative Affairs and Internal Auditor would attend part of each meeting. Others would be invited as desired.

Proposed Members:

G. T. Blankenship, Chairman
E. Murray Gullatt
C. S. Lewis III

Ex officio: President

2. **Norman Campus:** To address all issues unique to the Norman Campus including planning, facilities, academic affairs, etc. The Norman Campus Provost would be expected to attend all these meetings, with others invited as necessary.

Proposed Members:

J. Cooper West, Chairman
E. Murray Gullatt
Melvin C. Hall

Ex officio: President

3. **Health Sciences Center:** To address all issues unique to the Oklahoma City and Tulsa Campuses, including planning facilities, academic affairs and organization. The Provost for the Health Sciences Center would be expected to attend all meetings, with others invited as necessary.

Proposed Members:

Donald B. Halverstadt, Chairman
E. Murray Gullatt
Stephen F. Bentley

Ex officio: President

4. **Cameron University:** To address all matters related to the operation of Cameron.

Proposed Members:

Stephen F. Bentley, Chairman
J. Cooper West
Melvin C. Hall

Ex officio: President, Cameron

The committees would meet quarterly (March, June, September and December) for approximately two hours during the week following the Regents' meeting on a schedule of 8:30 a.m., 11:00 a.m. and 1:30 p.m. The Executive Secretary of the Board will attend all meetings and record minutes of each meeting. The Cameron University committee meeting may be held at a separate time. All recommendations for Board action would be submitted by the Chairmen of the committees to the Executive Secretary for inclusion on the next Board meeting agenda.

Chairman Gullatt recommended approval of the proposed Regents' Committees as explained above.

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

COOPERATIVE OU/OSU MASTER OF ENVIRONMENTAL SCIENCE AT UCT

To maximize resources and complement the respective academic strengths of the universities offering courses at the University Center at Tulsa, the UCT Board of Trustees adopted a policy designed to encourage the participating UCT universities to develop cooperative or shared programs. With the OU/OSU joint proposal for a Master of Arts in Economics already under consideration by the UCT Board of Trustees, the Trustees now have requested that a Master's degree in Environmental Science be jointly offered by The University of Oklahoma and Oklahoma State University at the University Center at Tulsa. Specifically, OU and OSU were asked to design a joint curriculum at UCT incorporating the strengths of each University's faculty in a way that would respond more directly to the environmental issues of Tulsa and northeastern Oklahoma than either existing program might bring alone.

As a result of discussions between OU and OSU, a collaborative degree program has been designed that is beneficial to both institutions and will provide that region of Oklahoma with a graduate environmental science program tailored to its environmental situation. Specifically, the proposal calls for a Master of Environmental Science from The University of Oklahoma and a Master of Science in Environmental Sciences from Oklahoma State University. Based primarily on the existing Master of Environmental Science degree program in the School of Civil Engineering and Environmental Science, the OU proposal emphasizes air quality management, ground water quality management, and hazardous and solid wastes. The OSU proposal emphasizes surface water and renewable energy resources. UCT students will take selected core courses, with instruction shared by the two institutions, then complete the degree from the institution offering the emphasis of their choice. A maximum of 12 hours toward the 30-hour OU thesis program and a maximum of 15 hours toward the OU 36-hour nonthesis program will be acceptable for transfer from OSU to the OU program at UCT. A maximum of 15 hours toward the 36-hour OSU thesis program will be acceptable for transfer from OU to the OSU program at UCT.

With approval by the OU Board of Regents and UCT Board of Trustees, the joint proposal will be submitted for review and approval to the Oklahoma State Regents for Higher Education. If approved at that level, with resources allocated by UCT to support the program, coursework will be implemented beginning with the Fall 1994 semester.

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

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

RECEIPT OF GIFTS TO THE UNIVERSITY

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

<u>Donor</u>	<u>Gift</u>	<u>Purpose of Gift</u>
Eda Nelson Halberstadt	Stock valued at \$210,928.45	Halberstadt endowment (purpose not yet determined)
A. Max Weitzenhoffer	\$99,186.93	Capital improvements to Studio Theatre
Shell Oil Company	Computer equipment valued at \$350,000.00	Enhancement of teaching and research in the School of Computer Science

All gifts to the University for the month of September 1993 totaled \$1,676,911.36.

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

FISCAL 1994 HEALTH SCIENCES CENTER MID-YEAR MERIT SALARY INCREASES AND ONE-TIME SALARY PAYMENTS

On June 17, 1993, the Board of Regents approved the FY94 operating budget with the understanding that additional compensation adjustments would be subsequently submitted for approval. Merit increases for the Health Sciences Center faculty and staff are to be effective January 1, 1994. One-time merit salary adjustments are to be paid in lump sum on December 15, 1993.

Each Dean and Administrative Area was provided a State target amount for average salary increases equivalent to two percent of their salary and wage base for the period January through June 1994. Deans and Administrative Areas had considerable flexibility in administering this salary program and were encouraged to utilize all funding sources (i.e. State, grants & contracts, PPP funds, etc.). Deans and Budget Unit Heads were also encouraged to differentially reward their best and most productive employees.

Since the base salary increases proposed are effective January 1, there are funds available for one-time salary payments equivalent to the salary increase cost for the first six months. This one-time salary payment is an additional way to reward for the performance of outstanding faculty and staff without committing continuing resources. Each Dean and Administrative Area was provided a State target for one-time salary payments equivalent to one percent of their FY94 salary and wage base budget and again were encouraged to utilize other funding sources. Criteria for distribution included: (1) expanding instruction, research and scholarly activities, (2) exceptional meritorious performance, (3) educational/professional

accomplishments, or (4) any other activity that enhances the visibility and image of the Health Sciences Center. The suggested ranges for one-time salary payments were \$1,000 to \$3,000 for faculty and \$500 to \$1,500 for staff.

Schedules featuring the highlights of the Health Sciences Center FY94 strategic initiatives and compensation objectives were included in the agenda. Salary increases for faculty and staff earning \$40,000 and above and information on one-time salary payments was included in the agenda and is attached hereto as Exhibit A.

President Van Horn recommended (1) approval of mid-year merit salary increases for the Health Sciences Center faculty and staff earning \$40,000 and above annually and (2) approval of one-time salary payments.

Regent Halverstadt moved approval of the recommendation with one amendment, that Senior Vice President and Provost Jay Stein be given a salary increase of 5.3%. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

NAMING OF THE PROFESSIONAL PRACTICE PLAN AT THE COLLEGE OF MEDICINE-TULSA

The number and diversity of participants in the Professional Practice Plan at The University of Oklahoma College of Medicine-Tulsa has reached a level which will permit the College to increasingly participate in health care services and biomedical research. To effectively market these services and to recognize those who participate, the College has determined that the Professional Practice Plan must be given a name which is both descriptive and euphonious.

Upon approval of the name, University Medical Affiliates-Tulsa, the College will market the services of its Professional Practice Plan participants to The University of Oklahoma employees and their dependents and to others in northeastern Oklahoma. Additionally, UMA-Tulsa will be used to market the research services of its participants to pharmaceutical companies requiring clinical trials.

It is anticipated that the more descriptive name University Medical Affiliates-Tulsa will assist the College in expanding its clinical services to a larger patient population.

President Van Horn recommended that the Board of Regents approve the use of the name University Medical Affiliates-Tulsa by the physicians and investigators at The University of Oklahoma College of Medicine-Tulsa who participate in the Professional Practice Plan.

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

PROPOSED OKLAHOMA NEUROLOGICAL INSTITUTE

The Departments of Neurology and Neurosurgery at The University of Oklahoma College of Medicine propose to participate in a non-profit neurological institute with a private group of neurosurgeons and neurologists, physically located on the Health Sciences Center Campus, in facilities provided by Presbyterian Hospital. Outstanding physical space will be

developed to provide technologically advanced inpatient and outpatient clinical facilities for the combined clinical and University faculty, students, residents and fellows in clinical neurosciences. The primary goal of the institute is to provide an environment for advancing the development of subspecialty neurology and neurosurgery, both in education, research and clinical practice in Oklahoma as well as the adjacent region.

All members of the Oklahoma Neurological Institute will have faculty appointments, be they full-time or attending, and will have professional credentials that satisfy all the Oklahoma Health Sciences Center Hospitals (University Hospital, Children's Hospital of Oklahoma, Presbyterian Hospital, and the Veterans Administration Medical Center).

It is the intention of the institute to provide medical care for all adult neurology and neurosurgery patients within a specially-designed neurosciences ward and neurological intensive care unit at the Presbyterian Hospital, which will be under the supervision of the physicians comprising the Oklahoma Neurological Institute. Care now provided by the University neurologists and neurosurgeons at the Veterans Medical Center and the Children's Hospital of Oklahoma will continue as before in their present locations. Outpatient services for all adult neurological patients will occur within the office complex of the Neurological Institute.

The educational programs in the neurosciences will remain a function of the College of Medicine and will in part be located within the Neurological Institute, with some of the expenses for these programs being provided by revenues from the Neurological Institute and the Presbyterian Hospital. It is to be appreciated that, although there is a change of location of faculty offices and site of practice for adult neuroscience patients, the educational goals for the neurosciences within the University College of Medicine will be maintained and strengthened by the addition of the private neurologists and neurosurgeons to the teaching group, but as well the major investment in facilities, both to the practice of medicine and the achievement of the educational goals in these fields. Basic research will continue in University facilities and overhead charges for these projects will accrue to the University from the granting source.

The income generated by the University physicians within the Neurological Institute will be handled in a manner consistent with the regulations of The University of Oklahoma Professional Practice Plan. After covering of expenses, such as space rental and office expenses within the institute and the allocation for joint educational expenses, the income will be deposited in State accounts by way of the College of Medicine Practice Plan, and will be allocated according to the By-laws of the College of Medicine Practice Plan.

Physicians within the Neurological Institute will continue to provide supervision, administrative support, and direct medical care to the University Hospital, the Veterans Administration Medical Center, and the Children's Hospital of Oklahoma. The University physicians, nurses, technicians, and secretaries will maintain their present contractual agreements with and responsibilities to The University of Oklahoma.

The Board of Trustees of the Neurological Institute will consist of an Executive Director of the Institute, Senior Vice Provost of the Health Sciences Center, CEO of the Presbyterian Hospital, Executive Dean of the College of Medicine, Chairman of the Board of Presbyterian Hospital, and three community/civic leaders. This Board will be responsible for establishing the levels of compensation of the University and private group employees of the Neurological Institute. The Board of Trustees will support and honor the policies of the University and the Presbyterian Hospital. The operating group will be the Executive Committee that will report to the Board of Trustees. The Executive Committee will have representation from both the private and community neurology and neurosurgery groups (four), the CEO of Presbyterian

Hospital or his representative, the Executive Dean of the College of Medicine, and a representative of an allied neuroscience (e.g., neuroradiology), the Executive Director of the Institute, and one member from the community.

The institute will be a unique opportunity to develop a template for both the University and the community in providing high-quality, scientifically advanced, efficient medical care in a specially constructed environment and an opportunity to educate medical students and postgraduate physicians in a setting appropriate to current changes in health care delivery. It will provide the University a wealth of clinical material which will result in unusual opportunities in education and research. The unique combination of private and University physicians will also enhance the competitive nature of the Oklahoma Health Center.

President Van Horn recommended that the Board of Regents approve a site of practice waiver for the proposed Oklahoma Neurological Institute.

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

PROFESSIONAL SERVICE AGREEMENT

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

Nuclear Pharmacy and University Hospitals	\$265,294
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President Van Horn recommended the Board of Regents approve the professional service agreement 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, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

LEASE PURCHASE OF A COMPUTER INFORMATION SYSTEM

The University of Oklahoma Health Sciences Center is in need of a computer information system that in the long term will supply logical access to information, Universitywide connectivity, user capability, data security, integrity, disaster recovery, and efficient utilization of resources. Investment in state-of-the-art technology will reduce administration costs in future years by increasing communication and access to information. The Digital computer system would meet these needs as follows:

Logical access to information would be established through client/server computing with "Middleware" (a combination of hardware and software) whereby costs for support, networking and information can be managed and secured.

Physical access and connectivity would be possible by interconnecting campus networks and improving network access through desktop systems.

User capability would begin with adopting standards for software, support desktop integration, providing directory services, supporting on-line help and documentation, implementing help desk and empowering users to do more for themselves.

Program productivity will increase significantly with adopting CASE tools for design and development, utilizing off-the-shelf software where possible and helping retool COBOL programmers.

Data security, integrity and disaster recovery supporting government standard C2 levels of security and adopting a disaster-tolerant environment would be organized through clustering disk mirroring and other proven approaches.

The Digital computer system is an effective, efficient state-of-the-art system capable of handling the increased demand to regulatory bodies, expanded internal requirements, student needs and support modern commercially available software. The Digital Alternate B includes:

- 3 VAX 7620 computers with 512 million bytes of memory
- 1 DEC 7620 Alpha computer with 1 billion bytes of memory
- 95 Billion bytes of disk storage
- 1 9 track tape drive
- 3.6 Billion bytes of CD-ROM
- 3 1200 line per minute impact printers
- 4 32 page per minute laser printers

The necessary ancillary peripheral and connecting equipment to create a functioning computer cluster distributed over two buildings.

Bids were sent to 88 vendors and the five responding bids are as follows:

UNISYS	\$5,881,467.00
Digital	
Alternate A	\$1,183,391.00
Alternate B	\$1,471,002.00
IBM	\$ 960,634.00
Oracle (Software only)	\$1,187,842.20
Silicon Graphics SGI (High Performance System only)	\$ 548,667.00

The IBM bid did not meet bid specifications and the Silicon Graphics bid did not include the required bid bond. The only bids meeting or exceeding bid specifications were the Unisys and the Digital Alternate B bid. Therefore, the acceptable low bid is the Digital Alternate B.

Funds are available from account 18009410 as existing Unisys equipment is paid off in the spring of 1994. A Request For Proposal will be issued for a rate of financing to be negotiated by the Bond Oversight Commission. The Bond Oversight Commission has indicated a

negotiated financing rate of about 2.85% to 4.10% could be expected with monthly payments of approximately \$28,815. Approval of this agenda item will allow for purchase of the computer information system and the financing over a five-year period to accomplish a "lease purchase" at the lowest cost. The financing terms will be presented to the Board of Regents in December or January for approval.

President Van Horn recommended that the Board of Regents authorize the Health Sciences Center to (1) accept the Digital bid of \$1,471,002 for the purchase of a computer information system and (2) authorize the President or his designee to issue a Request for Proposal to be negotiated by the Bond Oversight Commission for financing.

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

OKLAHOMA MEMORIAL STADIUM TURF REPLACEMENT

The existing synthetic playing surface at Oklahoma Memorial Stadium, which has been in place since the 1980 football season, has reached the limit of its serviceable use and needs to be replaced prior to the beginning of the 1994 football season. Before the installation of the current synthetic playing surface, a previous synthetic playing surface had been in use since 1969. This earlier playing surface replaced a grass surface which had been in place in the stadium since the playing field was reconfigured in 1949.

Recent studies indicate that play and practice on a high quality natural surface may reduce the relative risk of injuries which result in loss of playing time or performance ability. While the studies are not conclusive, the perception among many players, trainers, medical professionals, and coaches is that a high quality natural surface is safer.

Issues regarding turf replacement have been reviewed in order to provide a recommendation to the Athletic Director. Information concerning surface types, medical studies, costs and surface replacement at other facilities has been considered. The players, trainers, doctors, coaches, band director, facilities director, and business manager have been surveyed. Based on all of the available information, the overwhelming recommendation is to replace the artificial surface with a high quality natural surface. HOK, the architectural firm currently under contract with the University to develop a Master Plan for the orderly development of stadium maintenance and improvement including turf replacement, also recommends replacement of the current surface with a high quality natural surface.

The surface replacement must occur in time to allow for the growing season prior to the 1994 season. To meet this schedule, it is proposed that in accordance with paragraph 1.11 of the current Stadium Master Plan contract, HOK be authorized to develop the necessary plans and specifications for the project with a fee for professional services consistent with the current contract.

Additionally, to meet the replacement schedule and to allow the project to effectively and efficiently proceed with a combination of donated and contracted service and materials, it is proposed that the administration, with the assistance of the Office of Legal Counsel, be authorized to receive bids and execute the necessary contracts and change orders for this project. The administration will report periodically on the general progress of the project.

The project will include removal of the existing surface and the asphalt/concrete sub-surfaces, and installation of a subsurface, drainage system, soil base and natural turf surface. The project cost is estimated not to exceed \$750,000. Project costs will be secured through a short-term loan from other Auxiliary Repair and Replacement Reserves. An initial contribution to the project has been made by the Touchdown Club through a letter of commitment in the amount of \$500,000. Additional funds, if required, will be provided by additional private support and athletic donor programs.

President Van Horn recommended that the Board of Regents (1) authorize the Athletic Director to proceed with plans to replace the playing surface at Oklahoma Memorial Stadium with a high quality natural turf, project costs estimated not to exceed \$750,000; (2) authorize a modification to the existing contract with Hellmuth, Obata and Kassabaum Sports Facilities Group (HOK) for the preparation of plans and specifications for the project; (3) authorize the administration with the assistance of Legal Counsel to receive bids and execute necessary contracts and change orders for the project; and (4) require informational reports on the project until substantially complete.

Present for discussion of this item were Athletic Director Donnie Duncan, Head Football Coach Gary Gibbs, and Legal Counsel and Athletic Compliance Officer Larry Naifeh.

There was a discussion of the durability of natural turf and how it is repaired following each game. Mr. Duncan said the likelihood of the field being torn up is strongest following a game played during or after a rain. The proposed construction of the field is in layers which provide for absorption and drainage to keep water from collecting on the field. Also, replacement turf would be maintained on a separate site for needed repairs. With regard to recruiting, Coach Gibbs said students today tend to prefer natural turf due to the injury factor. Speed and quickness will not be lost due to the quality of the type of turf being considered. Mr. Duncan said the result of a team survey was that 86% of the current team members prefer to play on a grass surface. The University will have natural turf as a selling point in-state since OSU has artificial turf as well as in Texas against the University of Texas, Texas A&M and also Nebraska and the University of Colorado.

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

POST-SEASON ATHLETIC CONTEST

A Board of Regents' policy provides that Board approval is required prior to the acceptance of any post-season athletic contest. The Athletic Department anticipates the football team may receive an invitation to participate in a post-season football game which would not coincide with a regularly scheduled Regents' meeting. A coalition of conferences and bowls has been established and the timing/exact bowl game possibilities are not known. The NCAA Post Season Football Handbook refers to bowl game invitations and is summarized as follows:

Coalition of Conferences and Bowls:

Five conferences (Atlantic Coast, Big East, Big Eight, Southeastern and Southwest) and the University of Notre Dame have formed a coalition with the Federal Express Orange, Fiesta, Mobil Cotton and USF&G Sugar Bowls.

The Big Eight, SEC and SWC champions automatically qualify for the Federal Express Orange, USF&G Sugar and Mobil Cotton Bowls, respectively; the remaining conference champions and Notre Dame are available for the other berths. The selections will be made to permit the highest-ranked teams from the coalition to play each other, except that the three champions listed above are committed to the three Bowls, regardless of ranking.

For example, if the teams ranked No. 1 and No. 2 in The Associated Press poll (the poll for the ranking may be changed to include a combination of AP and the American Football Coaches Association poll administered by USA Today and Cable News Network) represent the Atlantic Coast and/or Big East conferences and Notre Dame, these two opponents would meet in the Fiesta Bowl.

If not, the Mobil Cotton, Federal Express Orange, and USF&G Sugar Bowls will select the opponents for the champions of the SWC, Big Eight and SEC, respectively, in the order of the rankings for the predetermined teams. Both the ACC and the Big East are guaranteed berths in one of these three bowls. The Fiesta Bowl then will select from the available at-large teams.

The selection process will not be completed until after the SEC championship game December 4.

The Outback Steakhouse Gator and John Hancock Bowls then will select, in the order listed, a team from the following conferences to fill a portion of their brackets: Atlantic Coast, Big East, Big Eight, Pacific-10 and Southwest.

A summary of bowl agreements is as follows:

BOWL	PARTICIPANTS
Alamo	SWC-3/PAC 10-4
Aloha	WAC-2/Big Eight-3
Citrus	Big Ten-2/SEC-2
Copper	WAC-3/Big Eight-4
Cotton	SWC-1/Coalition
Fiesta	Coalition/Coalition
Freedom	PAC 10-3/OPEN
Gator	SEC-3/Coalition
Hall of Fame	Big Ten-4/ACC-4
Holiday	WAC-1/Big Ten-3
Independence	OPEN
John Hancock	Coalition/Coalition
Las Vegas	Big West-1/MAC-1
Liberty	Service Academies/Louisville
Orange	Big Eight-1/Coalition
Peach	ACC-3/SEC-4
Rose	PAC 10-1/Big Ten-1
Sugar	SEC-1/Coalition

NOTE: Numbers after dash indicate conference place of team that goes to bowl.

Many arrangements necessary for the University's participation in a bowl game must be made prior to the December Regents' meeting; therefore, it is necessary to seek approval of the second portion of the above proposed action. Provisions outlined in Regents' policies regarding post-season athletic contests will be followed.

President Van Horn recommended that the Board of Regents (1) authorize the President, in concert with the Athletic Director and the Head Football Coach, to accept the best possible post-season bowl game invitation extended to The University of Oklahoma, (2) authorize the President or his designee to award purchase orders and sign contracts associated with The University of Oklahoma's participation in a post-season bowl game, and (3) authorize the President or his designee to negotiate an agreement with The University of Oklahoma Foundation to advance bowl-related expenses as required.

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

LEASE PURCHASE TELEPHONE SWITCH UPGRADE - HEALTH SCIENCES CENTER

On October 31, 1987 the Health Sciences Center's telephone service was cut-over to a new AT&T 5ESS switching system. At that time the latest state-of-the-art software, 5E3.2 generic was installed. One of the major features of the system when purchased was flexibility. The modular design ensured future technologies and future growth capability.

The upgrade of the AT&T 5ESS from 3.2 generic to 8.0 is required:

- To implement the new international calling plan;
- Because service is being discontinued for the 3.2 generic;
- To increase the performance and capability of the system.

In January 1995, the area codes will be increased to include any three digits. The switch must be upgraded in order to be able to dial area codes other than those that have a 1 or 0 as their middle digit.

The manufacturer has upgraded the switch to 5E8.0 and is now working on additional releases. The HSC 5E3.2 generic software is no longer supported by AT&T and is serviced in what they call discontinued availability only. This means that the only technical support available is for service-affected or outage situations.

The system is currently running at over 80% of capacity in the current configuration. AT&T considers 80% approaching a critical stage. This upgrade will provide more efficient software and faster processors.

The upgrade will provide:

- The ability to add voice mail to the system and improve maintenance and administration features for easier switch operation.

- A portion of ISDN (voice and data) capability.
- Distribution of answering locations (Presbyterian Hospital, Oklahoma Medical Center, and HSC operators).
- Increased conference call capability.
- Identification of calls as being from internal or external sources and allow display features to provide security departments to identify incoming calls. A directory can be built into the system providing identification of the user in the system.

Bids for the upgrade were sent to 46 bidders. AT&T was the only vendor who responded.

The upgrade will be completed in six steps over a 120-day period as follows:

5E3 to 5E4	\$ 72,936
5E4 to 5E5	222,849
Add ISDN Switch Module	416,897
5E5 to 5E6	235,989
Additional ISDN Lines	346,178
5E6 to 5E8	<u>382,573</u>
	\$1,677,422

Invitations to bid the financing were sent to 23 bidders. Responses were received from six finance companies. Interest rates varied from 4.985% to 5.64%; however, most respondents would guarantee their rates for only 30 to 60 days. Based on AT&T installation schedule, the funding will not be required until approximately March 1994. It would also be more cost effective to wait until February 1994 and rebid the financing at that time to avoid unnecessary debt service.

Funds will be available from account 38250090 and will not require an increase in rates. The original purchase of the AT&T system will be paid for in December 1994.

The University of Oklahoma Health Sciences Center provides telephone services to 16 agencies located on the Oklahoma Health Center. The Health Sciences Center will utilize approximately 25% of the service and 75% of the services and costs are utilized and paid for by other agencies.

President Van Horn recommended that the Board of Regents authorize the Health Sciences Center to accept the AT&T bid of \$1,677,422 for the upgrade to the current telephone switch.

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

PURCHASE OF CHILLER COMPRESSOR FOR STEAM AND CHILLED WATER PLANT - HEALTH SCIENCES CENTER

On July 20, 1993 the existing Carrier 17DA86, 6000 ton electric centrifugal chiller refrigeration compressor at the Health Sciences Steam and Chilled Water Plant experienced a mechanical failure and was destroyed. The chiller unit is covered by insurance.

To restore the chiller unit to working order, the compressor component of the unit must be replaced. The replacement compressor must be an exact configuration of the failed one to insure total performance. A precise chiller will also empower the reuse of the existing 5500 electric motor, gear drive, base frame, piping, condenser and evaporator. The required compressor is an exclusive design by the Carrier Corporation of Syracuse, New York. In Oklahoma, this compressor is only obtainable through the Carrier Building Systems and Services in Oklahoma City and is available in approximately 28 weeks from receipt of order.

Funds are available from account 38150090 which will be reimbursed from State Risk Management Insurance.

President Van Horn recommended the Board of Regents authorize awarding a purchase order to Carrier Building Systems and Services in the amount of \$171,388.40 to purchase a chiller compressor for the Health Sciences Center Steam and Chilled Water Plant.

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

At 4:35 p.m. Chairman Gullatt recessed the meeting. He announced the meeting would reconvene at 8:30 a.m. on Tuesday, November 16, in the same location.

The meeting reconvened in regular session at 8:58 a.m. on November 16 in Lecture Room 299 of the Library.

ACADEMIC ENRICHMENT

Elisa T. Lee, Ph.D., George Lynn Cross Research Professor of Biostatistics and Epidemiology and Associate Dean for Research, College of Public Health, presented a report on some recent findings of diabetes and heart disease in the Oklahoma Indians.

Dr. Lee said Oklahoma has more than 250,000 Native Americans, the largest Indian population in the United States. In the last 50 years, diabetes mellitus has become a major cause of morbidity and mortality. She said our recent study showed that diabetes occurred in about 40% of the Oklahoma Indians aged 45-74 years, which is much higher than the rate in the general U.S. population. Diabetic complications include heart disease, leg vessel disease which may lead to amputation, kidney problems, and small vessel disease of the eye, which is a major cause of blindness. The rates of vascular complications are also high among the diabetic Oklahoma Indians, with heart disease as the leading cause of death. In light of the excessively high prevalence of diabetes and its complications, major efforts must be made in health education, prevention, early detection, and intervention in order to reduce the burden of this disease and improve the health status of the Native Americans.

BUSINESS PROCESS RE-ENGINEERING

In August, 1993, the University engaged the consulting firm of Deloitte & Touche to review the Motor Pool operation with the objective and scope of the project to make recommendations on how the Motor Pool operation could be re-engineered and/or privatized to improve efficiency and lower vehicle rates to University departments. Deloitte & Touche defined two primary functions the Motor Pool provides. These included leasing of vehicles on a permanent or daily basis to University departments and operation of a maintenance garage to service all Motor Pool or departmentally owned vehicles that range from sedans to special purpose heavy equipment such as tractors and buses. The complete text of the Deloitte and Touche study was included with the agenda.

The Deloitte & Touche study has shown it is more economical to own and operate a Motor Pool rental fleet than to lease vehicles. The study also indicates that the internally run maintenance facility can be a lower cost alternative than a contracted service and at the same time continue to provide a high level of service and customer satisfaction for a wide variety of vehicle types. When the two functions are considered together, Deloitte & Touche believes an internally run operation can be a lower cost alternative than contracting the complete operation. Based on this study's findings, the University proposes to proceed with a re-engineering project for the Motor Pool. It is believed this re-engineering process could be completed and implemented by January 1, 1994. The following objectives are expected to result from the Motor Pool re-engineering process and will be used to evaluate the implementation process:

The total cost of vehicles to departments is expected to decrease by approximately 17 percent primarily through extending the life and mileage of vehicles, adjusting salvage values of vehicles, revising inflation and insurance factors, and implementing cost saving techniques into the processes. When considered separately, rental costs to departments for vehicle use are expected to decrease by approximately 30 percent and maintenance costs are expected to increase by approximately 25 percent. Implementing cost saving techniques is expected to reduce expenses of the Motor Pool by approximately \$100,000 annually. The Motor Pool, recognizing the need to reduce expenditures, has already eliminated four positions (two mechanics and two clerical positions) at a savings of \$80,000. With the implementation of an effective accounting system an additional clerical position can be eliminated at a savings of \$20,000.

The cost per mile for a sedan driven 24,000 miles per year is expected to be reduced from 27.7 cents to 23.0 cents. This compares to approximately 33 cents per mile per published benchmark operating costs. Similar reductions are expected for other vehicle types.

The number of vehicles held by the Motor Pool is expected to decrease by approximately 10 percent through implementation of vehicle sharing programs and the reversion of ownership of some non-donated departmentally-owned vehicles to the Motor Pool.

The current level of service and customer satisfaction is expected to continue.

Effective management reports utilizing critical benchmarking techniques are expected to be developed and used to continually demonstrate the effectiveness of the Motor Pool operation compared to privatization.

An analysis was prepared to demonstrate the proposed change in operating costs and billing structure. This analysis, which was included in the agenda, reflects a total cost of \$949,146 for Motor Pool owned vehicles and includes 256 vehicles driven 1,563,327 miles. Providing these vehicles through a leasing arrangement or through privatization of the Motor Pool could be expected to cost approximately \$1,322,635.

Mr. Joe Fleckinger of Deloitte and Touche was present for this discussion. He said re-engineering is a process to cause change, to improve performance in a measurable way, and a design that allows improvements to continue once implementation takes place. The results of change are measured in four critical areas: cost reduction, increase in revenues, improvement in quality, and enhancement of service. Mr. Fleckinger said their approach consisted of discussions and interviews with the project steering committee, Motor Pool personnel and users of the Motor Pool, and a review of cost and operation data related to the Motor Pool. After developing an understanding of operations and processes, the operations and cost were analyzed. These analyses included comparisons with outside information to determine the most cost effective options. From these analyses and comparisons, findings and recommendations in six major areas were developed. These areas included potential for privatization of the Motor Pool, potential changes in vehicle replacement policies, the allocation of administration costs and overhead, the pricing of the Motor Pool services, both leasing as well as maintenance to the user departments, the management information systems in place within the Motor Pool, and then what is referred to as errand vehicles.

Mr. Fleckinger said in the area of vehicle rental, the analysis showed that it costs the University about \$50 less per month to own a \$12,000 vehicle than to lease it. Lease cost did not include OU overhead costs for preparation of State reports, administering the leases and other such items. In the area of vehicle maintenance, it was determined the cost for operation of the Motor Pool will be \$80,000-\$100,000 less in the future than in Fiscal 1993 as a result of eliminating positions, reduction in the number of vehicles, and the implementation of an automated system.

In the area of vehicle replacement, it is recommended the University keep vehicles for six years or 90,000 miles. This extension in life would result in the University buying two sedans in a 12-year period instead of three and would result in an annual savings of approximately \$28,000 per year, based on the current mix of vehicles at the University.

In the area of administrative cost overhead, the Motor Pool itself has six cost centers for which costs are captured in addition to the administrative expenses. Presently, vehicle rental operations subsidize the other cost centers, such as the maintenance portion of the operation. Deloitte and Touche recommended administrative costs be allocated to each cost center equitably and consistently in order to facilitate better information for decision making as the University proceeds with analyzing its operations.

On pricing, the Motor Pool must recover its operating costs through charges for services and leasing of vehicles. The charges for renting vehicles and services provided do not reflect the "true" costs of these activities. It is recommended the charges to use more accurately reflect costs based on the new lives recommended, reducing the assumed inflation rate which is currently 5%, increasing the salvage value on automobiles from \$500 to \$1,000, and using age as well as miles driven to charge maintenance on permanently assigned vehicles. All of these changes should provide better information for decision making and more accurately recover operating costs.

The current management information systems require a lot of duplicate clerical effort and it is recommended that an integrated pc-based information system be implemented.

Mr. Fleckinger said the University has approximately 50 vehicles classified as errand vehicles. There was not sufficient information to know how many hours per day these vehicles are being used, but it is very obvious that these vehicles are used at very low mileage. Deloitte and Touche has recommended potential alternatives to deal with these vehicles, such as setting up mini Motor Pools where departments can share. There are three other options which need to be looked at because they have some potential costs associated with them. One of them is putting in more stringent requirements on justifying the need for a vehicle within a department as a vehicle comes to the point of where it is going to be turned over.

Mr. Fleckinger said, as explained in the Deloitte and Touche report, it is recommended the University continue to operate the Motor Pool for its primary function of leasing vehicles to the constituency and to maintain University-owned vehicles. Further, it is recommended the University implement suggestions for achieving an ongoing annual projected savings of approximately \$168,000. He said it is important to state the Motor Pool provides excellent service to its customers and strives to meet their needs.

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

LAW CENTER ENERGY CONSERVATION PROJECT

The Law Center, which was constructed in 1976, is arranged on three floors and includes space for classrooms, faculty offices, the Law Library and other related teaching functions. The exterior of the structure is clad in brick and it has double-pane, tinted windows.

Because the building is located beyond the original service area of the University's steam and chilled water systems, the original heating, cooling and ventilation systems in the building were powered solely by electricity. During the mid-1980s, steam service was extended to the building to eliminate the need for a major portion of the electrical power used for space heating. Since that time, the rising cost of electric power, the negative environmental impact of electrical generation, and the desire to improve the existing lighting, heating, ventilation and air conditioning controls led the Law Center administration to request a complete energy utilization audit. An audit was conducted by the Physical Plant Department which resulted in the submission of a request for an Institution Conservation Grant to the Department of Energy (DOE). In September 1993, the University was awarded a grant by the DOE of \$62,105. Under the terms of the grant, these funds will be matched by an equal amount of 1993-94 Section 13 and New College Funds, for a total project cost of \$124,210.

The project will involve the installation of new lighting and the replacement of outmoded heating and air conditioning systems controls. Based on the energy utilization audit which was undertaken prior to the submission of the grant request, it is anticipated that the project will result in energy cost savings of approximately \$60,000 each year.

President Van Horn recommended that the Board of Regents approve: (1) a project to improve the lighting system, to replace outmoded heating, ventilation and air conditioning system controls, and to achieve greater energy conservation in the Law Center; (2) a total budget for the project of \$124,210, including \$62,105 in 1993-94 Section 13 and New College Funds and a Department of Energy matching grant of \$62,105; and (3) the addition of this project to the University's Campus Master Plan of Capital Improvement Projects.

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

LEASE PURCHASE OF NEW TELECOMMUNICATIONS SWITCH, VOICE PROCESSING SYSTEM AND RESALE BILLING SYSTEM

The current telephone switch on the Norman Campus is over nine years old and in need of replacement. Because of the age it is increasingly difficult to maintain and it is obsolete with respect to handling new technologies such as Voice Processing which have been recently developed. The current switch and cable distribution system was financed by a 10-year lease purchase agreement with the final payment being made in July of 1993.

STRATEGIC PLAN AND OBJECTIVES

The basis for the RFP was to specify a telecommunications system which would enhance the University's Strategic Plan and Objectives. This plan included the following objectives:

- * Provide superior library, laboratory, classroom, and computer facilities
- * Provide technical support for teaching and research
- * Contribute to a statewide information and technology environment
- * Integrate housing, study, computing and library facilities
- * Provide services at a cost consistent with a strict budget environment

In response to these objectives the system specified provides for data communications and telephone/computer interfaces, interactive voice processing with flexible menus and information boxes, fax storage and transmission and E mail integration. The improved technology will be provided to business users at a cost less than current costs and the improved services to students will be provided at a cost less than that of other providers.

RFP DEVELOPMENT

Work on analyzing the University's telecommunication needs and developing system specifications began in late 1991. The daily contacts with Telecommunications customers provided many of the needs specified in the RFP. In addition, all major areas of the University were asked to provide their input into the project and these responses were incorporated into the RFP. An RFP review committee was formed and a final review of the RFP was made prior to proceeding with the RFP process. A telecommunications consultant, Teleplanning Associates, Inc. of Oklahoma City, also assisted with the development of the RFP as well as all other phases of the project.

BOND OVERSIGHT COMMISSION APPROVAL

Since the project will also be financed via a lease purchase transaction the project went through an extensive approval process. The Board of Regents approved the project in September 1992. The Office of State Finance, the State Regents for Higher Education, and the State Bond Oversight Commission have also approved the project.

BID PROCESS

The RFP was issued to 89 vendors in December 1992 and provided for separate bids for the three major parts of the project:

1. Telecommunications System -- This part will provide for replacement of the switch and related equipment and software.
2. Voice Processing System -- This part will provide for such capabilities as touch tone registration, financial aid inquiry status, voice mail boxes for each telephone, information menus on University events, ticket ordering, etc.
3. Resale Billing System -- This part will provide for real time status of long distance charges and an integrated billing system to replace an outmoded batch system.

A pre-bid conference was conducted in January 1993 and because of the complexity, the bidders were allowed a total of four months to provide their bid responses. Bid Evaluation Criteria were included in the RFP. Because of the complexity of the RFP (227 pages with nine appendices), a detailed evaluation matrix was developed with the guidance of the telecommunication consultant which focused on the three major considerations in the proposals.

1. Technical--the degree to which the proposal meets the technical requirements and features of the RFP specification.
2. Operational -- the degree to which the proposal provides for installation of the system by the required date, the required training, and the maintenance, repair and upgrades to the system.
3. Financial -- a life cycle costing of the proposal which includes repair parts, upgrades, guarantees, and penalties.

This type of evaluation matrix and approach is standard within the telecommunication marketplace for evaluation of large complex systems.

The bids were opened in April 1993 with bids received from 12 vendors. The majority of bidders submitted bids on all three systems while several submitted bids on only one or two of the systems.

EVALUATION PROCESS

A detailed evaluation process began in April 1993 and was concluded in September. This process consisted of the following actions which were in accordance with the evaluation criteria specified in the RFP:

1. Each bid was reviewed for all specified features which were weighted and points assigned based upon the criticality of the application. There were 141 such features in the technical area for the telecommunications switch, and 140 technical features in the voice processing system.
2. Each bidder was contacted to explain any area which was not clear or lacked sufficient information.
3. Each bid was evaluated in accordance with the Evaluation Matrix Plan for the Technical, Operational, and Financial Factors. The Evaluation Matrix Plan for reviewing the bids was essential because of the volume and complexity of the information in the proposals.
4. Full day presentations before a representative evaluation committee were made by the highest ranked bidders.
5. Extensive reference checking was conducted.
6. The evaluations were adjusted based upon the additional information provided by the bidder presentations and the references.
7. Additional presentations were provided by the top two ranked telecommunication switch bidders to clarify specific issues relating to future technology upgrades and customer service commitments.
8. The financial evaluation area included the following bid factors:
 - * base bid dollars
 - * unit prices of options to be added before installation
 - * unit prices of options planned to be added within one year of installation
 - * other cost factors such as labor guarantees and liquidated damages
9. The results of the evaluation were then validated against the major requirements of the University as well as the concerns raised during the process.

EVALUATION RESULTS

The evaluation process yielded the final rankings:

TELECOMMUNICATIONS SWITCH

<u>Company</u>	<u>Base Bid Amount</u>	<u>Evaluated Bid Amount</u>	<u>Evaluation Rank</u>
NEC Bus Sys West (NEC 2400)	\$2,255,097	\$2,282,469	1
Southwestern Bell (Northern Telecom 81)	2,347,869	2,371,465	2

November 16, 1993

23627

<u>Company</u>	<u>Base Bid Amount</u>	<u>Evaluated Bid Amount</u>	<u>Evaluation Rank</u>
Norstan (Rolm 9751)	2,897,118	2,918,065	3
Intecom	2,338,600	2,402,206	4
AT&T (Definity G3R)	2,379,155	2,566,167	5

The NEC proposal was both the lowest financial bid and received the highest evaluation.

The NEC 2400 is a PBX (private branch exchange) switch which is manufactured in Portland, Oregon and assembled in Irving, Texas. Service will be provided by NEC Business Systems West and includes an on site technician for one year as part of their bid. The switch is designed on an Open Architecture basis which will allow the addition of new software products without reconfiguration. The capacity of the switch is 24,576 ports (which determine the number of lines and trunks the system can handle). The RFP capacity requirement was 15,855 ports.

The Southwestern Bell bid provides for a Northern Telecom Option 81 PBX switch which is manufactured in Santa Clara, California. Service would be provided by Southwestern Bell as the distributor. The capacity of the Northern Telecom Switch is 16,336 ports.

The Norstan bid provides for a Rolm 9751 PBX which is manufactured in Santa Clara, California. The service would be provided by Norstan as the distributor. The capacity of the Rolm Switch is 20,000 ports.

The Intecom bid provides for an Intecom PBX which is manufactured in Allen, Texas. The service would be provided by Intecom. The capacity of the Intecom switch is 17,522 ports.

The AT&T Definity switch will be manufactured in Denver, Colorado. The service will be provided by AT&T. The capacity of the Definity is 25,000 ports.

VOICE PROCESSING SYSTEM

<u>Company</u>	<u>Base Bid Amount</u>	<u>Evaluated Bid Amount</u>	<u>Evaluation Rank</u>
Norstan (OCTEL)	\$727,682	\$700,527	1
Southwestern Bell (Centigram)	543,575	656,754	2
Wiltel (Octel)	672,716	722,696	3
NEC (Centigram)	514,077	763,253	4
Intecom (Octel)	900,009	991,214	5
AT&T (Audix)	406,093	524,086	6

The advantages of the OCTEL system proposed by Norstan are as follows:

1. A single port can be utilized for all applications which greatly simplifies operating and maintenance.
2. The OCTEL system provides the best prevention against fraudulent calls of any proposed system.
3. OCTEL is the only system which has sufficient capacity to handle all of the RFP requirements from a single integrated system.
4. The OCTEL modular approach allows for ease and economy in expansion of the system.

The two lower dollar bids are not recommended due to the below factors.

The disadvantages of the AT&T Audix system are as follows:

1. The Voice Mail, FAX, and Interactive Voice Response require three separate systems which would be more difficult to administer, operate and expand. For example, a greater number of ports would be required on both the telecommunications switch and voice processing system.
2. Only one person at a time can access the system. The bid required a simultaneous access level of five persons in order to ensure that moves, adds, and changes could be processed concurrently with access for maintenance, customer service and system administration.
3. Inability to prevent fraudulent access to outward long distance calls through the system.
4. Does not disconnect after one or two incorrect password attempts leaving the system vulnerable to outside unauthorized access.
5. Audix cannot mark messages urgent. With the heavy volume of expected voice mail use, this is considered an important feature.
6. In a letter of September 14, 1993, AT&T has indicated that the Audix system will be replaced. Details of any new system are covered by a nondisclosure agreement.
7. The Audix system will not interface with the proposed NEC 2400 telecommunications switch.

The disadvantages of the Centigram system proposed by Southwestern Bell are as follows:

1. The Southwestern Bell proposal includes two systems, Centigram for Voice Mail and Perception for Interactive Voice Processing. The multiple systems will make it more difficult to administer, operate, maintain, and expand. For example, for each fax card inserted into the system, two ports of system capacity are used.
2. Inability to prevent fraudulent access to outward long distance calls through the system.

3. Ease of use is restricted by lack of key features, such as the review and re-record of a portion of a message, volume adjustment, and speedup/slow down controls.
4. There is no Local Area Network (LAN) connectivity to perform moves, adds and changes, thus preventing the use of the existing telecommunications LAN.

RESALE/REBILLING

<u>Company</u>	<u>Base Bid Amount</u>	<u>Evaluated Bid Amount</u>	<u>Evaluation Rank</u>
Sunbelt	\$175,621	\$179,688	1
Wiltel	195,591	199,658	2
AT&T ACOS	161,778	161,778	3
Southwestern Bell (81)	183,094	183,094	4
Intecom	182,706	182,706	5
Integratrak	171,216	171,216	6

The advantages of the system proposed by Sunbelt are as follows:

1. Sunbelt's business is exclusively in the University marketplace and their system is specifically adapted to University applications.
2. Provides the greatest protection against use of fraudulent codes.
3. Provides the greatest flexibility for account administration and reconciliation.

The two lower dollar bids are not recommended due to the below factors.

The AT&T system proposal does not include a back-up system which was a requirement of the specification. This deviation cannot be waived when other systems did meet this requirement.

The major disadvantages of the Integratrak system include the following:

1. The Integratrak system does not provide two active systems (one operational and one active backup).
2. The system does not provide the features necessary for easy account administration and reconciliation.
3. There is no ability to provide random assignment of long distance authorization codes to ensure system integrity.
4. The proposal was non-responsive to a number of the RFP requirements.

The final vendor selection in the Telephone Switch and Voice Processing areas were very close and were again reviewed to ensure that the evaluation process yielded the systems which would provide the best value for the University in terms of current technology, features, future technology growth, service, and cost. Every effort was also made to ensure a fair and unbiased process.

FINANCING

The results of the bid process have been submitted to the Bond Oversight Commission for lease purchase financing. It is anticipated that the total purchase price of \$3,400,000 will be financed over an eight-year period, assuming a 4.5% interest rate. A \$700,000 annual lease purchase payment is currently annualized in the telecommunications budget so the budgetary impact will be reduced.

New features such as call waiting and voice processing will be provided to faculty, staff, and students in the residence halls. The rates charged for business lines will be reduced by 5%. Rental charges for business telephone instruments and accessories will be discontinued and ownership will be transferred to departments.

INSTALLATION

The installation of the new systems is projected to be completed by July 1994.

President Van Horn recommended that the Board of Regents approve the following actions relating to upgrading the Norman Campus Telecommunication System:

1. Purchase of a New Telecommunications Switch from NEC Business Systems West in the approximate amount of \$2,282,469.
2. Purchase of an Octel Voice Processing System from Norstan in the amount of \$700,527.
3. Purchase of a Resale Billing System from Sunbelt Business Computers in the amount of \$179,688.
4. The acquisition of a lease purchase agreement for financing of the total purchasing amount of \$3,400,000 through the State of Oklahoma Bond Oversight Commission. Included in this total is \$237,316 to cover the purchase of additional system components which have bid unit prices and are under consideration at this time.

Present for this discussion were Vice President Farley, Mr. Earl Whitman, Director of Purchasing on the Norman Campus, Mr. Steve Dile, Manager of the University's Telecommunications Office, and Mr. Larry Trease of Teleplanning Associates, a consultant hired by the University.

Dr. Farley gave a presentation on the RFP process and how the bids were evaluated. He stressed it was a complex, very detailed evaluation process. There was discussion on the three components, the switch, billing system, and voice processing being purchased from three different vendors. Dr. Farley explained it is an open system environment where different pieces of the system can be put together to take advantage of the strengths of each one. He said service contracts would not cost less if one vendor provided all three components rather

than three vendors each providing one component. Dr. Farley said NEC has numerous clients around the country and the committee checked with many to see if they were satisfied. The current switch at OU is also an NEC switch but it is a different company today from 10 years ago when the University purchased it. There have been service problems but it is very difficult to get parts for repair due to its being an old model system and people are not trained to repair a system 10 years old.

In response to a question on whether any evaluation was made of these vendors' involvement in the State and their support of The University of Oklahoma, Dr. Farley said those aspects were not a part of the evaluation - the committee looked at technical, operational and financial considerations to get a clean evaluation before adding other aspects to the evaluation process. He said none of the switches considered are manufactured or assembled in Oklahoma.

Dr. Farley itemized the advantages of the NEC switch over the others that were bid. NEC scored higher on the most critical features and areas that are most important to the University. There was discussion on the major differences in the evaluation of the NEC and Northern Telecom switches. Mr. Dile summarized the differences by saying they center around the robustness and size of the systems. He said as the committee went through the process of rating and scoring there were no major points of contention - the committee was in agreement.

Dr. Farley said service for NEC will be out of Dallas and there will be a full, on-site technician dedicated to the University for one year after installation. Northern Telecom's service would come from Oklahoma City.

In response to a Regent's question, Mr. Trease said financing would be over approximately an eight-year term. It is expected this system will last 10 years or more. The systems are moving toward being software-driven so as new capabilities are developed they can be added via software.

There was further discussion on the AT&T bid and the fact it did score highly but NEC had more advantages in operational areas.

Present to address the Board were representatives of AT&T, Southwestern Bell, NEC and Wiltel Communications. Following their presentations, Dr. Farley said the University has done business with most of these vendors and has had a fine relationship. He said the committee has relied on experts in the field to give advice and that is what is presented today - the committee's best judgment.

Chairman Gullatt said it is his suggestion that the Board request a more definitive analysis of the practical differences between the NEC and Southwestern Bell bids on the switch compared to what our specifications were. He said he would entertain a motion to table this item until December 3. Regent Halverstadt moved consideration of the switch be tabled until the December 3 meeting. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

Regent Gullatt recommended the voice processing system be rebid and brought back to the Board in January. Regent Lewis moved approval. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

Regent Lewis moved that action on the resale billing system be held until the December 3 meeting. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

Chairman Gullatt said the Board appreciates the comments made by everyone today. He said this is a complex and difficult decision and this Board has in the past, will in the future, and may in this case consider factors relating to the location and economic impact of vendors on the State of Oklahoma. This is not a new policy and he said he would just point out the Board may well consider those factors.

BOTANY-MICROBIOLOGY GREENHOUSE

At its January 1993 meeting, the Board of Regents awarded a contract in the amount of \$275,859 to American Plant Products & Services, Inc. of Oklahoma City for construction of the Botany-Microbiology Greenhouse. This project involves the construction of a biocontainment greenhouse to be used as laboratory space by faculty of the Department of Botany and Microbiology.

On November 5, 1993, an inspection of the greenhouse was completed by representatives of American Plant Products & Services, Inc., the Department of Botany and Microbiology, and other University organizations. At that time, a punch list of incomplete items of work was developed by Architectural and Engineering Services, which served as the project architect for this work. The punch list was given to American Plant Products & Services, Inc. for action.

University staff members have reviewed the results of the inspection and recommend that the project be accepted as substantially complete effective November 5, 1993. Also, it is recommended that final payment be made to American Plant Products & Services, Inc. following the satisfactory completion of all punch list items.

President Van Horn recommended that the Board of Regents (1) accept the Botany-Microbiology Greenhouse project as substantially complete effective November 5, 1993 and (2) authorize final payment to be made following completion of all punch list items.

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

HUSTON HUFFMAN CENTER FLOOR INSTALLATION

At its March 1993 meeting, the Board of Regents awarded a contract in the amount of \$205,857 to Kenneth Petty Company, Inc. of Tulsa, Oklahoma for installation and maintenance of a wood gymnasium floor at the Huston Huffman Center.

On July 24, 1993, an inspection of the wood floor was completed by representatives of Kenneth Petty Company, Inc., Intramural Recreation Sports, Architectural and Engineering Services, and other University organizations. At that time, work associated with completion of adjacent floor areas was delayed at University request until the installation of new floor drains could be completed by the Physical Plant Department. The contractor agreed to this delay and completed installation of the required floor surfaces on August 30, 1993. At that time, a punch list of incomplete items of work was developed by Architectural and Engineering Services,

which prepared the contract documents and served as the architect for this work. This list was given to Kenneth Petty Company, Inc. As a part of project completion activities, the contractor agreed to install one additional final finish coat on the wood floor. The final work is to be completed prior to January 1994 during the period the facility is closed.

University staff has reviewed the results of the inspections and recommends that the project be accepted as substantially complete. It is also recommended final payment to Kenneth Petty Company, Inc. be made following completion of all punch list items.

President Van Horn recommended that the Board of Regents (1) accept the Huston Huffman Center Floor Installation project as substantially complete effective July 24, 1993 and (2) authorize final payment to be made following completion of all punch list items.

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

PROPOSALS, CONTRACTS, AND GRANTS

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

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

HIGHLIGHTS:

Norman Campus and Health Sciences Center Combined Data

- Year-to-date Research awards are up 26% from last year (\$24.1 million vs. \$19.0 million), expenditures are up 10% (\$14.5 million vs. \$13.2 million), but proposal activity is down 2% (\$30.0 million vs. \$30.5 million).

Norman Campus

- Year-to-date Research awards are up 16% from last year (\$12.1 million vs. \$10.5 million), expenditures are up 14% (\$8.9 million vs. \$7.7 million), but proposal activity is down 10% (\$17.3 million vs. \$19.2 million). In the Other category, a proposal was submitted by Swearingen Research Park to the U.S. Department of Transportation, Federal Aviation Administration (\$1.6 million) which represents five years' funding for the "Provision of Air Traffic Control Services at Max Westheimer Airport".

- Year-to-date CCE/ICED awards are up 114% from last year (\$5.5 million vs. \$2.6 million). The primary reason is the \$3 million award from the U.S. Department of Education, which represents one year's funding for the Southwest Regional Center for Drug Free Schools. Last year's award was reported in the October 1992 data.
- Year-to-date CCE/ICED expenditures are down 13% from last year (\$4.1 million vs. \$4.7 million), due primarily to the phase-out of the FAA-ATC Program. Proposal activity is up 78% from last year (\$6.6 million vs. \$3.7 million) for the same reason as outlined above for increased awards.

Health Sciences Center

- Year-to-date Research awards are up 39% from last year (\$12.0 million vs. \$8.6 million), expenditures are up 5% (\$5.7 million vs. \$5.4 million), and proposal activity is up 13% (\$12.7 million vs. \$11.3 million).
- Year-to-date total awards are up 25% from last year (\$20.0 million vs. \$16.0 million), expenditures are up 9% (\$11.2 million vs. \$10.2 million), and proposal activity is up 3% (\$14.7 million vs. \$14.3 million).

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

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

QUARTERLY REPORT OF PURCHASES

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

Reports of purchases covering the period July 1, 1993 through September 30, 1993 for the Norman Campus and the Health Sciences Center were included in the agenda.

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

REPORT OF ASSOCIATES AND ACADEMIC EXCELLENCE COMMITMENTS**ASSOCIATES FUNDS:**

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

Academic and Research Support	\$ 17,172
Scholarships	380,863
Annual Associates dinner	<u>27,754</u>
Total	<u>\$425,789</u>

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

COLLEGE OF ARCHITECTURE	
Academic and Research Support	<u>\$ 630</u>
COLLEGE OF ARTS AND SCIENCES	
1993 <i>Windmill</i> Printing	<u>\$ 500</u>
COLLEGE OF BUSINESS ADMINISTRATION	
Academic and Research Support	\$ 141
Scholarships	<u>4,500</u>
Total	<u>\$ 4,641</u>
COLLEGE OF EDUCATION	
Academic and Research Support	<u>\$ 5</u>
COLLEGE OF ENGINEERING	
Academic and Research Support	\$ 5,343
Scholarships	<u>49,250</u>
Total	<u>\$ 54,593</u>
COLLEGE OF FINE ARTS	
Academic and Research Support	<u>\$ 222</u>
COLLEGE OF GEOSCIENCES	
Academic and Research Support	<u>\$ 3,566</u>
LIBRARY	
Academic and Research Support	<u>\$ 78</u>
GRADUATE COLLEGE	
Academic and Research Support	<u>\$ 184</u>
COLLEGE OF LAW	
Affirmative Action Activities	\$ 857
Enrichment Program	2,045
Jurist-in-Residence	972

Faculty Professional Development	\$ (1,406)
Other Student Support	709
Alumni Development	299
Staff Professional Development	<u>157</u>
Total	<u>\$ 3,633</u>

COLLEGE OF LIBERAL STUDIES

No expenditures to report this quarter.

MUSEUM OF ART

No expenditures to report this quarter.

EXECUTIVE AFFAIRS

No expenditures to report this quarter.

STUDENT AFFAIRS

Scholarships	\$ 475
Student Awards	<u>1,569</u>
Total	<u>\$ 2,044</u>

UNIVERSITY AFFAIRS

Scholarships	<u>\$ 15,000</u>
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ACADEMIC EXCELLENCE FUND:

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

No expenditures to report this quarter.

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

ACADEMIC PERSONNEL ACTIONS**Norman Campus:****Leaves of Absence:**

James R. Estes, Professor of Botany and Microbiology and Curator of Bebb Herbarium, Oklahoma Biological Survey, leave of absence without pay, November 15, 1993 through June 30, 1994. To serve as Visiting Scientist and Director of the Research Collections and Biotic Surveys and Inventories Programs at the National Science Foundation.

Kay Kincade, Assistant Professor of Instructional Leadership and Academic Curriculum, sick leave of absence with pay, October 1, 1993 through December 31, 1993.

Thomas M. Miller, Professor of Physics and Astronomy, leave of absence without pay, August 16, 1993 through May 15, 1994. To continue research work.

Mary E. Scott, Assistant Professor of Educational Psychology, leave of absence without pay, August 16, 1993 through May 15, 1994.

Deborah K. Watson, Professor of Physics and Astronomy, leave of absence without pay, .50 time, August 16, 1993 through May 15, 1994.

Appointments or Reappointments:

K. Thulasiraman, Ph.D., Hitachi Chair and Professor of Computer Science with tenure, annual rate of \$85,000 for 9 months (\$9,444.44 per month), January 1, 1994. Paid from 122-7330, Computer Science Research, pos. 10.63, and 122-7284, Computer Science, pos. 10.60.

Rex Lee Page, Ph.D., Director and Professor of Computer Science with tenure, annual rate of \$82,800 for 9 months (\$9,200.00 per month), January 1, 1994. Paid from 122-7284, Computer Science, pos. 6.60, and 122-7330, Computer Science Research, pos. 6.63).

Ruth L. Gana, reappointed Special Visiting Associate Professor of Law, annual rate of \$50,000 for 9 months (\$5,555.56 per month), August 16, 1993 through December 31, 1993. Paid from 272-7201, College of Law, pos. 715.60.

Jerry C. Bread, reappointed Acting Assistant Professor of Educational Leadership and Policy Studies and Director of FINE, salary changed from annual rate of \$41,000 for 12 months (\$3,416.66 per month) to annual rate of \$43,050 for 12 months (\$3,587.50 per month), July 1, 1993 through June 30, 1994. Paid from 122-7344, Educational Leadership and Policy Studies, pos. 701.60.

Hamid Barghi, reappointed Adjunct Assistant Professor of Electrical Engineering, salary changed from annual rate of \$20,000 for 9 months (\$1,666.67 per month), .50 time, to annual rate of \$30,000 for 9 months (\$3,333.33 per month), .75 time, October 5, 1993 through December 31, 1993. Paid from 122-7231, Electrical Engineering, pos. 701.60.

Changes:

Troy D. Abell, Associate Professor of Anthropology, salary changed from annual rate of \$65,498 for 12 months (\$5,458.17 per month) to annual rate of \$53,589 for 9 months (\$5,954.33 per month), January 1, 1994. Changed from 12-month to 9-month faculty. Paid from 122-7202, Anthropology, pos. 1.60.

Fred V. Brock, Associate Professor of Meteorology and Project Director, Oklahoma Climatological Survey; title Associate Director of Meteorology, deleted, August 16, 1993.

Deborah W. Dalton, Dean, College of Architecture; appointed Professor of Landscape Architecture with tenure, January 1, 1994.

Gustav W. Friedrich, Professor of Communication; given additional title Faculty Administrative Fellow, Provost's Office, August 16, 1993 through May 15, 1994.

Carlotta M. Horrace, Assistant Professor of Educational Psychology; title Research Fellow, Center for Research on Multi-Ethnic Education, deleted, August 16, 1993.

Alexandra H. Karriker, Associate Professor of Modern Languages, Literatures, and Linguistics and Director, Film and Video Studies Program, salary changed from annual rate of \$42,222 for 9 months (\$4,691.33 per month) to annual rate of \$43,339 for 9 months (\$4,815.44 per month), August 16, 1993. Correction of previous action which did not include budget increase. Paid from 122-7268, Modern Languages, Literatures, and Linguistics, pos. 18.60, and 122-7468, Modern Languages, Literatures, and Linguistics Research, pos. 18.63.

Dezhang Lin, Visiting Assistant Professor of Petroleum and Geological Engineering, salary changed from \$25,200 for 9 months (\$2,800.00 per month), .60 time, to annual rate of \$42,000 for 9 months (\$4,666.67 per month), full time, September 1, 1993 through December 31, 1993. Paid from 195-6386, NSF Center, pos. 911.63, and 125-6333, Fracturing Fluid Characterization, pos. 905.63. Paid from grant funds; subject to availability of funds.

Mary Jo Nye, George Lynn Cross Research Professor and Chair of History of Science, salary changed from annual rate of \$71,347 for 12 months (\$5,945.58 per month) to annual rate of \$71,773 for 12 months (\$5,981.08 per month), July 1, 1993. Budget correction. Paid from 122-7247, History of Science, pos. 6.60, and 122-7447, History of Science Research, pos. 6.63.

Bedford M. Vestal, Associate Professor of Zoology; reappointed Associate Professor of Liberal Studies, August 16, 1993 through May 15, 1994.

Laurie J. Vitt, Professor of Zoology; promoted from Associate Curator to Curator of Reptiles, Oklahoma Museum of Natural History, July 1, 1993.

Fred H. Wood, Jr., Dean, College of Education, and Professor of Education; given additional title Interim Chair of Instructional Leadership and Academic Curriculum, July 1, 1993 through June 30, 1994.

Resignations and/or Terminations:

John A. Rieger, Assistant Professor of Journalism and Mass Communication and Editorial Supervisor, *The Oklahoma Daily*, May 31, 1993.

Retirements:

Yoshikazu Sasaki, George Lynn Cross Research Professor of Meteorology; Director of the International Center for Disaster Research; Advisor, Office of Business and Industrial Cooperation; and Fellow, Cooperative Institute for Mesoscale Meteorological Studies, January 1, 1994; named George Lynn Cross Research Professor Emeritus of Meteorology and Director Emeritus of the International Center for Disaster Research.

Lennie-Marie P. Tolliver, Professor of Social Work, December 31, 1993; named Professor Emeritus of Social Work.

Health Sciences Center:

Appointments or Reappointments:

Sanford Schneider, M.D., Professor of Neurology, Chief, Child Neurology Section, and Endowed Chair in Child Neurology, annual rate of \$80,000 for 12 months (\$6,666.67 per month), December 15, 1993 through June 30, 1994. Paid from A0007591, PPP Neurology Dean's Fund Support, pos. 154410.

Diana Calvert, Clinical Associate Professor of Pharmacy, annual rate of \$80,000 for 12 months (\$6,666.67 per month), July 1, 1993 through June 30, 1994. Paid from C2319101, Provide Clinical Pharmacy/Pharmacology Service.

Tomas Patricio Owens, M.D., Assistant Professor of Family Medicine, annual rate of \$61,800 for 12 months (\$5,150.00 per month), September 16, 1993 through June 30, 1994. Paid from 2218-2, Family Medicine, pos. 181800.

Leslie S. Staudt, M.D., Assistant Professor of Medicine, annual rate of \$60,000 for 12 months (\$5,000.00 per month), October 1, 1993 through June 30, 1994. Paid from D0319000, Medicine Operational, pos. 144069.

Veena Khanna, M.D., Clinical Assistant Professor of Pediatrics, annual rate of \$40,625 for 12 months (\$3,385.41 per month), 62.5 time, September 1, 1993 through June 30, 1994. Paid from A0000079, PPP Pediatrics, pos. 171200.

Maria A. Toney, Adjunct Assistant Professor of Pediatrics, annual rate of \$42,000 for 12 months (\$3,500.00 per month), August 1, 1993 through December 31, 1993. Paid from C4322102, DHS/Provost Physical Therapy, Occupational Therapy, pos. 166500.

Cassie S. Cooper, Adjunct Assistant Professor of Physical Therapy, annual rate of \$10,858 for 12 months (\$904.80 per month), .20 time, October 1, 1993 through June 30, 1994. Paid from C4322102, DHS/Provost Physical Therapy, Occupational Therapy, pos. 238865.

Nuala Murray-South, Adjunct Assistant Professor of Physical Therapy, FTE: \$52,000; annual rate of \$42,000 for 12 months (\$3,500.00 per month); PPP: \$10,000, September 8, 1993 through June 30, 1994. Paid from C4322102, DHS/Provost Physical Therapy, Occupational Therapy, pos. 238890.

Gene Soderstrom-Hopper, Director of Health Sciences Center Telemedicine and Adjunct Instructor in Family Medicine, annual rate of \$90,000 for 12 months (\$7,500.00 per month), October 20, 1993 through June 30, 1994. Paid from 18109400, Oklahoma Medical Information Service, pos. 002830.

Wilma Fett, Clinical Instructor in Pediatrics, annual rate of \$10,200 for 12 months (\$850.00 per month), .17 time, August 1, 1993 through June 30, 1994. Paid from A0000079, Pediatrics.

Changes:

L. Philip Carter, title changed from Professor and Chair of Neurological Surgery to Professor and Chair of Neurosurgery, November 1, 1993.

Kenneth J. Kirk, Assistant Professor of Medicine, Tulsa, salary changed from annual rate of \$118,586 for 12 months (\$9,882.17 per month) to annual rate of \$50,000 for 12 months (\$4,166.66 per month), August 25, 1993 through June 30, 1994. Changed from VA Medical Center-Muskogee to College of Medicine, Tulsa. Paid from 2805, Medicine, Tulsa, and A0010298, PPP TMC Internal Medicine Clinic Instruction, pos. 250415.

Razia S. Muneer, Assistant Professor of Pediatrics; title changed from Adjunct Assistant Professor to Adjunct Associate Professor of Clinical Laboratory Sciences; title Adjunct Assistant Professor of Biochemistry and Molecular Biology, deleted, August 13, 1993.

Thomas Seale, Associate Professor of Pediatrics; title Adjunct Assistant Professor of Biochemistry and Molecular Biology, deleted, August 13, 1993.

Resignations and/or Terminations

Sandra A. Martin, Assistant Professor of Medical Library Science and Head of Reference Services, Robert M. Bird Health Sciences Library, October 8, 1993 (with accrued vacation through November 5, 1993).

Susan E. Staples, Assistant Professor of Medical Library Science and Reference Librarian, Robert M. Bird Health Sciences Library, September 28, 1993 (with accrued vacation through October 20, 1993).

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, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

President Van Horn reported the deaths of the following:

Edwin W. Mumma, Professor Emeritus of Management, on October 8, 1993.

James B. Pitts, Jr., Clinical Professor Emeritus of Obstetrics and Gynecology, on October 29, 1993.

V. Stanley Vardys, Professor Emeritus of Political Science, on October 18, 1993.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Norman Campus:

Appointments or Reappointments:

Jane L. Lannak, Director, Early Childhood Programs, Europe, Advanced Programs, annual rate of \$49,000 for 12 months (\$4,083.33 per month), September 1, 1993. Administrative Staff. Paid from 122-7511, Advanced Programs, pos. 750.65.

Penny Voss, Development Officer, Development Office, annual rate of \$40,000 for 12 months (\$3,333.33 per month), October 4, 1993. Administrative Staff. Paid from 152-7161, Development, pos. 5.65, and 157-9183, Foundation Fund Raising Reimbursement, pos. 112.65.

Change:

Cindy H. Merrick, promoted from Physical Therapist to Chief Physical Therapist, Goddard Health Center, salary increased from annual rate of \$39,500 for 12 months (\$3,291.67 per month) to annual rate of \$43,500 for 12 months (\$3,625.00 per month), July 1, 1993. Professional Staff. Paid from 147-9107, Goddard Health Center, pos. 130.65.

Resignation and/or Termination:

Anne W. Rugeley, Assistant Director of Development Services, Development Office, September 29, 1993.

Health Sciences Center:

Leave of Absence:

Retha L. Irons, Departmental PPP Business Manager, Department of Radiological Sciences, sick leave of absence with pay, September 1, 1993 to December 15, 1993.

Appointment or Reappointment:

Lana G. Ivy, Assistant Director of Development, Development Office, annual rate of \$45,000 for 12 months (\$3,750.00 per month), October 1, 1993. Administrative Staff. Paid from A0009370, Foundation Salary Reimbursement, pos. 011040.

Changes:

J. Randall Poe, promoted from Assistant Director, Technical Support, to Associate Director, Computer Resources, August 1, 1993. Administrative Staff.

Don Revene, title changed from Associate Director, Computer Resources, to Associate Director, Information Services, August 1, 1993. Administrative Staff.

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

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

LITIGATION

This item was included in the agenda but Chief Legal Counsel Fred Gipson said he had no report this month.

PRESIDENTIAL SEARCH - APPOINTMENT OF SEARCH COMMITTEE MEMBERS

At the special meeting of the Board of Regents held on October 22, 1993, the Regents approved the composition of the Presidential Search Committee to assist in reviewing applications and nominations as follows:

- | | |
|------------|--|
| 5 Faculty | Three Norman Campus and two 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 | One Norman Campus and one Health Sciences Center--to be selected from two nominations from the Employee Executive Council and two nominations from the Employee Liaison Council, with one-half vote each; |
| 3 Students | Two Norman Campus (one graduate student and one undergraduate) and one Health Sciences Center--to be selected from four nominations from The University of Oklahoma Student Association and two nominations from the Health Sciences Center Student Association, with one-third vote each; and |
| 7 At-large | To be selected by the Board of Regents. |

All Regents are ex officio.

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

The following nominations have been received:

Norman Campus Faculty Senate (select three)

Lynda L. Kaid, Professor of Communication
Fred N. Lee, Associate Professor of Electrical Engineering
Andy R. Magid, George Lynn Cross Research Professor and Chair of
Mathematics
Roger R. Rideout, Associate Professor of Music
Jay C. Smith, Professor of Educational Psychology
Rennard J. Strickland, Professor of Law and Director of Center for Study
of American Indian Law and Policy

Health Sciences Center Faculty Senate (select two)

Nabih Asal, David Ross Boyd Professor and Chair of Biostatistics
and Epidemiology
Milton C. Olsen, Associate Dean for Academic Services, College of
Medicine, Tulsa Campus
Robert C. Miller, Professor of Operative Dentistry
Clinton M. Thompson, Professor and Director, Robert M. Bird Health
Sciences Library

Employee Executive Council (select one)

Jeffrey P. Harp, Crime Prevention Specialist, Department of Public Safety
Lisa A. Portwood, Director, Instructional Services Center

Employee Liaison Council (select one)

O. Caylon Coleman, Administration and Finance Manager,
Dean's Office, College of Medicine
Paula F. Gullion, Administrative Secretary, Department of Family Medicine

The University of Oklahoma Student Association (select two)

Undergraduate Students

Jeffrey Hickman
Daniel Minton

Graduate Students

Craig Adkins
Shawn Gralla

Health Sciences Center Student Association (select one)

Suzanne Alli
Josephine Ming Wai Li

The seven at-large positions need to be filled and the Chair and Vice Chair selected. In addition, a tentative date for the first meeting of the Search Committee with the full Board of Regents should be determined.

Regent Gullatt said selection of search committee members are made by the Regents from nominations submitted by the various campus constituencies.

Regent Halverstadt moved the Regents approve the following individuals to serve on the Presidential Search Committee:

Norman Campus Faculty Senate

Lynda L. Kaid, Professor of Communication, Committee Vice Chairman
Fred N. Lee, Associate Professor of Electrical Engineering
Rennard J. Strickland, Professor of Law and Director of Center for Study
of American Indian Law and Policy

Health Sciences Center Faculty Senate

Milton C. Olsen, Associate Dean for Academic Services, College of
Medicine, Tulsa Campus
Robert C. Miller, Professor of Operative Dentistry

Employee Executive Council

Lisa A. Portwood, Director, Instructional Services Center

Employee Liaison Council

Paula F. Gullion, Administrative Secretary, Department of Family Medicine

The University of Oklahoma Student Association

Undergraduate Students

Jeffrey Hickman

Graduate Students

Craig Adkins

Health Sciences Center Student Association

Josephine Ming Wai Li

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

Regent Gullatt made the following statement. He said, "there has been a lot of discussion by various factions on the campus about the make up of the Committee. I would make two comments. First of all, this Committee composition was decided at a special Board meeting when the composition was suggested, and there was no comment from anybody attending the meeting. Secondly, the policy of the Board of Regents does not provide that the faculty shall be a majority of such a Committee. The policy of the Board of Regents provides that the faculty shall be a majority of the campus representatives of this Committee. I think that is a point worthy of clarification."

Regent Lewis moved approval of the appointment of seven at-large members of the search committee as follows:

W. R. Howell, Dallas - Committee Co-Chair
CEO of J. C. Penney Company

John Snodgrass, Ardmore - Committee Co-Chair
President Emeritus and Trustee of the Samuel Roberts Noble Foundation, Inc.

Helen Robson Walton, Bentonville, Arkansas
Civic Leader and Entrepreneur

Sylvia Lewis, Oklahoma City
Retired Educator and Former OU Regent

L. K. Smith, Tulsa
Attorney and member of the OU Associates Council

H. E. Gene Rainbolt, Oklahoma City
Chairman of the Board of BancFirst and President, OU Associates Council

Ted Clemens, Jr., M.D., Edmond
Physician and former Administrator for Presbyterian Hospital

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

SEARCHES FOR DEPARTMENT HEADS, HEALTH SCIENCES CENTER

National searches are under way to fill five department head positions at the Health Sciences Center. Recommendations will be forwarded to the Board of Regents as each search approaches its conclusion.

Biochemistry and Molecular Biology – Two external consultants were retained to conduct an extensive review of the Biochemistry Department prior to initiation of the search. The consultants reviewed the capabilities, the productivity and the needs of the unit. Six finalists for the position have visited the campus and second visits are being scheduled.

Psychiatry and Behavioral Sciences – Three external consultants were retained to conduct a review of the Department of Psychiatry and Behavioral Sciences. Four finalists for the position have visited campus and one more is scheduled in November.

Urology – Two external consultants conducted a review of the Department of Urology. Four finalists for the position have visited the campus and two more are being scheduled.

Pediatrics – Three candidates have visited campus and two others are scheduled before Christmas. A second visit has been scheduled for the first week in November for one candidate.


Family Medicine – The search committee has held its first meeting. External consultants currently are conducting a review of the department and national solicitations for candidates has begun.

November 16, 1993

23645

Regent Lewis moved the Regents meet in executive session to discuss personnel-related issues in Health Sciences Center searches to fill department head positions. The following voted yes on the motion: Regents Gullatt, West, Lewis, Blankenship, Hall, and Halverstadt. The Chair declared the motion unanimously approved and announced no action would be taken following consideration of this item. The executive session began at 12:45 p.m. in the Provost's Conference Room 223 and concluded at 1:20 p.m.

The Regents reconvened in regular session at 1:20 p.m. There being no further business, the meeting adjourned at 1:21 p.m.


Chris A. Purcell
Executive Secretary of the Board of Regents

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

EXHIBIT A
 11-93

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT
NURSING						
Nursing Office of the Dean						
	FACULTY					
		FORNI, PATRICIA BROWN	100,256	103,264	3.0 %	3,008
Nursing Educational Support Services						
	FACULTY					
		DOLPHIN, JESSICA PATRICIA	65,018	67,258	3.4 %	2,240
Nursing Academic Programs						
	FACULTY					
		ALLEN, MARY ELAINE	53,280	57,784	8.5 %	4,504
		BELKNAP, DOROTHY	51,616	56,020	8.5 %	4,404
		BOOTON-HISER, DEBORAH A.	48,542	51,226	5.5 %	2,684
		BURNS, PAULETTE GAIL	54,000	58,150	7.7 %	4,150
		EDWARDS, KARETHY ANN	48,442	50,378	4.0 %	1,936
		JACOBSON, SHAROL F.	73,766	75,240	2.0 %	1,474
		KRISTIC, JANET ELIZABETH	39,030	40,980	5.0 %	1,950
		LEASURE, ANGELA R.	42,522	43,624	2.6 %	1,102
		LEDBETTER, SUSANNE	27,468	28,120	2.4 %	652
		LOVING, GARY	37,494	39,626	5.7 %	2,132
		MORAN, MARIBETH L.	32,742	34,738	6.1 %	1,996
		MYERS, SHEILA K.	43,384	45,554	5.0 %	2,170
		NISHIKAWA, HERBERT A.	51,148	53,192	4.0 %	2,044
		SEIDEMAN, RUTH EVELYN KRAMER	48,084	50,488	5.0 %	2,404
		WEATHERBY, FRANCENE M.	50,440	54,774	8.6 %	4,334
		WILSON, JANET S.	41,812	42,894	2.6 %	1,082
		YATES, BERNICE	47,100	48,342	2.6 %	1,242

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VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT
GRADUATE						
Graduate College Office of the Dean						
	FACULTY					
		KLING, O. RAY	82,870	90,002	8.6 %	7,132
	STAFF					
		BELZER, JOHN	40,952	43,682	6.7 %	2,730

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VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT
PHARMACY						
Pharmacy Office of the Dean						
	FACULTY					
		SHOUGH, H. RICHARD	70,050	71,452	2.0 %	1,402
		YANCHICK, VICTOR	110,640	116,172	5.0 %	5,532
	STAFF					
		LARGENT, PARKE H.	49,156	50,140	2.0 %	984
Nuclear Pharmacy						
	FACULTY					
		MILLS, STANLEY LEE	59,358	60,546	2.0 %	1,188
	STAFF					
		MALEK, ADAM	40,456	49,760	23.0 %	9,304
Medicinal Chemistry and Pharmacodynamics						
	FACULTY					
		BASMADJIAN, GARABED PHILIP	52,850	53,908	2.0 %	1,058
		MAGARIAN, ROBERT A.	64,994	66,294	2.0 %	1,300
		PENTO, J. THOMAS	68,532	69,902	2.0 %	1,370
		ROBINSON, CASEY P.	63,262	64,526	2.0 %	1,264
		SACHDEV, GOVERDHAN PAL	65,222	66,526	2.0 %	1,304
		WELDER, ALLISON A.	53,310	54,378	2.0 %	1,068
Pharmacy Pharmaceutics						
	FACULTY					
		ALLEN, LOYD V., JR.	66,928	68,266	2.0 %	1,338
		BOURNE, DAVID W.A.	56,330	57,456	2.0 %	1,126
		POLIKANDRITOU, MARIA	47,000	47,940	2.0 %	940
		STILES, MARY L.	45,850	46,768	2.0 %	918
Pharmacy Practice						
	FACULTY					
		ABANG, ANTHONY M.	48,000	48,960	2.0 %	960
		BARTON, TERRI	47,210	47,588	.8 %	378
		BRADBERRY, JACK CHRISTOPHER	75,206	77,462	3.0 %	2,256
		BURTON, MICHAEL E.	58,300	60,048	3.0 %	1,748
		COHEN, LAWRENCE	74,906	75,288	.5 %	382
		FARMER, KEVIN C.	47,000	47,940	2.0 %	940
		HAMILTON, STEPHEN F.	48,616	49,588	2.0 %	972
		HAMPTON, CLAUDIA K.	47,000	47,470	1.0 %	470
		HOLT, ROBERT J.	40,766	41,552	1.9 %	786
		JACOBS, ELGENE W.	56,148	57,270	2.0 %	1,122
		RATHBUN, R. CHRISTOPHER	45,000	45,900	2.0 %	900
		RESMAN-TARGOFF, BETH H.	35,292	35,998	2.0 %	706
		SAGRAVES, ROSALIE	60,046	61,846	3.0 %	1,800
		SEIFERT, CHARLES F.	46,326	48,180	4.0 %	1,854
		SIRMANS, SUSAN	50,000	50,478	1.0 %	478

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PHARMACY						
Pharmacy Practice						
		STANASZEK, WALTER F.	44,998	45,898	2.0 %	900
		VONDRACEK, THOMAS G.	47,000	47,470	1.0 %	470
	STAFF	HOLLEN, CATHY EILEEN	40,796	41,612	2.0 %	816

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ALLIED HEALTH						
Allied Health Office of the Dean						
	FACULTY	SANDERSON, SHARON	51,240	52,572	2.6 %	1,332
Dept of Allied Health Education						
	FACULTY	PAINTON, STEPHEN	55,120	56,554	2.6 %	1,434
Dept of Clinical Laboratory Sciences						
	FACULTY	TOWNSEND, SUSAN	30,588	32,200	5.3 %	1,612
Dept of Nutritional Sciences						
	FACULTY	BARKLEY, RACHEL SIMPSON	42,000	42,840	2.0 %	840
		CLEVELAND, HAROLD L.	42,442	42,866	1.0 %	424
		GLORE, STEPHEN R.	39,800	41,194	3.5 %	1,394
		GUILD, MARINELL	30,450	31,060	2.0 %	610
		KNEHANS, ALLEN W.	41,800	43,264	3.5 %	1,464
		ONLEY, KATHY	49,350	50,634	2.6 %	1,284
Dept of Occupational Therapy						
	FACULTY	HAMILTON, TOBY B.	40,850	42,850	4.9 %	2,000
		ROBINSON, CYNTHIA ANN	38,000	39,652	4.3 %	1,652
		STANFILL, LAURA	35,000	35,876	2.5 %	876
Dept of Physical Therapy						
	FACULTY	ARNOLD, SANDRA H.	22,500	22,782	1.3 %	282
		FERRETTI, MARTHA J.	61,500	63,102	2.6 %	1,602
		GARRISON, DAVID W.	42,526	44,526	4.7 %	2,000
		MCEWEN, IRENE R.	51,000	53,000	3.9 %	2,000
		SHELDEN, M'LISA L.	44,100	46,304	5.0 %	2,204
Dept of Radiologic Technology						
	FACULTY	ANDERSON, STACY L.	37,290	38,036	2.0 %	746
		BOYCE, KARI E.	34,028	34,708	2.0 %	680
		BRYANT, BEVERLY G.	44,500	45,390	2.0 %	890
		CURCIO, BARBARA MARY	52,620	53,672	2.0 %	1,052
		ESPARZA, BARNABAS	35,000	35,700	2.0 %	700
		SPITZ, JEAN LEA	44,956	45,856	2.0 %	900
		SULLIVAN, CAROLE	65,758	67,480	2.6 %	1,722

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ALLIED HEALTH						
Dept of Radiologic Technology						
		WINN, JAN MARIE	34,000	34,680	2.0 %	680
Dept of Communication Sciences and Disorders						
FACULTY						
		AKER, JOAN S.	50,000	50,500	1.0 %	500
		BLACK, JUDITH W.	35,026	35,706	1.9 %	680
		EMANUEL, FLOYD W.	53,160	53,860	1.3 %	700
		ESPINOZA-VARAS, BLAS	43,254	44,798	3.6 %	1,544
		EXSTROM, MARY I.	34,036	35,488	4.3 %	1,452
		FISHER, KIMBERLY V.	37,000	37,740	2.0 %	740
		LAUTER, JUDITH	45,000	45,800	1.8 %	800
		LYNCH, ONITA	36,000	36,720	2.0 %	720
		OCHSNER, GLENDA J.	56,700	58,174	2.6 %	1,474
		OWEN, ANN S.	38,500	39,270	2.0 %	770
		PARKER, BARBARA	36,000	36,720	2.0 %	720
		RICHEY, HYL A S.	34,000	34,600	1.8 %	600
		SCHICHT, MICHELE D.	34,674	35,374	2.0 %	700

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PUBLIC HEALTH						
Public Health Office of the Dean						
	FACULTY					
		LEE, ELISA T.	79,356	84,118	6.0 %	4,762
		WALKER, BAILUS	112,874	115,134	2.0 %	2,260
Center for Epidemiologic Research						
	FACULTY					
		GO, OSCAR T.	35,000	37,450	7.0 %	2,450
		YEH, JEUNLIANG	40,000	42,000	5.0 %	2,000
Dept of Health Administration and Policy						
	FACULTY					
		AL-ASSAF, ASSAF F.	51,384	52,928	3.0 %	1,544
		FALCONE, DAVID	75,002	77,250	3.0 %	2,248
		USNICK, LEE T.	41,176	42,000	2.0 %	824
Dept of Biostatistics and Epidemiology						
	FACULTY					
		ASAL, NABIH RAFIA	69,324	71,404	3.0 %	2,080
		COWAN, LINDA DEMETRY	49,928	51,928	4.0 %	2,000
		EICHNER, JUNE	44,004	46,204	5.0 %	2,200
		NEAS, BARBARA R.	38,000	39,220	3.2 %	1,220
		OWEN, WILLIS L.	48,288	49,496	2.5 %	1,208
		PARKER, DONALD EARL	52,458	53,770	2.5 %	1,312
		SILBERG, STANLEY L.	55,120	56,222	2.0 %	1,102
		SMITH, DAVID W.	47,500	48,450	2.0 %	950
Dept of Occupational and Environmental Health						
	FACULTY					
		COLEMAN, RONALD LEON	78,580	80,938	3.0 %	2,358
		JOHNSON, DAVID LEE	56,650	58,350	3.0 %	1,700
		LAWRENCE, CHARLES H.	57,924	59,662	3.0 %	1,738
		NELSON, ROBERT Y.	48,792	50,256	3.0 %	1,464
Dept of Health Promotion Sciences						
	FACULTY					
		MCFALL, STEPHANIE	43,500	44,370	2.0 %	870

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DENTISTRY						
Dentistry Office of the Dean						
FACULTY						
		AVERY, KEVIN T.	60,406	63,778	5.6 %	3,372
		ROHRER, MICHAEL D.	66,710	68,210	2.2 %	1,500
		STRATTON, RUSSELL J.	100,000	102,000	2.0 %	2,000
STAFF						
		SCOTT, TOM E.	42,112	42,634	1.2 %	522
Dentistry Clinic Operations						
FACULTY						
		MIRANDA, FRANK J.	68,468	70,168	2.5 %	1,700
Division of Restorative Dentistry						
FACULTY						
		BENENATI, FRED WILLIAM	25,776	26,790	3.9 %	1,014
		BIGGS, JOHN THOMAS	25,776	26,790	3.9 %	1,014
		BRACKETT, SUSAN ELIZABETH	49,110	51,388	4.6 %	2,278
		CAIN, JOSEPH R.	56,856	57,756	1.6 %	900
		COURY, THOMAS L.	55,924	57,018	2.0 %	1,094
		DUNCANSON, MANVILLE G., JR.	68,922	70,082	1.7 %	1,160
		FRUITS, TERRY J.	34,000	36,612	7.7 %	2,612
		HEGET, HARRY S.	22,000	22,514	2.3 %	514
		HOLT, RALEIGH ALTON	55,152	56,344	2.2 %	1,192
		JACOBI, RICHARD	56,694	57,728	1.8 %	1,034
		MCCORMICK, JEFFREY T.	35,342	36,392	3.0 %	1,050
		MILLER, ROBERT C.	42,000	43,200	2.9 %	1,200
		MITCHELL, DONALD L.	54,000	55,620	3.0 %	1,620
		PROBST, ROBERT T.	54,638	55,598	1.8 %	960
		REAGAN, STEPHEN E.	55,000	56,752	3.2 %	1,752
		ROANE, JAMES B.	34,938	35,452	1.5 %	514
		SABALA, CLYDE L.	62,944	64,172	2.0 %	1,228
		SHILLINGBURG, HERBERT T. JR.	71,092	72,252	1.6 %	1,160
		SNYDER, HUGH A.	36,986	37,336	.9 %	350
		WELK, DONALD A.	71,622	72,882	1.8 %	1,260
		WIEBELT, FRANK J.	60,868	61,962	1.8 %	1,094
		WILLER, RICHARD D.	47,182	48,032	1.8 %	850
		WILSON, EDWIN L.	49,830	51,832	4.0 %	2,002
STAFF						
		BROOKS, TERRELL DAVID	40,930	41,536	1.5 %	606
Division of Oral Biology						
FACULTY						
		AMME, JANE E.	27,232	27,826	2.2 %	594
		BRAND, JOHN	56,784	57,920	2.0 %	1,136
		CARSON, ROBERT E.	64,428	65,758	2.1 %	1,330
		CARSON, STEVEN R.	34,500	35,500	2.9 %	1,000
		DMYTRYK, JOHN J.	54,500	56,300	3.3 %	1,800
		GLASS, RICHARD THOMAS	64,308	65,408	1.7 %	1,100

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DENTISTRY						
Division of Oral Biology						
		JONES, NANCI M.	29,400	30,000	2.0 %	600
		MARTIN, MARY E.	24,572	25,344	3.1 %	772
		SETTLE, SUSAN LYNN	34,500	35,760	3.7 %	1,260
		VERNINO, ARTHUR	63,652	64,788	1.8 %	1,136
		YOUNG, STEPHEN K.	68,272	69,758	2.2 %	1,486
Dept of Dental Hygiene						
	FACULTY					
		DURLAND, BETTY J.	43,680	44,510	1.9 %	830
		MILLER, KATHY FARRIS	10,196	10,502	3.0 %	306
		SEVERSON, SHARON K.	16,280	16,768	3.0 %	488
		WALTON, VIVIAN K.	32,000	32,800	2.5 %	800
		WASHNOCK, SUE A.	33,600	34,206	1.8 %	606
Division of Oral and Maxillofacial Surgery						
	FACULTY					
		NASSER, SHAKIBA	30,000	31,200	4.0 %	1,200
		SEARCEY, SCOTT W.	84,000	84,900	1.1 %	900
		SULLIVAN, STEVEN M.	107,336	108,236	.7 %	900
		(VA)	17,664 *	17,664 *		
Division of Developmental Dentistry						
	FACULTY					
		CURRIER, GEORGE FRANS	61,396	62,814	2.3 %	1,418
		DALZELL, DANIEL P.	51,450	52,650	2.3 %	1,200
		MATHEWSON, RICHARD J.	69,820	71,020	1.7 %	1,200
		NANDA, RAM S.	71,512	73,182	2.3 %	1,670
		SINHA, PRAMOD K.	30,400	31,026	2.1 %	626
		WHITE, THERESA	44,480	45,680	2.7 %	1,200
Division of Community Dentistry						
	FACULTY					
		HAMBY, CAROL L.	44,874	46,274	3.1 %	1,400
		QUINN, JAMES E.	45,106	46,104	2.2 %	998
		RALLS, JANICE	27,500	28,100	2.2 %	600
		SHAPIRO, STEWART	70,134	70,834	1.0 %	700

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MEDICINE						
Medicine Office of the Dean						
FACULTY						
		BROWN, CHARLES R.	82,400	89,816	9.0 %	7,416
		HALL, NANCY K.	69,334	73,626	6.2 %	4,292
		WILLIAMS, VALERIE	77,340	81,208	5.0 %	3,868
STAFF						
		COLEMAN, O. CAYLON	54,822	58,112	6.0 %	3,290
		MARTIN, VYONDA G.	32,000	40,000	25.0 %	8,000
		ROMERO, JAMES R.	40,000	43,200	8.0 %	3,200
Division of Animal Resources						
FACULTY						
		KOSANKE, STANLEY D.	76,132	78,340	2.9 %	2,208
		NIEKRASZ, MAREK	39,870	41,026	2.9 %	1,156
		RANDOLPH, MILDRED M.	38,160	40,754	6.8 %	2,594
		WHITE, GARY L.	93,714	100,086	6.8 %	6,372
Dept of Anatomical Sciences						
FACULTY						
		CHUNG, KYUNG WON	69,202	70,586	2.0 %	1,384
		PAPKA, RAYMOND E.	71,932	80,564	12.0 %	8,632
Dept of Biochemistry and Molecular Biology						
FACULTY						
		BRIGGS, THOMAS	46,736	48,136	3.0 %	1,400
		BROYLES, ROBERT H.	65,440	67,440	3.1 %	2,000
		CHANDLER, ALBERT M.	72,226	74,626	3.3 %	2,400
		COX, ANDREW CHADWICK	51,058	52,658	3.1 %	1,600
		CUMMINGS, RICHARD D.	95,000	98,800	4.0 %	3,800
		FULLER, BRYAN B.	61,892	63,492	2.6 %	1,600
		HANAS, JAY S.	55,362	56,762	2.5 %	1,400
		LEVINE, MARTIN	56,754	58,154	2.5 %	1,400
		MADHUSUDHAN, KUNAPULI T.	26,004	27,004	3.8 %	1,000
		MATSUMOTO, HIROYUKI	55,362	57,362	3.6 %	2,000
		SOKATCH, JOHN R.	89,872	91,472	1.8 %	1,600
		STEINBERG, ROBERT A.	63,012	65,412	3.8 %	2,400
		TOBIN, SARA L.	56,108	57,908	3.2 %	1,800
		UNGER, LEON	55,432	57,232	3.2 %	1,800
Dept of Microbiology and Immunology						
FACULTY						
		CUNNINGHAM, PHINA MADELEINE	62,984	66,284	5.2 %	3,300
		FERRETTI, JOSEPH J.	118,288	122,168	3.3 %	3,880
		GILMORE, MICHAEL S.	53,816	58,000	7.8 %	4,184
		GRAVES, DONALD C.	62,964	67,964	7.9 %	5,000
		LLOYD, RICHARD	47,446	50,000	5.4 %	2,554
		MURPHY, JUNEANN W.	73,088	76,088	4.1 %	3,000

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

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT
MEDICINE						
Dept of Microbiology and Immunology						
		SHIKHMAN, ALEXANDER	27,720	30,492	10.0 %	2,772
Dept of Pathology						
	FACULTY	HOWARD, ERIC W.	45,000	47,420	5.4 %	2,420
		SILVA, FRED G.	90,000	98,100	9.0 %	8,100
Dept of Pharmacology						
	FACULTY	CHRISTENSEN, H. DIX	55,100	56,300	2.2 %	1,200
		HORNBOOK, KENT R.	75,000	76,500	2.0 %	1,500
		JONES-BLAIR, SHARON L.	44,500	46,750	5.1 %	2,250
		KOSS, MICHAEL C.	75,000	78,000	4.0 %	3,000
		MOORE, JOANNE I.	84,872	85,724	1.0 %	852
		PATTERSON, EUGENE S.	44,500	45,850	3.0 %	1,350
		REINKE, LESTER A.	62,300	65,424	5.0 %	3,124
		RIKANS, LORA E.	64,500	67,726	5.0 %	3,226
Dept of Physiology						
	FACULTY	BARRON, KIRK	41,584	42,416	2.0 %	832
		BEESLEY, ROBERT C.	52,068	52,588	1.0 %	520
		BENYAJATI, SIRIBHINYA	48,200	49,164	2.0 %	964
		BLAIR, ROBERT W.	49,848	51,094	2.5 %	1,246
		CHANDLER, MARGARET J.	23,506	24,444	4.0 %	938
		DORMER, KENNETH JOHN	54,744	56,112	2.5 %	1,368
		FARBER, JAY PAUL	65,824	66,812	1.5 %	988
		FOREMAN, ROBERT DALE	91,448	93,276	2.0 %	1,828
		GARRETT, KENNON M.	37,224	39,460	6.0 %	2,236
		HULL, STEPHEN	39,444	40,432	2.5 %	988
		MCHALE, PHILIP A.	70,302	75,224	7.0 %	4,922
		MOBLEY, BERT A.	62,534	63,472	1.5 %	938
		REDDY, YERRADHODDI S.	55,250	56,078	1.5 %	828
		THIES, ROGER	48,696	49,668	2.0 %	972
Dept of Anesthesiology						
	FACULTY	CHETTY, PRAMOD	53,000	55,000	3.8 %	2,000
		ELWOOD, ROBIN J.	67,224	70,000	4.1 %	2,776
		GANTA, RAGHUVENDER	44,998	48,998	8.9 %	4,000
		MANSOUR, BADIE SAAD	53,000	58,000	9.4 %	5,000
		OLSON, JAY L.	48,600	53,000	9.1 %	4,400
		PANCHAL, HEMANT	49,998	53,998	8.0 %	4,000
		SHAH, PURNIMA	48,600	53,000	9.1 %	4,400
	STAFF	WILLIAMS, GLEN T.	61,778	67,000	8.5 %	5,222

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

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MEDICINE						
Dept of Family Medicine						
FACULTY						
		BARRETT, JAMES	60,000	61,200	2.0 %	1,200
		BRAND, JAMES L.	61,800	63,654	3.0 %	1,854
		CLEMENSON, NEAL	61,800	64,272	4.0 %	2,472
		COOK, JACQUELINE B.	45,000	46,350	3.0 %	1,350
		CRANDALL, SONIA J.	45,000	46,352	3.0 %	1,352
		DAVIS, ALAN BARRY	32,722	33,376	2.0 %	654
		DURRETT, JACKIE PAUL	60,770	62,594	3.0 %	1,824
		ELLIOTT, ROGER A.	34,786	35,830	3.0 %	1,044
		FLORI, DENISE	40,686	41,500	2.0 %	814
		HAMM, ROBERT	48,000	48,960	2.0 %	960
		HICKS, RONALD J.	60,000	61,200	2.0 %	1,200
		LAWLER, FRANK H.	65,000	67,600	4.0 %	2,600
		LAWLER, MARY K.	49,000	50,456	3.0 %	1,456
		MITCHELL, LYNN V.	58,916	60,684	3.0 %	1,768
		PERRY, CARROL	25,000	25,750	3.0 %	750
		SCHWEIBERT, L. PETER	68,274	68,478	.3 %	204
		SMITH, KENNETH R	70,000	72,100	3.0 %	2,100
		SPLINTER, GARTH	61,272	62,804	2.5 %	1,532
		STEIN, HOWARD F.	57,094	58,512	2.5 %	1,418
		WINN, PETER	64,272	65,416	1.8 %	1,144
		ZUBIALDE, JOHN P.	60,000	61,800	3.0 %	1,800
STAFF						
		BLAKE, BEVERLY J.	45,500	46,638	2.5 %	1,138
		CALABRO, JOHN R.	46,002	47,388	3.0 %	1,386
		LUCAS, MATTHEW K.	40,896	41,714	2.0 %	818
Family Medicine Practice Program-Central						
FACULTY						
		REILLY, KATHRYN	60,714	62,536	3.0 %	1,822
Family Medicine Practice Program-Enid						
FACULTY						
		CURTIS, JANE	60,000	62,400	4.0 %	2,400
		FRANTZ, KURT SMITH	35,278	36,690	4.0 %	1,412
		KARNS, DONALD CLARK	35,070	36,472	4.0 %	1,402
		PONTIOUS, JAMES M.	66,144	68,128	3.0 %	1,984
		RONCK, JOHN WILLIAM	33,954	34,634	2.0 %	680
Dept of Medicine						
FACULTY						
		MCKEE, PATRICK A.	109,000	117,720	8.0 %	8,720
STAFF						
		MEIDL, THOMAS W.	65,100	67,200	3.2 %	2,100
		WINGER, LINDA F.	53,208	55,070	3.5 %	1,862

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

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MEDICINE						
Medicine Endocrinology						
	STAFF	FRANKLIN, MELVA J.	38,460	41,536	8.0 X	3,076
Medicine Hematology/Oncology						
	FACULTY	RASKOB, GARY	60,000	61,200	2.0 X	1,200
Dept of Neurology						
	FACULTY	BAYLES, RICHARD LEE	29,194	29,800	2.1 X	606
		BOBELE, GARY BRUCE	66,740	70,100	5.0 X	3,360
		COUCH, JAMES	67,592	72,454	4.9 X	4,862
		(VA) HUSAIN, FARHAT	32,412 *	32,412 *		
		KING, JEANNE ANN	66,020	68,000	3.0 X	1,980
		WISDOM, PEGGY J.	66,248	68,900	4.0 X	2,652
			67,666	70,000	3.4 X	2,334
Dept of Obstetrics and Gynecology						
	FACULTY	BENBROOK, DORIS M.	35,000	36,404	4.0 X	1,404
		D'CRUZ, OSMOND J.	33,086	34,490	4.2 X	1,404
		FISHBURNE, JOHN INGRAM, JR.	106,220	130,000	22.4 X	23,780
		GRESHAM, DEBORAH M.	35,000	37,800	8.0 X	2,800
		HARRIS, JUDITH L.	44,000	46,640	6.0 X	2,640
		LAMBERT, HERMAN JAMES	58,276	60,000	3.0 X	1,724
		LESLIE, NORMA J.	43,516	44,922	3.2 X	1,406
		THURNAU, GARY R.	71,442	72,000	.8 X	558
		WILD, ROBERT A.	68,796	70,516	2.5 X	1,720
	STAFF	BROOKS, KENNETH WAYNE	41,998	43,090	2.6 X	1,092
		MILLER, LINDA	39,500	41,870	6.0 X	2,370
Dept of Orthopaedic Surgery & Rehabilitation						
	FACULTY	BARRINGER, WILLIAM	42,020	45,382	8.0 X	3,362
		BERKE, GARY	40,000	43,200	8.0 X	3,200
		DAVIDSON, RONALD L.	58,000	60,900	5.0 X	2,900
		GRUEL, CURTIS	63,000	68,040	8.0 X	5,040
		HERNDON, WILLIAM A.	63,000	68,040	8.0 X	5,040
		KOPTA, JOSEPH A.	78,456	84,732	8.0 X	6,276
		ROONEY, RONALD J.	59,162	61,940	4.0 X	2,778
		(VA) SULLIVAN, J. ANDY	10,270 *	10,270 *		
		TREXLER, GARY S.	90,000	97,200	8.0 X	7,200
			40,054	43,258	8.0 X	3,204

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

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MEDICINE						
Dept of Orthopaedic Surgery & Rehabilitation						
	STAFF					
		CAHILL, SANDRA L.	39,066	41,020	5.0 %	1,954
Dept of Otorhinolaryngology						
	FACULTY					
		CLARK, KEITH FREDRICK	60,004	64,804	8.0 %	4,800
		DENNIS, J. MICHAEL	56,462	60,978	8.0 %	4,516
		HOUCK, JOHN R., JR.	15,812	18,982	5.1 %	3,170
		(VA) MEDINA, JESUS E.	45,822 *	45,822 *		
		(VA) MEDINA, JESUS E.	45,384	48,842	4.0 %	3,458
		(VA) ROSS, CHARLES D.	41,078 *	41,078 *		
		ROSS, CHARLES D.	57,750	59,196	2.5 %	1,446
		THOMPSON, ANN M.	40,888	41,910	2.5 %	1,022
		THOMPSON, GLENN C.	75,000	76,874	2.5 %	1,874
Dept of Pediatrics						
	FACULTY					
		BONNER, BARBARA L.	49,140	51,350	4.5 %	2,210
	STAFF					
		STUCKI, FRANCIS X.	53,000	56,180	6.0 %	3,180
Dept of Psychiatry and Behavioral Sciences						
	FACULTY					
		ADAMS, RUSSELL LEE	47,048	48,930	4.0 %	1,882
		ALLEN, SANDRA F.	33,000	34,320	4.0 %	1,320
		BEATTY, WILLIAM W.	64,500	66,236	2.7 %	1,736
		CARSON, MARTIECE	69,998	72,798	4.0 %	2,800
		DLUGOKINSKI, ERIC LEONARD	46,500	48,360	4.0 %	1,860
		DRAPER, MARY WANDA	40,170	45,000	12.0 %	4,830
		GAUVIN, DAVID	40,000	45,002	12.5 %	5,002
		GONZALEZ, LARRY PAUL	54,040	55,120	2.0 %	1,080
		HAMMOND, DONNA R.	24,000	24,960	4.0 %	960
		HOLLOWAY, FRANK ALBERT, JR.	52,506	55,168	5.1 %	2,662
		KRUG, RONALD S.	73,128	76,904	5.2 %	3,776
		NETHERTON, SANDRA D.	42,000	43,680	4.0 %	1,680
		NIXON, SARA J.	45,000	46,680	3.7 %	1,680
		PAHL, JORG	64,800	67,392	4.0 %	2,592
		SCOTT, JAMES GLENN	49,000	50,960	4.0 %	1,960
		TRAVIS, ROBERT	48,070	52,636	9.5 %	4,566
		WALKER, C. EUGENE	48,284	53,284	10.4 %	5,000
		WHITTLESEY, SUZANNE W.	34,350	35,682	3.9 %	1,332
Dept of Radiological Sciences						
	FACULTY					
		AHLUWALIA, BHAGWAT D.	72,632	72,958	.4 %	326

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

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MEDICINE						
Dept of Radiological Sciences						
	STAFF	IRONS, RETHA LEE	45,810	47,644	4.0 %	1,834
Dept of Surgery						
	STAFF	BERTSCHINGER, JANE	60,000	63,000	5.0 %	3,000
Dept of Urology						
	FACULTY	BONNER, REBECCA B.	36,900	40,400	9.5 %	3,500
		HEMSTREET, GEORGE P.	47,004	49,774	3.1 %	2,770
		(VA) HURST, ROBERT EVAN	43,290 *	43,290 *		
		RAO, JIANYU	58,000	59,740	3.0 %	1,740
		ROY, JOHNNY B.	30,000	32,700	9.0 %	2,700
		(VA) ROY, JOHNNY B.	49,008	51,828	3.1 %	2,820
		(VA) HURST, ROBERT EVAN	43,290 *	43,290 *		

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

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MEDICINE-TULSA						
		CMT Office of the Dean				
	STAFF	MULKEY, KAREN A.	40,000	41,600	4.0 %	1,600
		CMT Administration and Finance				
	STAFF	ALEXANDER, LEELAND N.	71,484	72,950	2.1 %	1,466
		FRANK, KEITH M.	47,950	50,000	4.3 %	2,050
		CMT Operations				
	STAFF	LIST, RAYMOND A.	50,000	52,500	5.0 %	2,500
		CMT Dept of Internal Medicine				
	FACULTY	HAYNIE, MARY E.	45,186	47,898	6.0 %	2,712
		CMT Dept of Surgery				
	FACULTY	MALNAR, KAREN	28,012	30,252	8.0 %	2,240
		CMT Dept of Psychiatry				
	FACULTY	OLSEN, MILTON C.	61,750	70,000	13.4 %	8,250
		CMT Office of Personnel Services				
	STAFF	GOULD, CONSTANCE	43,200	47,516	10.0 %	4,316
		CMT Library				
	FACULTY	MINNERATH, JANET E.	47,746	49,656	4.0 %	1,910
		CMT Dept of Clinic Administration				
	STAFF	SMITH, LINDA K.	39,118	40,520	3.6 %	1,402

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

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PROVOST						
Office of the Provost						
	STAFF	GODKINS, THOMAS R.	67,764	69,120	2.0 %	1,356
		MORRIS, MARCIA	70,000	75,000	7.1 %	5,000
		STEIN, JAY H.	190,000	200,000	5.3%	10,000
Environmental Health and Safety Office						
	STAFF	MARCHAM, CHERYL	50,000	50,500	1.0 %	500
Radiation Safety Services						
	STAFF	DANAK, SUBHASH	50,000	51,024	2.0 %	1,024
Architectural and Engineering Services						
	STAFF	CAMPBELL, WILLIAM H.	47,304	48,774	3.1 %	1,470
University Relations						
	STAFF	LAMIRAND, W. HERSHEL, III	57,612	58,768	2.0 %	1,156
University Development						
	STAFF	MALONEY, DAVID L.	95,000	96,900	2.0 %	1,900
Office of Research Administration						
	STAFF	TRICE, JAN	47,240	47,982	1.6 %	742
Affirmative Action						
	STAFF	FORTE', PAUL, JR.	54,590	55,682	2.0 %	1,092
Internal Audit						
	STAFF	BURK, DELMAR D.	50,264	51,270	2.0 %	1,006

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

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PROVOST						
Legal Counsel						
	STAFF	SEAMANS, SUSAN G.	64,736	66,030	2.0 %	1,294

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

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT
EDUCATIONAL SERVICES						
Vice-Provost for Educational Services						
	FACULTY					
		BRYAN, WILLIE V.	74,094	75,556	2.0 %	1,462
	STAFF					
		HARDY, HOUSTON THOMAS	41,386	42,986	3.9 %	1,600

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

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ADMINISTRATION & FINANCE						
Vice President for Administrative Affairs						
	STAFF					
		LEMONS, MARK E.	96,000	98,000	2.1 %	2,000
		WALKER, KATHY C.	39,400	41,460	5.2 %	2,060
Office of the Budget						
	STAFF					
		ANDERSON, RICHARD L.	42,500	43,350	2.0 %	850
		COVALT, V. PAUL	78,500	80,070	2.0 %	1,570
Research and Educational Systems						
	STAFF					
		BUSICK, RAMON L.	50,000	51,000	2.0 %	1,000
		SUSSMAN, FREDY	48,000	48,960	2.0 %	960
		SWARTZ, DAVID G.	60,500	62,012	2.5 %	1,512
Micro-Computer Maintenance						
	STAFF					
		DURHAM, WILLIAM	54,000	55,350	2.5 %	1,350
Administrative Computing Services						
	STAFF					
		BROSEY, MARGARET MEG	55,508	56,618	2.0 %	1,110
		JONES-PARRA, LIGIA M.	46,430	47,660	2.6 %	1,230
		NGUYEN, CUNG H.	46,374	47,602	2.6 %	1,228
		PANG, KWAI WAH	58,200	59,364	2.0 %	1,164
		POE, J. RANDAL	53,432	57,000	6.7 %	3,568
		PRESLEY, LARRY E.	46,430	47,660	2.6 %	1,230
		REVENE, DONALD P.	56,102	60,000	6.9 %	3,898
		TREPAGNIER, REBECCA S.	46,000	47,218	2.6 %	1,218
Computing Network Services						
	STAFF					
		FAIRLESS, BRIAN LYNN	40,000	42,400	6.0 %	2,400
Administration and Finance						
	STAFF					
		HENSON, TERESA M.	61,100	62,322	2.0 %	1,222
		RANEY, DARRELL W.	45,634	46,926	2.8 %	1,292
		WINSTON, ALONZO L.	42,960	44,180	2.8 %	1,220

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

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ADMINISTRATION & FINANCE						
Grants and Contracts Accounting						
	STAFF					
		MAYFIELD, O. SAMMY	50,304	51,874	3.1 %	1,570
		SKRASEK, LEANNE	39,088	40,496	3.6 %	1,408
Auxiliary and Service Unit Accounting						
	STAFF					
		GLOVER, SHERRY E.	43,500	44,864	3.1 %	1,364
		LAMBRECHT, ROBYN A.	40,288	41,738	3.6 %	1,450
Educational Support - Classroom Services						
	STAFF					
		LAWSON, PAMELA S.	44,898	45,796	2.0 %	898
Grants and Contracts Administration						
	STAFF					
		ALLEN, MARILYN J.	48,500	49,188	1.4 %	688
		HENSON, LARRY	61,000	62,220	2.0 %	1,220
Operations/Physical Plant						
	STAFF					
		JEFFERIES, CHRIS L.	73,500	74,970	2.0 %	1,470
Campus Police, Fire, and Safety						
	STAFF					
		SMITH, DENNIS	42,066	44,800	6.5 %	2,734
General Services						
	STAFF					
		LEE, CARL D.	47,204	48,620	3.0 %	1,416
Site Support						
	STAFF					
		SEEKINGS, CHARLES L.	43,536	44,408	2.0 %	872
Building Maintenance						
	STAFF					
		CAIL, DONALD P.	47,776	48,732	2.0 %	956
		CANDELARIA, ELOY L.	40,788	44,624	9.4 %	3,836

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

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT
ADMINISTRATION & FINANCE						
Telecommunications						
	STAFF	RUST, MARY F.	39,576	41,358	4.5 %	1,782
Steam and Chilled Water Plant						
	STAFF	CHENOWETH, BILLY G.	54,646	55,464	1.5 %	818
		GRUNDY, TIMOTHY RAYFORD	47,474	48,188	1.5 %	714
		MARTIN, BILLY G.	39,108	40,472	3.5 %	1,364
		NUTT, DEWAYNE O.	39,484	40,868	3.5 %	1,384
Personnel Services						
	STAFF	MOORE, GERRY B.	66,000	67,320	2.0 %	1,320
		SHARP, JAMES H.	46,304	47,232	2.0 %	928
Purchasing Department						
	STAFF	HOOD, ANITA R.	39,900	42,000	5.3 %	2,100

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

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT
LIBRARY						
HSC Library						
FACULTY						
		CLIFTON, SHARI C.	21,000	23,100	10.0 %	2,100
		GOODSON, JENNIFER CRAWFORD	23,500	30,550	30.0 %	7,050
		PESHEL, BARBARA B.	33,970	38,048	12.0 %	4,078
		SUMMERS-ABLES, JOY E.	30,522	38,152	25.0 %	7,630
		WAGNER, JACK L.	26,940	30,982	15.0 %	4,042
		WILKERSON, JUDITH C.	33,022	37,084	12.3 %	4,062
STAFF						
		THOMPSON, CLINTON M.	58,768	60,196	2.4 %	1,428

THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER
 ONE-TIME SALARY PAYMENTS
 ALL FACULTY AND STAFF
 FY94 BUDGET - ALL ACCOUNTS

VP/COLL	FACULTY /STAFF	DEPT	EMPLOYEE NAME	ONE-TIME SALARY PAYMENTS
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COLLEGE OF NURSING

Nursing Office of the Dean
STAFF

	BRIGHT, BONNIE	\$1,500
	LIGHT, DOROTHY	1,000

Nursing Educational Support Services
FACULTY

	DOLPHIN, JESSICA	1,000
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Nursing Academic Programs
FACULTY

	ALLEN, MARY	3,000
	BELKNAP, DOROTHY	3,000
	BOOTON-HISER, DEBORAH	3,000
	BURNS, PAULETTE	3,000
	CHU, NANCY	1,375
	DAVIDSON, LYNDA	1,000
	ELLISON, GERALDINE	1,000
	HIEBERT, VIRGINIA	1,375
	HUCHTEMAN, ELENA	1,000
	JACOBSON, SHAROL	1,750
	LIQUORI, ROSEMARY	1,500
	LOVING, GARY	1,375
	MERRILL, SHIRLEY	1,375
	MORAN, MARIBETH	1,375
	PORTER, BRENDA	1,375
	RAYMAN, KATHLEEN	1,000
	SCHMELE, JUNE	1,500
	SHAW, JOAN	1,375
	STANTON, PATRICIA	1,375
	WEATHERBY, FRANCENE	3,000

STAFF

	HOLLIS, LOIS	1,000
	MASON, FLORITTA	750
	MATNEY, PATTI	1,000

THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER
 ONE-TIME SALARY PAYMENTS
 ALL FACULTY AND STAFF
 FY94 BUDGET - ALL ACCOUNTS

VP/COLL	FACULTY /STAFF	EMPLOYEE NAME	ONE-TIME SALARY PAYMENTS
	DEPT		

GRADUATE COLLEGE/RESEARCH ADMINISTRATION/LIBRARY

Graduate College

STAFF

HOWELL, ROBIN	\$1,000
MELTON, MARILYN	1,500
PARKER, ROBERTA	1,025
RUFFIN, KAROLYN	1,046

Office of Research Administration

STAFF

CARLTON, PATRICIA	500
JACOBS, CONNIE	500
KENNON, SHARRON	500
OPBE, ANDRELLA	500
SMITH, SCOTT	500
TRICE, JAN	501

Library

FACULTY

SUMMERS-ABLES	1,653
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STAFF

INGLE, ROMA	750
KING, WILLENE	750
PYBURN, JANICE	750
SHAVERS, PATRICK	750
SMITH, VIRGINIA	750
SWONGER, KIM	750
THOMPSON, CLINTON	1,500

THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER
 ONE-TIME SALARY PAYMENTS
 ALL FACULTY AND STAFF
 FY94 BUDGET - ALL ACCOUNTS

VP/COLL	FACULTY /STAFF	DEPT	EMPLOYEE NAME	ONE-TIME SALARY PAYMENTS
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COLLEGE OF PHARMACY

Pharmacy Office of the Dean

FACULTY

SHOUGH, H. R. \$1,500

STAFF

GRANT, ANGELA 750

LANGSTON, JANE 700

LARGENT, PARKE 500

ODEBUNMI, JANET 600

PIERCE, RITA 600

TORRES, DEBRA 750

Nuclear Pharmacy

STAFF

JOHNSON, TONI 500

Medicinal Chemistry and Pharmacodynamics

FACULTY

BASMADJIAN, GARO 1,000

PENTO, J. THOMAS 1,200

ROBINSON, CASEY 1,000

SACHDEV, GOVERDHAN 3,000

WELDER, ALLISON 3,000

Pharmacy Pharmaceutics

FACULTY

ALLEN, LOYD 1,200

STILES, MARY L. 1,000

STAFF

RAGAN, MAE E. 500

Pharmacy Practice

FACULTY

ABANG, ANTHONY 1,000

BRADBERRY, JACK 3,000

BURTON, MICHAEL 3,000

JACOBS, ELGENE 1,000

RATBUN, R. CHRISTOPHER 1,000

RESMAN-TARGOFF, BETH 1,000

SAGRAVES, ROSALIE 3,000

SEIFERT, CHARLES 1,000

VONDRACEK, THOMAS 1,000

STAFF

HUMPHREY, SONYA 600

TRUITT, NINA 600

THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER
ONE-TIME SALARY PAYMENTS
ALL FACULTY AND STAFF
FY94 BUDGET - ALL ACCOUNTS

VP/COLL	FACULTY /STAFF	DEPT	EMPLOYEE NAME	ONE-TIME SALARY PAYMENTS
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COLLEGE OF ALLIED HEALTH

Allied Health Office of the Dean
STAFF

BROWN, SUSANNE	\$1,000
CASTLEMAN, ANN	500
GREENLEE, JENIELLE	1,500
HERON, LILLIAN	1,500
JAMISON, RITA	500

Allied Health Continuing Education
STAFF

BROWNER, VERVICE	1,000
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Department of Nutritional Sciences
FACULTY

BARKLEY, RACHEL	1,250
GLORE, STEPHEN	1,250
KNEHANS, ALLEN	3,000

Department of Occupational Therapy
FACULTY

HAMILTON, TOBY	3,000
BOHR, PAULA	1,000

STAFF

WETED, PAM	500
WILSON, MARG	500

Department of Physical Therapy
FACULTY

ANDERSON, MARK	1,000
ELAM, BILLY	1,000
GARRISON, DAVID	1,500
LYNCH, LUIESE	1,000
MC EWEN, IRENE	3,000
THOMPSON, DAVID	1,000

STAFF

NELSON, TAMMY	500
THOMPSON, PATTY	500

THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER
ONE-TIME SALARY PAYMENTS
ALL FACULTY AND STAFF
FY94 BUDGET - ALL ACCOUNTS

VP/COLL	FACULTY /STAFF	DEPT	EMPLOYEE NAME	ONE-TIME SALARY PAYMENTS
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ALLIED HEALTH

Department of Radiologic Technology
FACULTY

BOYCE, KARI	\$3,000
CURCIO, BARBARA	1,500
ESPARZA, BARNABA	1,000
SPITZ, JEAN LEA	1,500
WINN, JAN	2,000

STAFF

COOPERWOOD, VENIETRICE	500
FAIR, RENITA	500
MC CARTY, CINDY	1,000

Department of Communication Sciences and Disorders
FACULTY

FISHER, KIMBERLY	3,000
OWEN, ANN	2,000
PARKER, BARBARA	1,500
SCHICHT, MICHELE	2,500

STAFF

AUSTIN, CHARLOTTE	500
BUSH, SHARON	500
JAKES, VICKEY	500
MC VAY, KAY	500
VINSON, PAT	500

THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER
 ONE-TIME SALARY PAYMENTS
 ALL FACULTY AND STAFF
 FY94 BUDGET - ALL ACCOUNTS

VP/COLL	FACULTY /STAFF	DEPT	EMPLOYEE NAME	ONE-TIME SALARY PAYMENTS
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COLLEGE OF PUBLIC HEALTH

Public Health Office of the Dean

FACULTY

LEE, ELISA \$3,000

STAFF

FISHER, ROSETTA 1,200

HOLLADAY, KAY 800

HUTTON, LINDA 1,200

LUNDAY, TERRI 700

PLUMBTREE, JOANN 800

Department of Health Administration and Policy

FACULTY

FALCONE, DAVID 3,000

MAY, TOM 1,000

STAFF

WRIGHT, DIANE 684

Department of Biostatistics and Epidemiology

FACULTY

ASAL, NABIH 3,000

COWAN, LINDA 3,000

EICHNER, JUNE 2,000

NEAS, BARBARA 1,650

RASKOB, GARY 2,000

STAFF

YOUNG, MICHELE 700

Department of Occupational and Environmental Health

FACULTY

BOATRIGHT, DANIEL 3,000

COLEMAN, RONALD 1,600

COX, MARK 1,150

JOHNSON, DAVID 1,500

STAFF

MILLER, AUGUSTINE 850

SCOTT, CAROLYN 850

Department of Health Promotion Sciences

STAFF

TAYLOR, JEANOR 500

THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER
 ONE-TIME SALARY PAYMENTS
 ALL FACULTY AND STAFF
 FY94 BUDGET - ALL ACCOUNTS

VP/COLL	FACULTY /STAFF	EMPLOYEE NAME	ONE-TIME SALARY PAYMENTS
	DEPT		

COLLEGE OF DENTISTRY

Dentistry Office of the Dean

FACULTY

AVERY, KEVIN	\$1,000
ROHRER, MICHAEL	3,000

STAFF

BROWN, ELAINE	500
DIGGS, DONA	500
HALL, DARLA	500
MARTIN-BARBER, DEBRA	500
RUSSELL, DONNA	500
SCOTT, TOM	500
SPROWL, THOMAS	500
STARNES, GEORGE	500
TAYLOR, RAMONA	500

Dentistry Clinic Operations

FACULTY

MIRANDA, FRANK	1,357
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STAFF

BARNES, TERRIE	500
BELL, EVANGELINE	500
DEFORD, CAROLYN	500
DEVER, JACK	500
HICKS, VINITA	500
JENKINS, GLENDA	500
MARCHANT, CLARISSA	500
PATTERSON, DEANNA	500
REED, PAM	500
SHAW, JOSEPHINE	500
SWAIN, JONI	500
THOMAS, DIXIE	500

Division of Restorative Dentistry

FACULTY

BRACKETT, SUSAN	1,000
CAIN, JOSEPH	1,000
COURY, THOMAS	1,000
DUNCANSON, MANVILLE	1,000
HOLT, RALEIGH	1,000
JACOBI, RICHARD	1,000
JOHNSON, DEAN	1,000
MILLER, ROBERT	3,000