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THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
MARCH 15-16, 1994

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**MINUTES OF THE ANNUAL MEETING
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MARCH 15-16, 1994**

The annual meeting of the Board of Regents of The University of Oklahoma was called to order in the Board Room of the Foundation Building on the Norman Campus of the University beginning at 2:43 p.m. on Tuesday, March 15, 1994.

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

Absent: Regent C. S. Lewis III.

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

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

Notice of the time, date, and place of this meeting was submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 2:30 p.m. on March 14, 1994, both as required by 25 O.S. 1981, Section 301-314.

MINUTES

Regent Halverstadt moved approval of the minutes of the regular meeting held on January 25-26, 1994 and the minutes of the Joint meeting of the OU and OSU Boards held on January 26, 1994 as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

ELECTION OF OFFICERS OF THE BOARD FOR 1994-95

Regent Blankenship moved that the following officers be elected for 1994-95: E. Murray Gullatt, Chairman; J. Cooper West, Vice Chairman; and Chris A. Purcell, Executive Secretary of the Board of Regents. Regent West asked that his name be withdrawn and he nominated G. T. Blankenship for Vice Chairman. The motion was so amended. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, 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:

Innovation Award Won

The Cameron University School of Business was presented the Southwestern Business Deans' Association Innovative Award at the Association's annual meeting in San Antonio on February 17-18. The award was based on Total Quality Management training which views the university as the service provider and the student as customer. Dr. Jacquetta McClung, School of Business Dean, accepted the award.

McLarty Lauds Cameron University

Thomas F. "Mack" McLarty III, White House Chief of Staff and speaker on February 12 at the fifth annual President's Partners meeting, commended the Partners and said of Cameron, "It is recognized as an interactive University effectively fulfilling the needs of business and industry, soldiers and civilians in Southwest Oklahoma."

Carl Albert Internships

Criminal Justice students Yvonne Goetsch of Lawton and Sherry Graham of Duncan are working as Carl Albert interns with the Oklahoma Department of Corrections. Ms. Goetsch works at the Center in Lawton and Ms. Graham works at the Waurika Center as temporary employees of the State. Carl Albert internships encourage careers in government service.

Engineering Design Program Certified

The Cameron University bachelor's degree in Engineering Design Technology has won certification at the highest level from American Design Drafting Association. Certification followed a visit and evaluation in the fall, and identifies the program as nationally recognized for excellence.

Spencer Autographing New Book

Mark Spencer, Associate Professor of English who joined the Cameron faculty in 1987, is autographing copies of his novel, *Love and Reruns in Adams County*, published by Fawcett Columbine. *Publishers Weekly* praises the book, stating "Spencer vividly and convincingly renders the Adams County milieu and peoples it with complex, sympathetic men and women striving to overcome their frustrations."

McMahon Competition

Violinist Lee-Chin Siow of Oberlin, Ohio, originally of Singapore, won first place February 26 in the Ninth Annual Louise D. McMahon International Music Competition at Cameron University. She received \$5,000

and a week's residency in the master classes at Cameron next year, a solo recital, and a featured performance with the Lawton Philharmonic Orchestra. She was among 47 competing musicians from six states and representing five countries. The interactive event is sponsored by Cameron University and the Lawton Philharmonic Society and is made possible by a grant from McMahon Foundation. The annual event rotates among pianists, instrumentalists, vocalists, and string musicians.

University Mourns Jesse Davenport

Cameron University faculty, staff and students mourned the passing of the Reverend Jesse Lee Davenport, Lawton pastor and humanitarian, who was the first individual to receive a baccalaureate degree from Cameron. He died January 14 at age 58. Dr. Davenport led projects varying from feeding the hungry to obtaining scholarships for college students. A staunch supporter of the University, he was a member of the Board of Directors of Cameron University Foundation, Inc., a President's Partner, and suggested curriculum additions made during this year's celebration of cultural diversity.

KCCU Wins Station of the Year

KCCU-FM, Cameron's National Public Radio Station, has been selected as 1993 Education Station of the Year by the Oklahoma Association of Broadcasters. This is the second year in a row that KCCU has won the statewide award. The award is for public service, involvement in community activities, and involvement of students in daily operation of the station.

National Ranking Earned

The latest Wilson/Golf Coaches Association of America collegiate poll ranked Cameron as fifth in the nation. Against Division II opponents, the Cameron golfers were 5-1 in the fall, with five tournaments scheduled for spring.

\$500,000 Trust Established

Cameron alumnus Leon Pettijohn and his wife of Redlands, California have established a \$500,000 trust with Cameron University as the beneficiary. Mr. Pettijohn, a Senior Vice President with the Medical Operations Group of Pacific Physician Services, attended Cameron from 1957 to 1959. His first job in hospital administration was a four-year stint as Assistant Administrator at Comanche County Memorial Hospital.

Space Camp Program

The Oklahoma Aeronautics Commission has allocated \$21,000 for aerospace education at Cameron University. The funds are to be used to expand the Cameron-Page Space Camp Project during the summer of 1994, its second summer of operation. The proposed 1994 program will expand the program from three camps to five, including two gifted young astronauts camps.

Department of Energy Grants

The U.S. Department of Energy has approved two \$100,000 oil overcharge grants that will benefit Cameron. The first grant is to enhance the energy efficiency of Cameron's new sciences complex. The second \$100,000 grant is for an additional \$100,000 for the City of Duncan to add to an earlier oil overcharge grant of \$300,000 for setting up interactive TV classrooms at the Duncan Higher Education Facility and at Cameron. Plans call for four video classrooms at Duncan and four at Cameron. The grants were announced by Governor David Walters.

OPERATION OF CAMERON UNIVERSITY BOOKSTORE

Although profitable, the Cameron University Bookstore has been criticized regularly by students, faculty and staff for its closed stacks, merchandise selection and slow check-out line service. Last fall, a committee composed of administrators, faculty and students was formed to evaluate the bookstore operation and make recommendations for improved service. The committee recommended that operational and financial plans for the bookstore be solicited from both its current staff and from commercial firms which specialize in such business activities.

In response to a general University solicitation, proposals to operate the bookstore were received from the following firms:

Barnes & Noble Bookstore, Inc.
Follett College Stores Corporation
Texas Book Company, Inc.
Wallace's Bookstore, Inc.

An analysis of the proposals was included in the agenda. Each of the proposals was evaluated and compared with financial projections based on a continued in-house operation for the proposed contract period of five years. Current sales of \$1,600,000 were continued throughout the five-year comparison period, as were current earnings of \$260,000 per year with the Cameron in-house operation. Adjustments to the Cameron operation were made for labor savings with a different shelving system, the purchase of a point-of-sale system, cost of funds for inventory, remodeling, and federal workstudy supplement. No consideration was given for workload reductions in the Business Office as a result of contracting out.

After evaluation of the written proposals, the committee invited Barnes & Noble and Follett to the Cameron Campus to discuss their proposals. Following the Campus presentations, the committee unanimously recommended that Follett College Stores Corporation be awarded a contract to operate the Cameron Bookstore for a period of one year, with four separate and successive contract renewal options of one year each in favor of the University.

Reasons cited in support of the Follett recommendation include the most favorable sales commission, the largest investment in store furnishings and remodeling, and assumption of the Post Office functions in the Student Union.

President Davis recommended that Follett College Stores Corporation be awarded a one-year contract for the operation of the Cameron University Bookstore, with four separate and successive renewal options of one year each in favor of the University.

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

ACADEMIC PERSONNEL ACTIONS

Resignation and/or Termination:

Cynthia A. Posey, Instructor, Department of Technology, May 13, 1994.

Retirements:

Sherry Newell, Assistant Professor, Department of English, May 7, 1994.

Mary Allen, Professor, Department of English, May 7, 1994.

Wayne Wilson, Professor, School of Business, May 7, 1994.

John Spears, Assistant Professor, Department of Health and Physical Education, May 7, 1994.

J. C. Hicks, Professor, Department of Communications, May 7, 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, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

LITIGATION

An item on Litigation was included in the agenda for information and discussion. No report was given on this item.

THE UNIVERSITY OF OKLAHOMA

REPORT OF THE PRESIDENT OF THE UNIVERSITY

Faculty Accomplishments

Dr. Jay Stein, Senior Vice President and Provost, was named editor-in-chief of a new bi-monthly national journal for practicing internists, *Focus & Opinion: Internal Medicine*. The journal is designed to deliver important information about internal medicine literature as fast as possible in order to help practitioners stay current.

Dr. Edward N. Brandt, Jr., Co-Director of the Center for Health, Policy Research and Development, was named Chairman of the newly-established National Academy of Sciences' National Forum on Health Statistics. The forum was created to facilitate exchange of information and views -- in a non-adversarial environment--among diverse providers and users of data on health and health care, in order to improve the U.S. health statistics system.

Linda E. Watson, Program Coordinator and Heritage Biologist for the Oklahoma Natural Heritage Inventory, a program of the Oklahoma Biological Survey on The University of Oklahoma Norman Campus, recently was appointed to the National Advisory Planning Board for the National Biodiversity Information Center. Under the sponsorship of the Smithsonian Institution, the 25-member advisory board will undertake a planning study for the creation of the National Biodiversity Information Center.

A book by Robert Griswold, Associate Professor of History and Women's Studies, was named by Child Magazine as one of the 10 best parenting books in 1993. The book is *Fatherhood in America: A History*.

James S. Hart, Jr., Assistant Professor of History, has been named a Fletcher Jones Fellow of the Huntington Library in San Marino, California. The three-month fellowship will provide Professor Hart with the opportunity to use the library's resources for a study of the relationship between law and politics in 17th-century England. The Huntington is a research, educational and cultural center devoted primarily to the study of British and American history, literature, science and art.

Student Accomplishments

Paula Dilbeck, a graduate student in Journalism and Mass Communication, has won two first place awards from the National University Continuing Education Association. She received the Gold Award for the College of Continuing Education's Frontiers Fall 1993 Class Schedule on which she was the sole writer. She received the Gold Award with three other writers for the College of Continuing Education's Ad Campaign "Top Ten Reasons to take Continuing Education Classes."

Beta Gamma Sigma, a national student honor society for business schools, has selected the OU Chapter of Beta Gamma Sigma to receive the "Outstanding Chapter Award." This is the second time in four years that The University of Oklahoma has been selected for the Outstanding Chapter Award. The OU chapter received the same award in 1991.

Research - Grants and Contracts

Professor Howard B. Bluestein, Meteorology, was awarded \$153,000 dollars from the National Science Foundation for Studies of Severe Convective Storms.

Professors Kathryn Haring and David Lovett, Educational Psychology, were awarded \$224,000 from the Oklahoma Department of Education for Oklahoma Statewide Systems Change.

College Of Continuing Education Awards

The University of Oklahoma College of Continuing Education was recognized recently with six marketing and promotion awards from the National University Continuing Education Association. The College was selected for the prizes during the NUCEA's Division of Marketing and Promotion Awards Program. Each University of Oklahoma entry was written and designed by College of Continuing Education staff members. Staff members recognized were Patsy Broadway, Jerry Jerman, and Paughnee Moore.

Business School Among Top Schools

The University of Oklahoma College of Business has been ranked 18th among national business schools in the ability to add value to students. The research, conducted by two economists at Yale University, rated how well the college improved its students' earnings capacity by comparing the quality of the student entering the college with the salary received after graduating.

AFFIRMATIVE ACTION PLANS

The 1994 Affirmative Action Plans required by regulations enforced by the U.S. Department of Labor, Office of Federal Contract Compliance Programs have been prepared and an executive summary of the plan for each campus is submitted. Contained in the document are (1) plans under Executive Order 11246, which cover all ethnic minorities and women; (2) plans under the Rehabilitation Act of 1973, which cover the handicapped; and (3) plans under the Vietnam Era Veterans Readjustment Assistance Act of 1974, which cover disabled and Vietnam era veterans.

Ms. Beth Wilson, University Affirmative Action Officer, gave the following summary of the Plan for the Norman Campus:

The faculty reports use employment data from institutions that belong to the National Association of State Universities and Land Grant Colleges (NASULGC), as well as national data on degrees conferred. The staff reports use national, state and county availability data as appropriate.

Faculty Distribution

The "Faculty Workforce Distribution Report" indicates the University has a higher representation of women and minorities than other NASULGC institutions.

Faculty Hires, Turnovers, Promotions

The "New Faculty Hires Report" for academic year 1992-93 reflects a hiring rate for women and minorities that is higher than the rate of other NASULGC institutions. A general comparison with "Degrees Conferred Data" similarly reflects OU has a higher rate for hiring women and minorities.

The University of Oklahoma Norman Campus was successful in hiring 8 women (42.1% of Tenured/Tenure Track hires) and 8 minorities (42.1% of Tenured/Tenure Track hires) in tenured or tenure-track positions. Retention rates for women and minorities continues to be lower than those of the total tenured/tenure-track faculty. Efforts to increase and retain these groups will continue to be a priority.

Of the 23 faculty members promoted last year, 5 (22%) were women and 4 (17%) were minorities. Efforts to increase promotion among these groups will continue to be priority issues to be addressed through programs implemented previously and through enhanced monitoring.

Staff Distribution

The "Staff Workforce Distribution Report" indicates the University has a slightly higher representation of women and a slightly lower representation of minorities than expected by their presence in the labor force. In three of the six job groups we need to increase our efforts to recruit and retain women and minorities. They are the Technical/Paraprofessional, Skilled Crafts and Service/Maintenance job groups.

Staff Hires, Turnovers, Promotions

The "New Staff Hires Report" reveals that the University's overall hiring rate for women is above and for minorities is slightly lower than would be expected from availability data.

An analysis shows while promotion rates for women are generally acceptable, those for minorities appear to be somewhat problematic. Turnover rates of Blacks, Hispanics and/or Asians disclose concern in all job groups except Service/Maintenance. Those areas which reveal potential problems will be the focus of enhanced efforts during this program year.

Programs

The programs which the Norman Campus has implemented to recruit, retain, and advance minorities and women in employment have been relatively successful considering the range of employment opportunities on campus. Given the level of commitment demonstrated by University leadership and the dedication of employee groups, the affirmative action programs will continue to guide enhanced efforts to increase the representation of minorities and women in the workforce.

Mr. Paul Forté, Health Sciences Center Affirmative Action Officer, presented the following summary of the Plan for the Health Sciences Center:

The faculty reports use data from institutions that belong to the National Association of State Universities and Land Grant Colleges (NASULGC) and the Association of Schools of Public Health, as well as national data on degrees conferred. The staff reports use availability data from the State of Oklahoma and various counties, as appropriate.

Faculty Distribution

The "Faculty Workforce Distribution Report" indicates The University of Oklahoma Health Sciences Center (OUHSC) has a higher representation of women than other NASULGC institutions in all colleges but Public Health, which has a lower representation of women than

the data from the Association of Schools of Public Health (ASPH). The table indicates the OUHSC has a higher representation of minorities than NASULGC institutions in all colleges but Pharmacy which has a lower representation of minorities than the data from NASULGC, and Public Health which has a lower representation of minorities than the data from ASPH.

Faculty Hires, Turnovers, Promotions

The "New Faculty Hires Report" indicates that the OUHSC's hiring rate of women faculty for 1993 is lower than the rate of other NASULGC and ASPH institutions except for higher rates in Allied Health, Medicine, and Nursing. This report indicates that OUHSC's hiring rate of minority faculty is lower than NASULGC institutions in all colleges except Medicine, and Public Health which has a higher representation of minorities than the data from ASPH.

The University of Oklahoma Health Sciences Center was successful in adding 33 new women and 14 new minorities to the various faculty ranks during the academic year. Three of the 33 women hired, and 3 of the 14 minorities hired, were in tenure-eligible positions. The hiring rate for minority tenure-eligible positions remains a problem area. Efforts to increase and retain these groups must and will continue to be a priority.

Of the 41 faculty members promoted last year, 18 (43.9%) were women and 4 (9.8%) were minorities. Efforts to increase retention among these groups will continue to be a priority issue through programs implemented previously and through enhanced monitoring.

Staff Distribution

The "Staff Workforce Distribution Report" indicates the OUHSC has a higher representation of women and minority staff than expected by their presence in the labor force except for the areas of Skilled Craft for women and minorities, and Service/Maintenance for women.

Staff Hires, Turnovers, Promotions

The "New Staff Hires Report" indicates that the OUHSC's hiring rates for women and minorities is higher than expected except for the areas of Skilled Craft for women, Other Professionals for minorities, and Service/Maintenance for women and minorities.

An analysis of hiring rates reflects a need to focus enhanced attention on hiring female applicants in the Skilled Craft and Service/Maintenance job groups and minority applicants in the Executive/Administrative/Managerial, Other Professionals, Secretarial/Clerical, and Service/Maintenance job groups.

The University of Oklahoma Health Sciences Center was successful in adding 192 new women and 48 new minorities to the various staff job categories during 1993.

Of the 120 staff members promoted last year, 99 (82.5%) were women and 23 (19%) were minorities.

While an overview of employment practices suggests that the University has achieved employment and retention goals in many areas, there are a number of areas that reveal problems which will be a significant focus of enhanced efforts during this program year.

Programs

The programs which the OUHSC has implemented to recruit, retain, and advance minorities and women in employment has been somewhat successful when appropriately budgeted and considering the range of employment and promotion opportunities. Of the two groups of employees, women continue to have a wider margin of success in most employment categories in comparison to that experienced by minorities--as illustrated by the hiring rate and promotion rate data. This is an ongoing concern, and given the level of commitment and cooperation demonstrated by the OUHSC leadership, and the dedication of employee groups, the affirmative action programs will continue to be guided by ongoing and enhanced efforts to expand the underrepresented minority work force.

The 1994 Affirmative Action Plans for each campus of the University were presented for review, discussion, and information. No action was required.

BUILDING ONE, OKLAHOMA BIO-TECH PARK

The Oklahoma City Urban Renewal Authority and the Medical Technology and Research Authority of Oklahoma, in collaboration with the University and others, are completing plans for the development of the Oklahoma Bio-Tech Park. The 25-acre Park links the Oklahoma Health Center to the City's central business district, and is bound by N.E. 4th and N.E. 8th Streets, North Lincoln Boulevard and the Centennial Expressway. Under contract with the Urban Renewal Authority, RTKL Associates, Inc., has completed a master plan and development guidelines for the Park. The City will provide Community Development Block Grant funds for some infrastructure improvements. The Oklahoma City Urban Renewal Authority will provide property suitable for redevelopment, designate developers and approve development plans and financing. It is proposed that the Medical Technology and Research Authority develop the parking and infrastructure improvements needed but not provided by others, and assist in financing future Park developments from apportionment of tax increments and other sources. Facility plans are being developed to finance and construct Building One in the Park. Site and building floor plans were included in the agenda.

The development of Building One may provide the Health Sciences Center with an opportunity to lease space to meet its short-term research laboratory needs. The building will be a four story, 100,000 gross square feet facility with floor plates of 25,000 square feet. The facility will be ready for occupancy in April, 1995. The University has been offered the opportunity to lease one floor. Due to the increased research activity at the Health Sciences Center, there is a need for more space. The Health Sciences Center is conducting a thorough analysis of current space usage, anticipated space needs due to the increased research activity, and the needs of the five department chairs being recruited in Biochemistry, Urology, Pediatrics, Psychiatry and Family Medicine. After a review of data on space and financial considerations, if it appears that it is in the University's best interest to pursue the lease of space in Building One this will be brought back to the Board of Regents.

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

OKLAHOMA MEMORIAL STADIUM TURF REPLACEMENT

At the November 15-16, 1993 meeting of the Board of Regents, the Board authorized the Athletic Director to proceed with the preparation of plans for replacing the worn playing surface at the Oklahoma Memorial Stadium with a natural grass turf; the development of a

modification to the existing contract with Hellmuth, Obata and Kassabaum Sports Facilities Group (HOK) for preparation of the plans and specifications for the project; and the administration, with the assistance of Legal Counsel, to receive bids, to select a low bidder, and to execute the necessary contracts and change orders for the project.

Several meetings have been held between representatives of HOK and the University, including the Athletic Director and his staff, University Legal Counsel, Architectural and Engineering Services, and Physical Plant, to consider project requirements and to discuss and refine the plans and specifications for the project.

Final plans and specifications were completed on February 23, 1994 and have been reviewed by representatives of the Athletic Department, Architectural and Engineering Services and Physical Plant. The project was advertised for bids on February 21 and 28, 1994. Plans and specifications have been distributed to bidders interested in the project.

These plans call for the installation of the new natural grass turf to be completed by July 1, 1994. Following a recommended six-week period that is required for the establishment of the root system of the new turf, it is anticipated that the field will be available for use on August 15, 1994. The first home football game of the 1994 season is scheduled for September 17, 1994 with Texas Tech University.

Bids are scheduled to be received on March 22, 1994. Following the opening of the bids, representatives of HOK, the Athletic Department, Legal Counsel, and Architectural and Engineering Services will review all bids received and make a recommendation to the President for the award of the construction contract for the turf replacement.

Mr. Donnie Duncan, Director of Athletics, and Mr. Larry Naifeh, Legal Counsel and Athletic Compliance Officer, were present to provide additional information on this project. Mr. Duncan said after interaction with HOK he feels good about the prospects for quality workmanship and the quality of the field once it is completed and by meeting the projected timetable, there will be adequate time for the field to settle and be in good shape by the first game. Mr. Naifeh said the pre-bid conference was well attended by prospective bidders from all over the country so there is a lot of interest. The turf is scheduled to be in place by July 1 and will be Bermuda-Tiff 419. He said the artificial turf is now being removed by Athletic Department staff and proposals submitted by firms for marketing this turf are being reviewed.

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

FISCAL YEAR 1995 UNIVERSITY OF OKLAHOMA BUDGET PLANNING

Vice President Farley presented information on the budget planning as follows:

State Budget

The State Board of Equalization met on December 30, 1993 and on February 22, 1994 to certify and recertify the amount of state funds that would be available to the Legislature for appropriation in FY95. According to the Equalization Board, funds available for State appropriations in FY95 will be \$20 million less than in FY94. With the application of Rainy Day funds, possible use of cash flow reserve funds and other adjustments, the amount of total revenue available could be close to a "break even" amount.

The Governor's budget recommendations for FY95 include targeted across-the-board funding cuts of 2.75 percent for most agencies to use as growth revenue. For higher education funding in FY95, the Governor recommends a beginning base of \$556.3 million, which is the total amount of appropriation for FY94. The recommendations also include the 2.75 percent appropriation reduction, which totals \$15.7 million, an appropriation increase of \$16 million, and a fee and tuition increase of 10 percent or \$15 million. These changes and other minor adjustments would net an additional \$15.8 million for higher education in FY95.

Operating Budget Needs Request by the Oklahoma State System of Higher Education

The State Regents forwarded the 1994-95 Proposed State Appropriated Prioritized Budget Needs to the Governor and the Legislature in February 1994. The State Regents request maintaining the budget base at the FY94 level of \$556.4 million, which includes the \$28.4 million in onetime funds.

The second priority is to fund the mandatory cost increases of \$8.8 million needed by higher education institutions. Other priorities are an increase of \$300,000 for the Oklahoma Tuition Aid Grant Program to insure the same number of awards in FY95 as in FY94, and an increase of \$1.7 million in Section 13 offset funding for two-year colleges. The FY95 State Regents' Budget Priorities Request totals \$569.2 million, which is approximately \$12.8 million greater than the current higher education appropriation.

On February 2, the State Regents forwarded a legislative request for information to institutions, which called for the impact on each institution of 5 percent and 10 percent State appropriation cuts. Because of the two-day turnaround time, the reduction survey was forwarded to the State Regents on February 4 and submitted at this time for the Board's review. For The University of Oklahoma, a 5 percent state appropriation reduction would represent a budget decrease of \$7.4 million and a 10 percent reduction would represent a budget decrease of \$14.9 million.

The University of Oklahoma Budget Planning Process

At the beginning of January, the Senior Vice President and Provost at the Health Sciences Center asked colleges and departments to prepare 5 percent and 10 percent budget reduction proposals. These reduction proposals have been submitted to the Senior Vice President and Provost and are currently under review. The strategic goals and objectives of reallocation for selected program improvements and a salary program are high priorities to be continued into FY95. The level of program and salary improvements is contingent on funding levels.

On the Norman Campus, the Senior Vice President and Provost distributed budget planning guidelines to vice presidents, deans and directors on February 10, 1994. The plan for the campus addresses two reduction scenarios. Scenario one is a 3 percent reduction in academic core areas and a 5 percent reduction in academic non-core and administrative areas. Scenario two is a 6 percent reduction in academic core and a 10 percent reduction in academic non-core and administrative areas. The definition of academic core is an academic area generating student credit hours or research indirect costs. Academic non-core areas are those providing academic activities such as deans' offices and advising services. Administrative areas are those that provide support for the academic, research and public service missions such as those under the responsibility of the Vice President for Administrative Affairs, Vice President for University Affairs, Student Affairs and similar support services. For FY95, the library and academic computing will be classified in the core category.

In budget planning guidelines, Norman Campus budget managers were advised that the minimum internal budget reduction will probably involve scenario one; but if State appropriations are not reduced, a 2 percent average salary increase with a reduction at the scenario one level will be considered. The campus was also informed that a 3 percent State appropriation cut with no tuition increase will call for application of scenario one with no salary increase. If State appropriations and a tuition change represent a reduction greater than 3 percent, managers were told that implementing scenario two with no salary increase is probable. Deans and directors were asked to submit the budget reduction recommendations to vice presidents by March 7.

Progress reports on the budget process will be presented at each of the forthcoming Board meetings through recommendations for final Board approval at the June 21-22 meeting. Enclosed for review by the Board were a summary of the budget reduction survey submitted to the State Regents on February 4 and the Norman Campus FY95 budget planning information distributed by the Norman Campus Senior Vice President and Provost on February 10.

Dr. Farley presented information on budget plans and goals and Scenario 1, a 3% reduction in E&G budgets of academic core areas and 5% reduction in academic non-core and administrative areas and Scenario 2, a 6% reduction in academic core areas and 10% in non-core and administrative areas.

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

COMMITMENT OF ASSOCIATES' FUNDS

Associates' funds to expand research and creative activity have helped the University to increase external grants and contracts for research contributions in these areas. These funds will be used to increase the ability of established research faculty to compete for external funding, provide "seed money" for faculty to establish their research programs, and to recruit and encourage faculty to collaborate in research/creative activities.

Associates' funds in support of instructional innovation are used to fund activities and purchase equipment designed to improve instruction. Associates' funds are supplemented each year with an additional \$100,000 each from Section 13 funds for research and instruction. Awards are made directly to the faculty through a campuswide competition. Lists of awards made in Fiscal 1993 for research and instruction were a part of this agenda item.

Associates' funds for Provost Development are used primarily for faculty development to provide travel support to conferences, sponsoring agencies for grants and contracts, and workshops on instructional innovation; to provide equipment support for instructional and research labs; and to provide funds for specialized library books, audio-video tapes and computer software for instruction. A report was included in the agenda on the use of Provost Development funds for FY93 at the Norman Campus.

Competition at the Norman Campus for FY94 has been completed for both research and instructional awards. Proposals are under review by two faculty committees.

President Van Horn recommended the Board of Regents approve for the Norman Campus the commitment of Associates Funds (1) for Fiscal Year 1993 of \$100,000 for research and creative activity and \$100,000 for instructional innovation and (2) for Fiscal 1994 \$130,000 for Provost Development at the Norman Campus and \$130,000 for Provost Development at the Health Sciences Center.

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

REGENTS' AWARDS FOR OUTSTANDING JUNIORS

To honor and encourage excellence in leadership and service, the Board of Regents presents to approximately 12 OU juniors each year the Regents' Award for Outstanding Juniors. These awards are given to students on the basis of leadership, service to the University, involvement in campus activities, and satisfactory academic progress. Recipients must have completed 72 credit hours and submit a one-page essay on leadership and teamwork. The recipients receive a certificate and a gold ring with the OU seal engraved on it. In addition, the names of each year's honorees are engraved on a permanent plaque located in the Oklahoma Memorial Union on the Norman Campus and in the Robert M. Bird Health Sciences Library in Oklahoma City. The winners are selected by a committee appointed by the President comprised of three students, two faculty, and two staff and will be recognized at the April Regents' meeting.

The names of the students selected are as follows:

Norman Campus

James T. Banta
Kathryn E. Groseclose
Angela Ham
Marni Hill
Brett M. Lutz
Kelli Masters
Kimberly K. Masters
Jill S. Quintana
Nanette M. Shadid
Monica A. Sharp

Health Sciences Center

Shelly M. Taylor
Stephanie R. West

President Van Horn recommended the Board of Regents approve the students selected to receive the 1994 Regents' Awards for Outstanding Juniors.

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

Regent Halverstadt requested information on the background for this award.

OU-TEXAS FOOTBALL GAME

The University of Oklahoma and the University of Texas first competed against each other in football in 1900. A continuous series has existed since 1922 with Dallas as the game site for the past 64 years.

In January 1991, the Regents approved the nonconference game schedule with the University of Texas with the site designated as the Cotton Bowl through the game on October 8, 1994, with a renewal option at the site for subsequent years. The final game and site agreements have been negotiated annually.

The game in Dallas financially benefits the University and the State of Oklahoma providing significant annual revenue through television, game ticket sales, team expense payments, airline tickets, and other support. A survey of fans supports continuing the series in Dallas. The University of Oklahoma Student Association Student Congress passed a resolution by a vote of 33-0-1 opposing any move of the game from the site in Dallas. This resolution was included in the agenda. This series in Dallas is important to The University of Oklahoma, and the State of Oklahoma in its tradition, its unique setting, its national significance, its recruiting value, and its financial benefit.

The recommendation for site approval through 1998 encompasses the period through 1995 of the current conference alignments and the first three years of the new expanded conference. Any final agreement will be based on the previous Board of Regents' approval of the game schedule but may be contingent upon any new issues raised by the Big Eight Conference expansion.

President Van Horn recommended the Board of Regents approve the designation of the Cotton Bowl in Dallas, Texas as the game site for the football games between The University of Oklahoma and the University of Texas through 1998. President Van Horn further recommended the Board of Regents authorize the President and Athletic Director with assistance from University Legal Counsel to negotiate and execute final agreements.

Present were three people who had requested to speak on this issue: Mr. Harry Deathe, an OU fan; Ms. Patsey Daugherty, Executive Director of the Sooner Chamber of Commerce, and Mr. E.Z. Million, a graduate of the University and a member of the Sooner Chamber.

Mr. Deathe commented that he does not understand why we support the Dallas economy and not the Norman economy. He said it is time to stand up and be counted for the State of Oklahoma by playing the OU-Texas game in Norman. Ms. Daugherty said the Sooner Chamber proposes the game be played in Norman in 1994 and in Dallas in 1995 and that there be six home games in 1994. A briefing book was distributed to the Regents and reviewed by Ms. Daugherty. Mr. Million reviewed statistics on football game attendance, and game surveys of fan interest in playing in Norman and Austin. He proposed the Regents commission a professional polling firm to do a telephone survey for a current reading of season ticket holders and also people who have dropped their season tickets in the past four years. He said the question should be asked, would these people buy season tickets again if the Texas game was played in Norman.

Regent Halverstadt commented he knows very little of the Sooner Chamber of Commerce and asked who this Chamber represents. Ms. Daugherty said it was established to promote economic development and includes people from all over the State--it is a private sector Chamber with a Steering Committee but no Board of Directors. Dr. Halverstadt requested Ms. Daugherty furnish him with information on the names of the membership and Steering Committee members.

Mr. Duncan indicated this subject has been adequately reviewed over a period of time and there has been opportunity for input and for people to be heard. He said from the survey responses and input from those who support OU's program on an annual basis, it is clear the preference is that the tradition of this game continue as recommended. Mr. Duncan said that is his own position also.

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

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 was included in the agenda. Comparative data for fiscal years 1992 and 1993, current month and year-to-date, was also included.

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.

JANUARY HIGHLIGHTS:

Norman Campus and Health Sciences Center Combined Data

- Year-to-date research expenditures are up 7% over last year, (\$29.9 million vs. \$28.0 million), awards are up 7% (\$38.4 million vs. \$35.8 million), and proposal activity is up 4% (\$104.8 million vs. \$101.0 million).

Norman Campus

- Year-to-date research expenditures are up 9% over last year (\$16.7 million vs. \$15.4 million), awards are down 4% (\$18.8 million vs. \$19.5 million), and proposal activity is down 5% (\$71.8 million vs. \$75.8 million).
- Year-to-date CCE/ICED expenditures are down 16% from last year (\$8.9 million vs. \$10.6 million), due primarily to the phase-out of the FAA-ATC Program. Awards are down 25% (\$10.3 million vs. \$13.6 million), but proposal activity is up 7% (\$242.5 million vs. \$225.6 million).

Health Sciences Center

- Year-to-date research expenditures are up 4% over last year (\$13.1 million vs. \$12.7 million), awards are up 21% (\$19.6 million vs. \$16.2 million), and proposal activity is up 31% (\$33.0 million vs. \$25.2 million).
- Year-to-date total expenditures are up 10% over last year (\$26.4 million vs. \$23.9 million), awards are up 10% (\$31.2 million vs. \$28.3 million), and proposal activity is up 31% (\$33.0 million vs. \$25.2 million).

DECEMBER HIGHLIGHTS:

Norman Campus and Health Sciences Center Combined Data

- Year-to-date research expenditures are up 9% over last year, (\$26.0 million vs. \$24.0 million), awards are up 9% (\$33.6 million vs. \$30.8 million), and proposal activity is up 17% (\$84.2 million vs. \$72.1 million).

Norman Campus

- Year-to-date research expenditures are up 8% over last year (\$14.7 million vs. \$13.6 million), awards are up 3% (\$17.1 million vs. \$16.6 million), and proposal activity is up 9% (\$59.9 million vs. \$54.8 million).
- Year-to-date CCE/ICED expenditures are down 16% from last year (\$7.7 million vs. \$9.1 million), due primarily to the phase-out of the FAA-ATC Program. Awards are down 25% (\$10.1 million vs. \$13.5 million), but proposal activity is up 10% (\$241.5 million vs. \$218.7 million).

Health Sciences Center

- Year-to-date research expenditures are up 9% over last year (\$11.3 million vs. \$10.3 million), awards are up 16% (\$16.5 million vs. \$14.2 million), and proposal activity is up 41% (\$24.2 million vs. \$17.2 million).
- Year-to-date total expenditures are up 10% over last year (\$22.5 million vs. \$20.6 million), awards are up 7% (\$27.6 million vs. \$25.8 million), and proposal activity is up 28% (\$29.7 million vs. \$23.2 million).

President Van Horn recommended that the Board ratify the awards and/or modifications for December 1993 and January 1994 as submitted.

Interim Vice President for Research, Dr. Joseph J. Ferretti, provided additional information to the Regents on awards and proposals.

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

RECEIPT OF GIFTS TO THE UNIVERSITY

All gifts to the University for the month of December 1993 totalled \$3,815,093.38, and for January 1994 totalled \$2,388,583.39. The following gifts were received:

<u>Donor</u>	<u>Amount of Gift</u>	<u>Purpose of Gift</u>
Richard G. Askew	\$50,000.00	Endowed scholarships in Chemical Engineering
Jack L. Blanton	Stock valued at \$143,792.74	Annuity trust fund for engineering scholarships

<u>Donor</u>	<u>Amount of Gift</u>	<u>Purpose of Gift</u>
R. Milton Laird	\$50,000.00	To College of Business Administration for academic program support

President Van Horn recommended the Board of Regents approve the acceptance of the gifts to the University received during December 1993 and January 1994 as stated above.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Bentley, 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 AND CONVERSION TO A COMPUTER INFORMATION SYSTEM

In November, the Board of Regents approved the purchase of Digital computing equipment in the amount of \$1,471,002. The installation of the equipment will be completed in April, 1994. Financing has been bid and responses are due in April.

The conversion from Unisys equipment to Digital equipment will require approximately two years and will require the Unisys mainframe to remain operational during this time. The Unisys license for two years will cost \$415,944 and the maintenance will cost \$443,208. A schedule of the total estimated conversion cost and the amortization of these costs over six years was included in the agenda. This allows the Health Sciences Center to make a major investment in new technology to improve communications, increase access to information for all departments, and serve the increasing needs of the campus for information. This Digital system will increase efficiency and reduce administrative costs while increasing administrative services throughout all campuses. It will decrease the need for paper to process and document information and allow departments to share data with other departments.

The internal loan will be from agency special reserves which are currently invested at less than 4% interest. Cash flow reserves are sufficient to serve the needs of the Health Sciences Center and provide for this internal loan. The internal loan of agency special reserves will save the Health Sciences Center approximately \$300,000 in interest charges and will be repaid over a six-year period beginning in FY96-97.

President Van Horn recommended the Board of Regents (1) authorize the Health Sciences Center to accept the low bid for financing to complete the lease purchase of Digital computing equipment and (2) authorize the Health Sciences Center to provide an internal loan not to exceed \$1,500,000 at no interest to fund the conversion costs including \$860,000 to Unisys for maintenance and license.

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

REASSEMBLY AND RECERTIFICATION OF THE FAILED CHILLER COMPRESSOR FOR THE HSC STEAM AND CHILLED WATER PLANT

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

To restore the chiller unit to working order the compressor and related items must be reworked and replaced. The replacement compressor has been purchased with delivery approximately May 15, 1994. A Request for Proposal was issued to reassemble and recertify the new compressor, 5500 HP electric motor, gear drive, base frame, piping condenser and evaporator.

Request for Proposals were sent to four vendors. Responses were received from two companies. Results of the Request for Proposals are as follows:

Carrier Building Systems & Services Oklahoma City	\$324,531
Carrier Building Services Tulsa	\$356,072
Natkin Service Company Oklahoma City	No Response
Carrier Building Systems & Services Carrollton, Texas	No Response

The administration requests authorization to issue a purchase order for the lowest and best bid, Carrier Building Systems & Services in the amount of \$324,531. 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 of Oklahoma City in the amount of \$324,531 to reassemble the chiller unit for the Health Sciences Center Steam and Chilled Water Plant.

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

PRESIDENTIAL SEARCH REPORT

This item was included in the agenda for information and a possible executive session.

Present to report on progress in the search for a President was Mr. John Snodgrass, Co-Chair of the Presidential Search Committee. He said nominations have been received for close to 110 people and they continue to come in. There are 30-40 candidates and 10-15 who are considered active and fully qualified. The Committee will meet several times before the April meeting and expect to present recommendations on three to five candidates for the Board's consideration at the April 12-13 meeting of the Regents.

Regent Halverstadt commented he feels the Board needs to do several things prior to hiring a President: (1) review the mission statement; (2) develop a statement of goals and objectives which can be used as a benchmark against which the Board can judge candidates and they can judge the University; and (3) have a Regents' discussion of issues which are important to the Board and attributes of a new president - an informal discussion open to all constituencies interested in this University. Dr. Halverstadt said there is a month before the next meeting and an open meeting of this type would clarify a great deal of ambiguity that exists in terms of the candidates the Search Committee brings to the Board's attention.

Regent Hall said he generally agrees and would encourage anyone interested in the University and the selection of the next President to submit to the Regents their ideas, suggestions and proposals in terms of the direction, mission, priorities, and objectives of the University.

Regent Halverstadt moved the meeting be recessed, to reconvene at 6:00 p.m. in Dining Room 2 of the Oklahoma Memorial Union for a more detailed report from the Search Committee to the Regents, with this portion of the meeting to be in executive session. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

The meeting reconvened at 6:22 p.m. in Dining Room 2 in the Oklahoma Memorial Union with all Regents present. (Regent Lewis attended this portion of the meeting only.) Also present were Dr. Chris Purcell and Mr. John Snodgrass. The executive session began at 6:22 p.m. in Dining Room 2 and ended at 9:45 p.m. The Chairman announced the meeting adjourned until the following morning at 8:30 a.m.

The Regents reconvened in regular session at 8:36 a.m. on Wednesday, March 16, in the Foundation Building with all Regents present but Regent Lewis.

ACADEMIC ENRICHMENT

Robert E. Schlegel, Associate Professor of Industrial Engineering, presented a summary of a scientific experiment scheduled to fly aboard the NASA Space Shuttle Columbia in July. He said his current research examines the effects of space flight, particularly the micro-gravity environment, on the information processing, memory, and motor coordination skills of the NASA space shuttle flight crews. In collaboration with Air Force scientists, cognitive performance data will be collected from the astronauts over a period of four weeks prior to the flight. The astronauts will be required to master a battery of computerized tests to establish their individual baselines, which will be compared with their performance when they take the same test battery at regular intervals during and after the space flight.

Over the past year and a half, a ground-based science support study for the mission has been conducted at OU. With the help of Ph.D. candidates in Industrial Engineering, 80 OU students and 20 Air Force personnel have been tested to identify any problems with the testing hardware and software, and to determine the frequency and total number of times subjects need to take the battery to establish a relevant performance baseline.

Dr. Schlegel said he has traveled to Johnson Space Center and Marshall Space Flight Center to meet with the crew members and to participate in training exercises and simulations. During the flight, he and other investigators will rotate shifts at the Johnson Control Center to answer specific questions from the astronauts and to solve any problems they may develop with the computer hardware or software. The data obtained during the mission will enhance our knowledge of human capabilities for living and working in a micro-gravity environment as will exist aboard the future space station and will improve our overall knowledge of factors that affect work performance. The actual test battery will be available during the presentation.

This project continues collaborative research efforts with Dr. Kirby Gilliland, Associate Professor of Psychology. Over the past 10 years they have developed a program of research focusing on the measurement of human information processing capabilities, individual differences in those capabilities, and the assessment of mental workload while under the influence of various stressors. Among the factors they have examined are noise, sleep loss, fatigue and caffeine. External sponsors of the research have included the U.S. Air Force, NASA, the FAA, and Boeing.

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

UNIVERSITY GOLF COURSE

Several attempts have been made by the University to improve the golf course using private funds and golf course revenues. These efforts have not generated the necessary funds to make much needed improvements, especially the installation of an irrigation system. The golf course in recent years has been subsidized from other University revenues.

Request for Proposals (RFP) were issued in March 1990, October 1991 and December 1992. An evaluation committee reviewed the eight proposals received in response to the December 1992 RFP and eliminated four firms. The highest ranking firm was Sunrise Golf and the Board of Regents at their April 1993 meeting authorized negotiations to finalize a lease contract with this firm. Despite good faith efforts on both parties, a contract with Sunrise Golf could not be finalized. The Board of Regents at their October 1993 meeting authorized the administration to proceed with negotiations with the second-ranked bidder, Metro Golf. The University and Metro Golf have been negotiating since that time but have been unable to finalize a contract. The University has reviewed the third-ranked bid and has determined that it is not a viable option. Therefore, the University recommends that all bids be rejected and the University Golf Course continue its current operation at this time.

It is also recommended that the University engage a qualified professional consultant to develop a plan for operation and improvement of the University Golf Course.

President Van Horn recommended that the Board of Regents reject all bids to improve, operate and manage the University Golf Course and authorize the University to engage a consultant to develop a plan for the operation and improvement of the University Golf Course.

Vice President Farley reviewed briefly the background of this project. He said just last evening a contract was finalized with Metro Golf and representatives of Metro are present today to discuss the terms of their proposal and the financing aspect. Dr. Farley introduced the

following guests: Mr. Bill English, legal counsel; Mr. Glen Floyd, representing the Oklahoma Development Finance Authority (ODFA); Mr. Terry Wilkerson, Metro Golf; Mr. Jim Woodward, Metro Golf; Mr. Roy Calvert, Vice President of Metro Golf; Mr. David Hinkle, Executive Vice President of ODFA; and Mr. Tommy Thompson and Mr. Dean Chittendon, principals in T. J. Thompson & Associates, an underwriting firm.

Mr. English said Metro is excited about the proposal--it has been enlarged and involves building a \$400,000 men's and women's golf program facility with offices for coaches and staff and an indoor practice facility. He said the principals, Mr. Calvert, Mr. Wilkerson and Mr. Woodward, have many years of experience in feasibility studies and golf course construction. The goal is to improve but not destroy the Perry Maxwell course design.

Mr. Floyd stated the structure of Metro's financing plan is to assign the finalized contract to a trustee bank through ODFA. ODFA would sell taxable bonds which would be paid off with the net revenues flowing from the project. The University of Oklahoma would not have any liability on the debt financing. The lease rentals to the University would remain unencumbered and the contract would not be subordinated to the debt, the debt would be subordinated to the contract.

Mr. Hinkle explained that ODFA would agree to act as issuer on the bonds. The total collateral for the obligation would be the lease contract from Metro assigned to the Oklahoma Development Finance Authority.

Mr. Thompson spoke about the years of experience T. J. Thompson Associates has had as underwriter and financial advisor.

There was a general discussion of the proposed changes to the course, the plan to bring water to the course, and to obtain EPA approval for affluent water. Dr. Farley said Metro Golf has signed a contract and it is ready for the Board if the financial arrangements are acceptable. Chairman Gullatt said the Board has not had an opportunity to see the contract and as he understands, it is a contingent financing arrangement with no firm financial commitment by anyone. Regent Halverstadt said his own concerns are with not having reviewed an overall design, not having firm financing in place and he expressed the opinion the RFP should be rescinded and this project should be done in steps to ensure the development of the project as the University would like it done. A master plan should be developed, reviewed and approved by the Board, followed by design drawings and development of the financing.

Dr. Halverstadt moved approval of the portion of the President's recommendation to reject all bids to improve, operate and manage the University Golf Course. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved. Dr. Halverstadt suggested the Board discuss how to engage a consultant for the operation and management of the golf course.

A discussion followed on the process to follow in moving forward with this project. The suggestion was made to have a Request for Proposal written asking for the development of a master plan which would define the variables involved in the project and how the course will be utilized. Once the master plan is developed and approved by the Board, the design drawing phase would be undertaken, followed by the determination of financing and a company to renovate/construct the golf course. It was generally agreed that an RFP should be drafted and circulated to everyone for input and Chairman Gullatt requested that be done. Regent Bentley suggested that if an oversight committee is needed to assist, he would be happy to serve.

BENEFITS CONTRACT RENEWALS

The administrative services agreement with Blue Cross Blue Shield has made it possible for the University to successfully manage health care costs. While administrative costs have increased, the University's claims costs have significantly decreased. The program can be continued for 1994-95 with no additional funding. The only change in the program would be to increase the University's stop loss coverage from \$250,000 to \$300,000. The proposed premium rates were included in the agenda.

The contract with Prudential is for their HMO, PruCare. Prudential has offered PruCare Plus, a PPO plan which has a schedule of in-network benefits that are identical to the benefits offered under the PruCare HMO. The only difference is that PruCare Plus also offers a schedule for out-of-network benefits that was not available under PruCare HMO. The rates for PruCare Plus are less than or equal to current PruCare HMO rates. By making the change to PruCare Plus, the cost does not increase, but greater benefits are provided.

It is the intent of the OUHSC to improve the HealthSource benefit, provider, and hospital network next year. The improvement should increase the attractiveness of this program, thereby enhancing enrollment of employees, and the experience level of our physicians. To accomplish this, HealthSource has issued a request for proposal to improve benefits and the provider network. If the process is successful, HealthSource will provide benefits consistent with the University's existing managed care program. If not, HealthSource will continue to provide the same benefit for the same price.

The contract with Delta Dental offers two plan options. The basic dental plan which is provided by the University, requires an increase of 10 percent to maintain the current level of benefits. The alternate dental plan is available at an additional cost to the employee. This plan experienced much higher participation and usage and will require several modifications. A \$2,000 maximum benefit will be implemented, a \$25 individual and \$75 family deductible will be added, and basic restorative procedures will be reduced from 100% to 80%. By making these changes to the alternate plan, an increase of 28 percent will be required.

The contract with Aetna for Group Accidental Death & Dismemberment can be continued at the current rates.

Group Life Insurance with Aetna will be continued with a proposed 21 percent increase. The rates based on the increase were included in the agenda.

The contract with Hartford for Long Term Disability will continue the same coverage with no increase in rates.

President Van Horn recommended that the University's contracts with Blue Cross Blue Shield, Prudential, Delta Dental, Aetna and Hartford be renewed with modifications as noted above effective July 1, 1994. President Van Horn also recommended the Regents authorize the President or his designee to establish rates and sign contractual agreements with Oklahoma Teaching Hospital and a third-party administrator for HealthSource.

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

LONG TERM CARE

The Employment Benefits Committee recommended that long term care be offered as an optional benefit at employee expense. The advantage to employees is better group rates than could be obtained individually.

Seven companies responded to the bid request. While multiple options are available from most companies, a representative set of benefits was selected in order to compare the bids. After reviewing the analysis with the Employment Benefits Committee, the administration recommends CNA as the best combination of benefits for the most affordable price. The analysis is attached hereto as Exhibit A.

President Van Horn recommended the University contract with CNA to offer Long Term Care insurance as part of *Sooner Options*, The University's Section 125 cafeteria plan, effective July 1, 1994. Employees electing coverage would pay the premiums.

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

CONSULTANT FOR THE TELECOMMUNICATION SWITCH SYSTEM PROJECT

The item included in the agenda on engaging a new telecommunications consultant was deferred until the April 12-13, 1994 meeting.

PURCHASE OF PROPERTY AT 500 COLLEGE AVENUE

The Alpha Sigma Phi Fraternity house property fronts on Boyd Street from College to Chautauqua Avenues, across College Avenue west of the Catlett Music Center and is partially adjacent to Jacobson House on the east. The property consists of a two-story walk-up apartment building built in 1974 and a lot approximately 110 feet by 275 feet. The property is contiguous to the University's main campus northwest corner.

The property's location provides the University with an opportunity to demolish the building and utilize the tract for surface parking. This would help relieve the shortage of parking that will exist when Catlett Phase II construction eliminates a surface parking lot.

The purchase of the property would be paid for from the real estate reserve account. The purchase price of \$185,000 is below the \$200,000 appraised value of the property.

President Van Horn recommended the Board of Regents approve the purchase of the Alpha Sigma Phi house and property located at 500 College Avenue.

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

24TH AVENUE NW (S.H. 77T) AGREEMENT WITH THE CITY OF NORMAN

At the January 1994 meeting, the Board of Regents approved the granting of easements to the Oklahoma Department of Transportation (ODOT) necessary for the construction of 24th Avenue NW through the west side of the University Research Park. Construction documents are nearing completion and the project is scheduled for bidding in May 1994. The estimated cost of this project is approximately \$3,500,000.

In order to proceed with any project of this type, ODOT requires the local governmental entity that will take responsibility for the operation of the project once it is complete to execute a Right-of-Way, Public Utility, and Encroachment Agreement. The agreement sets forth the requirements related to land acquisition, utility relocation, and control of the property prior to construction and the subsequent operation and maintenance of the completed road after construction. Since this project is being developed at the initial request of the University, will be constructed almost entirely on University land, and will largely benefit the University, it is necessary for The University of Oklahoma to assume some of the responsibilities enumerated in the ODOT Right-of-Way, Public Utility, and Encroachment Agreement. A supplemental agreement between the City of Norman and The University of Oklahoma has been developed to formalize the allocation of responsibilities.

The primary responsibilities of each party are as follows:

The University will:

- provide permanent easements, at no cost, across University property necessary for the project;
- be responsible for the removal or relocation of all utility lines such as OG&E, ONG, Southwestern Bell Telephone, private oil and gas lines, and University water lines, to accommodate the project;
- maintain the project area between the curbs and the outside limits of the easement including vegetative maintenance and mowing.

The City of Norman will:

- assist the University in the acquisition of temporary construction easements from private land owners;
- maintain the road after completion;
- regulate and control traffic on the completed road including the speed of vehicles, parking, etc.

The University will negotiate with representatives of each utility in the attempt to limit costs to the University to the absolute minimum. However, it has been estimated that the University's total cost for utility relocations may range from \$50,000 to \$80,000. In addition, the University will have other project costs related to the development of the project which are estimated to be approximately \$10,000. Any part of these costs which must be borne by the University will be funded from the Auxiliary Reserve Account.

President Van Horn recommended the Board of Regents (1) approve the development of an agreement with the City of Norman related to the construction and operation of 24th Avenue NW (S.H. Highway 77T), (2) authorize the President or his designee to execute the agreement, and (3) approve the use of funds from the Auxiliary Reserve Account for this project.

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

ACCEPT GIFTS FROM NOBLE FOUNDATION AND NAME OKLAHOMA MUSEUM OF NATURAL HISTORY BUILDING

On February 7, 1994, representatives of the Samuel Roberts Noble Foundation and Samedan Oil Corporation announced gifts totaling \$9 million to be used for the Oklahoma Museum of Natural History.

The Noble Foundation, based in Ardmore, Oklahoma, will contribute \$7.5 million, the largest one-time gift in the history of the University and the largest grant ever made by the Noble Foundation. Samedan Oil Corporation, a subsidiary of Noble Affiliates, Inc., will contribute \$1.5 million.

The name of Sam Noble will bring great honor to the new museum. A prominent civic leader and philanthropist, he served as OU Regent from 1987 to 1991 and was honored with the University's Distinguished Service Citation. He served as Chairman of the Board of Noble Affiliates, Inc. and Noble Drilling Corp., was a trustee of the Noble Foundation, and a member of the boards of the National Cowboy Hall of Fame and Western Heritage Center, the Scott and White Medical Center, the Oklahoma Medical Research Foundation, and the Arbuckle Area Council of the Boy Scouts of America. Sam Noble was inducted into the Oklahoma Hall of Fame in 1974. He died in September 1992.

Planning and construction costs of the new museum are estimated at \$35 million, and another \$5 million will establish an endowment for program support for the museum and its research, outreach and educational programs. In November 1991, voters in the City of Norman approved a \$5 million local bond issue to support the project. Oklahoma voters approved \$15 million in State bond money for the museum facility in November 1992 with passage of State Questions 649 and 650 authorizing and funding the Higher Education Capital Bond Issue. The \$20 million private fund-raising campaign is being led by Vice President Fred Bennett and conducted by the Office of Development. W. R. Howell, Chief Executive Officer of J. C. Penney Co., is chairman of the OMNH Campaign Council.

Other important gifts to the museum facility include \$250,000 from the Merrick Foundation; \$1 million from another major Oklahoma foundation; \$25,000 from an alumnus in Ardmore; \$22,000 from Bill and Barbara Paul of Bartlesville; \$5,000 from Southwestern Bell; and \$5,000 from OU President Emeritus and Mrs. George Lynn Cross.

The 180,000-square-foot facility, which is scheduled for completion in 1998, will be located on approximately 40 acres on the Norman Campus, west of the Law Center, at the intersection of Chautauqua and Timberdell.

The gifts bring to more than \$11 million the total private funds committed to date to the OMNH. Approximately \$9 million remains to be raised to complete the \$15 million in private funds for construction and the \$5 million in endowment for the new museum.

President Van Horn recommended the Board of Regents accept with appreciation gifts totaling \$9 million from the Samuel Roberts Noble Foundation Inc. and Samedan Oil Corporation for the Oklahoma Museum of Natural History and name the new facility the Sam Noble Oklahoma Museum of Natural History in memory of the OU alumnus, former Regent, philanthropist and businessman.

Regents Gullatt, West, Blankenship, Bentley, Hall, and Halverstadt moved approval of the recommendation and voted unanimously to approve.

OKLAHOMA MEMORIAL UNION RENOVATION

Schematic Design Phase plans for the Oklahoma Memorial Union project have been completed by HTB, Inc. of Oklahoma City who serves as architect for the project. The proposed project includes renovation of the ballroom, meeting rooms and supporting service areas; modernization of Meacham Auditorium; the adaptation of other spaces in the Union to accommodate Student Development and Student Services functions; construction of a new elevator, stair tower and entrance as an addition to the south wing; fire and life safety improvements; items of work required to bring the building where possible into compliance with the Americans with Disabilities Act and other codes; improved heating, ventilation and lighting systems; and other interior improvements including new carpets, drapes and furniture.

The plans for the ballroom are designed to restore the elegance to the room which has been lost over the years and to improve the functioning of the ballroom and the related meeting rooms. The main entrance will be enlarged, all of the interior woodwork and wall finishes will be replaced or redone, new carpet will be installed, the lighting systems will be augmented, the lighting controls will be improved, a new audio system will be installed, and other improvements will be made to enhance the room.

The entire north end of the third floor will be remodeled to provide a series of greatly enhanced meeting and dining rooms, new restrooms, and improved access to the parking structure. These rooms along with the ballroom will provide greatly improved conference facilities for the Union.

Meacham Auditorium will be extensively renovated to provide an ideal movie theater with up-to-date projection equipment. The renovation will also provide a special facility for public meetings, lectures, and other presentations. The acoustical environment and the lighting systems will be improved, and a new high quality sound system will be installed.

Other meeting rooms throughout the building, some of which have been used on an interim basis for other purposes, will be renovated and made available for student use.

A new south entrance, located opposite the north entrance to Buchanan Hall, will be constructed. This new entrance facility will include an elevator which will provide access to all levels in the south wing, a major area of the building which currently is not in compliance with the requirements of the Americans with Disabilities Act.

The University has issued \$6,000,000 in bonds to fund this project. After issuance costs and the retirement of previous Union debt were subtracted, a project budget of \$4,725,000 was established. The project architects have worked within this budget to develop the proposed schematic design. The Schematic Design Phase plans for the project have been reviewed by representatives of Student Affairs, University Affairs, and Administrative Affairs; by the University's Campus Planning Council; and by the Campus Activity Center Planning Committee composed of University faculty, staff and students, and a representative from the community .

President Van Horn recommended the Board of Regents (1) approve the Schematic Design Phase plans for the Oklahoma Memorial Union project, and (2) authorize the project architects to prepare the Design Development Phase plans and Contract Documents Phase plans for the project.

Vice President Roland Smith introduced Mr. Arthur N. Tuttle, Jr., Director of Architectural and Engineering Services, and two representatives from HTB, Inc., Mr. Les Ellason and Mr. Joseph Reynolds, to present information on the renovation.

Mr. Tuttle discussed major project features and the rationale for the choices being recommended. He said project objectives include high quality spaces for meetings and recreation, improved attractiveness and usefulness of the building, accessibility for all and fire and safety improvements. Mr. Tuttle said the building has 167,000 square feet and a new building of the same size would cost \$22,545,000 to build. The frame is sound and the exterior is in good condition. There are fire code and asbestos problems that need to be addressed. Diagrammatic materials were distributed to the Regents containing floor diagrams and preliminary cost estimates for various elements of the project.

Mr. Ellason and Mr. Reynolds gave a slide presentation highlighting proposed renovations to the Ballroom, the smaller dining rooms, Meacham Auditorium, Baird Lounge and other areas in the building, including entrances.

There was a discussion of the need for an elevator at the south end of the building. The Career Planning Office would have chair lifts down to the third level but the Americans with Disabilities Act requirement is that elevator access be provided to all levels in the building.

Regent Gullatt stated he would like to be assured the input of students, alumni, and the former Union Board of Trustees is incorporated into the final design. He said the dollars will not stretch far enough to cover all of the proposed renovations and he requested a priority list be developed with the input of the constituency groups.

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

REPORT OF ASSOCIATES AND ACADEMIC EXCELLENCE COMMITMENTS

ASSOCIATES FUNDS:

Following is the commitment of funds of The University of Oklahoma Associates for the period October 1 through December 31, 1993:

March 16, 1994

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Academic and Research Support	\$ 97,438
Awards and Honors	<u>12,000</u>
Total	<u>\$109,438</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 No expenditures to report this quarter.	<u>\$ -</u>
COLLEGE OF ARTS AND SCIENCES Academic and Research Support	<u>\$1,722</u>
COLLEGE OF BUSINESS ADMINISTRATION Academic and Research Support	<u>\$ 19</u>
COLLEGE OF EDUCATION Academic and Research Support	<u>\$ 134</u>
COLLEGE OF ENGINEERING Academic and Research Support	\$ 34
Scholarships	<u>500</u>
Total	<u>\$ 534</u>
COLLEGE OF FINE ARTS Academic and Research Support	<u>\$9,581</u>
COLLEGE OF GEOSCIENCES Academic and Research Support	<u>\$3,862</u>
LIBRARY No expenditures to report this quarter.	<u>\$ -</u>
GRADUATE COLLEGE No expenditures to report this quarter.	<u>\$ -</u>
COLLEGE OF LAW Affirmative Action Activities	\$ 813
Enrichment Program	551
Jurist-in-Residence	3,850
Faculty Professional Development	4,920
Other Student Support	11,365
Staff Professional Development	<u>41,646</u>
Total	<u>\$63,145</u>
LIBERAL STUDIES No expenditures to report this quarter.	<u>\$ -</u>
MUSEUM OF ART No expenditures to report this quarter.	<u>\$ -</u>

March 16, 1994

23768

EXECUTIVE AFFAIRS

No expenditures to report this quarter.

\$ -

STUDENT AFFAIRS

No expenditures to report this quarter.

\$ -

UNIVERSITY AFFAIRS

OU Club of Clinton

\$1,805

ACADEMIC EXCELLENCE FUND:

Following is the commitment of funds of The University of Oklahoma Academic Excellence Fund for the period October 1 through December 31, 1993:

Academic and Research Support	\$2,006
Awards and Honors	<u>1,000</u>
Total	<u>\$3,006</u>

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

REGENTS' FUND INVESTMENTS

During the month ended December 31, 1993, the investment transactions listed below were made based upon investment recommendations provided by J. & W. Seligman. The transactions utilized available cash equivalents plus proceeds from the sale or reduction of three stock investments to increase the equity ratio and broaden the range of investment opportunity.

Purchases: New Holdings:

2,500 Shares	Alco Standard Corporation
5,000 Shares	Automotive Industries
4,500 Shares	Columbia Healthcare
2,000 Shares	Eastman Kodak Company
3,000 Shares	Tyco Laboratories, Ltd.

Sales:

1,000 Shares	Nucor Corporation
3,000 Shares	Reader's Digest
3,000 Shares	Sigma-Aldrich

Alco Standard Corporation, with annualized sales of over \$7 billion, is the largest network of independent paper distributors and independent copier dealers in North America. Over the past three to five years, Alco has successfully transformed itself from a conglomerate consisting of diversified businesses to a narrowly focused distributor of paper and office products. As the largest competitor in each of these two distribution markets (which are both highly fragmented), Alco has the capability with its new focus to leverage position through margin expansion (via cost control/restructuring) and market share expansion (via enhanced distribution network and acquisition).

Newly public Automotive Industries Holdings has been a rapidly growing plastic interior trim supplier to the domestic auto manufacturers for more than 20 years. However, more recently, new owners and managers have embarked on an aggressive two-part growth strategy: maintain and grow its current lines of business and make strategic acquisitions. AIHI's approximately \$350 million in sales is derived from the design, engineering and production of high quality interior trim systems and assemblies such as door panels, arm rests, headliners and sun visors as well as blow-molded plastic parts including windshield washer reservoirs, climate control components and seat backs.

Columbia Healthcare's recently announced merger with Hospital Corp. of America creates the largest hospital management company in the U.S., with over 190 hospitals and 42,000 beds (3% of the U.S. total) in 26 states. Columbia has grown by implementing a strategy of local market dominance, providing a comprehensive range of services and decentralizing decision making. Strong physician and payor relationships also enable Columbia to consistently post superior admission gains relative to its competition.

Eastman Kodak Company is the world's leading producer of photographic film and accessories. In addition, the company owns Eastman Chemicals and Sterling Drug. Over the years, Kodak's diversification efforts and management's lack of a clear focus has prohibited the company from becoming a world-class competitor. Kodak suffers from too many marginal product lines, facilities that are obsolete, research and development expenses that result in too few major advanced product offerings and an excessive and slow moving bureaucracy. As a result, Kodak's Board of Directors has terminated the Chief Executive Officer, Kay Whitmore, and mandated that his replacement refocus the company and improve its profitability. With new direction and leadership, Kodak could easily increase its core earnings power by 50% in the next two years. As a result, the stock is attractive for purchase.

Tyco International Ltd. is a diversified company specializing in the manufacture and installation of fire protection systems and flow control products. Its Grinnell and Wormald subsidiaries are the largest producers of automatic sprinklers and fire protection devices in the world. Other units include Simplex Wire and Cable, the world's largest manufacturer of trans-oceanic fiber optic cable; Tyco Printed Circuit Group, a manufacturer of multi-layer printed circuit boards; Armin, the largest independent maker of polyethylene film and bags in the U.S.; and Ludlow, a producer of specialty papers, plastic materials and industrial packaging materials. Increased awareness of the need for fire protection systems fueled by municipal regulations and insurance premiums, should provide a growing market for Tyco through the next decade.

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

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

QUARTERLY FINANCIAL ANALYSIS

QUARTERLY FINANCIAL ANALYSIS EXECUTIVE SUMMARY DECEMBER 31, 1993

ALL FUNDS, ALL CAMPUSES

- Revenues of \$240.4 million were at 50.3% of budget and expenditures of \$235.9 million amounted to 49% of budget.

NORMAN CAMPUS

ALL FUNDS:

Revenues and expenditures are well in line with budget at 51.0% and 48.1% of current budget respectively and very comparable to last year's 50.9% and 49.1%.

EDUCATIONAL AND GENERAL FUNDS:

Revenues of \$74.5 million are at 50.6% of current budget and comparable to last year's \$72.6 million and 50.3% of budget.

Expenditures are well within budget at \$71.2 million (46.7% of budget) and comparable to last year's expenditures through the first six months.

GRANTS & CONTRACTS:

Total revenues and expenditures of \$23.6 million are at 45.5% of budget and comparable to last year's volume of \$24.3 million and 46% of budget.

AUXILIARIES AND SERVICE UNITS:

As a whole, auxiliaries have a net increase to fund balance of \$2.4 million as compared to an expected \$2.1 million increase for the first six months of the year. Service Units as a whole have a net increase to fund balance of \$1.5 million, as compared to an expected six month increase of \$0.6 million.

ALL OTHER FUNDS:

Revenues and expenditures for all other funds are well in line with budget and are comparable to last year through the first six months of the fiscal year.

HEALTH SCIENCES CENTER

ALL FUNDS:

Revenues (\$99.9 million) and expenditures (\$101.3 million) are at 49.5% and 50.2% of current budget respectively. Both are comparable to last year's figures through the first six months of the fiscal year.

EDUCATIONAL AND GENERAL FUNDS:

Total revenues of \$35 million and total expenditures of \$34.3 million are at 50.4% and 49.2% of budget, respectively, and very much in line with the expected percentage of 50% through the first six months.

GRANTS AND CONTRACTS:

Revenue and expenditure volume is slightly under \$23 million and at approximately 48.7% and 48.5% of budget respectively. This compares favorably to the expected percentage of 50%.

AUXILIARIES AND SERVICE UNITS:

Auxiliaries as a whole have realized a net increase to fund balance of \$17,465, slightly under the expected increase of \$10,643. Service Units as a whole have a net increase to fund balance of \$344,969, which compares favorably to the expected increase of \$283,831.

PROFESSIONAL PRACTICE PLAN:

Revenues of \$31.8 million, 45.3% of budget, compare to \$33.2 million, 48.1% of budget, last year, due to reduced patient revenues. Expenditures are at \$36.1 million and 51.6% of current budget, just slightly ahead of the 50% expected level of expenditures for the first six months of the fiscal year.

The complete report was included in the agenda as Appendix A.

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

REGENTS' FUND SEMI-ANNUAL FINANCIAL REPORT**HIGHLIGHTS OF DECEMBER 31, 1993
FINANCIAL STATEMENTS**

The following financial highlights relate to the Regents' Fund financial statements as of December 31, 1993 and 1992 and for the six months then ended.

I. BOOK VALUE

- During the six months ended December 31, 1993 and 1992, the net book value of the Regents' Fund increased \$555,204 and \$304,203, respectively. These increases resulted primarily from cash gifts and investment earnings exceeding related expenditures.
- During the six months ended December 31, 1993, the Regents' Fund received cash gifts of \$310,894. Included therein is a gift from John A. and Donnie Brock (\$186,894) to fully fund the Brock Endowed Chair in Energy Economics and Policy and a gift from Health Sciences Center PPP funds (\$100,000) to establish the Gore Professorship in Otorhinolaryngology.

II. MARKET VALUE

- Cash and investments held by the Regents' Fund at December 31, 1993, had a market value of \$18,624,811, up \$437,518 (2.41%) and \$700,514 (3.91%) from June 30, 1993 and December 31, 1992, respectively. These increases are due primarily to market appreciation and net capital additions.

III. CONSOLIDATED INVESTMENT FUND PERFORMANCE

- The Consolidated Investment Fund annualized total return for the six months ended December 31, 1993 was 3.38%, trailing the weighted index by 169 basis points.

IV. TOTAL UNIVERSITY ENDOWMENTS

- In addition to the Regents' Fund endowments, the University's endowments include funds in The University of Oklahoma Foundation and funds approved by the Oklahoma State Regents for Higher Education. As of December 31, 1993, these endowments had a market value of \$194,247,872, an increase of \$10.6 million or 5.8% from December 31, 1992.

The complete report was included in the agenda as Appendix B.

The Regents' Fund semi-annual Financial Report as of December 31, 1993 and for the six months then ended was presented for information and discussion only. No action was required.

ACADEMIC PERSONNEL ACTIONS

Health Sciences Center:

Leaves of Absence:

Linda D. Cowan, Associate Professor of Biostatistics and Epidemiology and Adjunct Associate Professor of Neurology, sick leave of absence with full pay, January 3, 1994 to July 1, 1994.

William A. Kent, Associate Professor of Fixed Prosthodontics, leave of absence without pay, February 16, 1994 through June 30, 1994. To complete Geriatric Fellowship.

William Lovallo, Professor of Psychiatry and Behavioral Sciences, leave of absence without pay, August 1, 1993 to July 1, 1994.

Appointments or Reappointments:

Stephen Max Pollard, D.O., Professor of Medicine, Tulsa, annual rate of \$62,271 for 12 months (\$5,189.25 per month), February 1, 1994 through June 30, 1994. Paid from 28059450, TMC Department of Internal Medicine, and A0010298, PPP TMC Internal Medicine Clinic Instruction, pos. 250450.

Kalarickal J. Oommen, M.D., Associate Professor of Neurology, annual rate of \$60,000 for 12 months (\$5,000.00 per month), June 1, 1994 through June 30, 1994. Paid from A0007591, PPP Neurology, Dean's Fund Supplement, pos. 154420.

A. John Yazdi, M.D., Clinical Instructor in Pediatrics, Tulsa, annual rate of \$60,000 for 12 months (\$5,000.00 per month), January 13, 1994 through June 30, 1994. Paid from A0000598, PPP TMC Pediatrics Department, pos. 256370.

Changes:

Adekunle Adesina, Assistant Professor of Pathology, salary changed from annual rate of \$50,000 for 12 months (\$4,166.67 per month) to annual rate of \$66,905 for 12 months (\$5,575.42 per month), February 1, 1994 through June 30, 1994. Increase paid by VA.

Geoffrey Altshuler, title changed from Professor to Clinical Professor of Pathology, salary changed from annual rate of \$62,780 for 12 months (\$5,231.67 per month), full time, to annual rate of \$31,390 for 12 months (\$2,615.83 per month), .50 time, February 1, 1994 through June 30, 1994. Paid from 21069400, Department of Pathology, pos. 107300.

Judith L. Blackwell, Clinical Assistant Professor of Obstetrics and Gynecology and of Internal Medicine, salary changed from annual rate of \$30,000 for 12 months (\$2,500.00 per month), .50 time, to annual rate of \$12,000 for 12 months (\$1,000.00 per month), .20 time, February 1, 1994 through June 30, 1994. Paid from C6230003, St. John Medical Center-Ob/Gyn Contract for Faculty, pos. 254770.

Rebecca B. Bonner, Assistant Professor of Urology, Assistant Director of Research Division, Department of Urology, and Adjunct Assistant Professor of Clinical Laboratory Sciences, salary changed from annual rate of \$36,900 for 12 months (\$3,075.00 per month) to annual rate of \$40,400 for 12 months (\$3,366.66 per month), January 1, 1994 through June 30, 1994. Budget correction. Paid from C2178804, CR/VA Assignment Agreement - Bonner, pos. 216500.

Marguerite Chapman, Adjunct Associate Professor of Health Administration and Policy, salary changed from without remuneration to annual rate of \$3,400 for 12 months (\$680.00 per month), .08 time, January 1, 1994 through May 31, 1994. Paid from 25029460, Department of Health Administration and Policy, pos. 222170.

Shari C. Clifton, Reference Librarian, Robert M. Bird Health Sciences Library; title changed from Adjunct Assistant Professor to Assistant Professor of Medical Library Science, January 1, 1994 through June 30, 1994. Paid from 60009400, Library, pos. 413300.

Beverly S. Kingsley, Visiting Assistant Professor of Research, Center for Epidemiologic Research, College of Public Health, salary remains at \$31,000 for 12 months (\$2,583.33 per month); changed from full time to .75 time, December 1, 1993 through June 30, 1994. Paid from C1153306, Cardiovascular Disease in American Indians, pos. 220534.

Frances C. McFarland, Associate in Anesthesiology, salary changed from annual rate of \$21,391.80 for 12 months (\$1,782.65 per month), .50 time, to annual rate of \$34,227 for 12 months (\$2,852.24 per month), .80 time, January 1, 1994 through June 30, 1994. Paid from A0000171, PPP Anesthesiology Administration, pos. 121400.

Herbert Nishikawa, Associate Professor of Nursing; changed from tenure track faculty to consecutive term faculty, February 11, 1994.

Stephen W. Painton, Associate Dean, College of Allied Health, Associate Professor of Communication Sciences and Disorders and Adjunct Associate Professor of Otorhinolaryngology; given additional title Acting Chair of Allied Health Education, February 1, 1994 through July 31, 1994.

Raymond E. Papka, Professor of Anatomical Sciences; given additional title Acting Chair, Department of Anatomical Sciences, January 1, 1994 through June 30, 1994.

Douglas W. Voth, Executive Dean, College of Medicine, and Professor of Medicine; appointment as Executive Dean, College of Medicine, extended from three-year term to five-year term, March 15, 1994 through March, 1997.

Vivian K. Walton, Assistant Professor of Dental Hygiene; Continuing Education Coordinator, Department of Dental Hygiene, salary changed from annual rate of \$32,800 for 12 months (\$2,733.34 per month) to annual rate of \$36,400 for 12 months (\$3,033.34 per month), January 1, 1994 through June 30, 1994. Paid from 2704-3, Dental Hygiene, and A0001169, PPP Continuing Dental Education, pos. 232500.

Michael A. Weisz, Assistant Professor of Medicine, Tulsa, salary changed from annual rate of \$40,000 for 12 months (\$3,333.33 per month) to annual rate of \$60,000 for 12 months (\$5,000.00 per month), December 1, 1993 through June 30, 1994. Correction of pay while performing additional duties. Paid from 2805, Medicine, Tulsa; C1214601, Residency Training in GIM and/or General Practice; and A0010298, PPP TMC Medicine, Tulsa, pos. 250300.

William Yarborough, title changed from Clinical Assistant to Assistant Professor of Medicine, Tulsa; salary remains at \$53,244 for 12 months (\$4,437.07 per month); changed from .51 time to full time, January 1, 1994 through June 30, 1994. Paid from A0010299, PPP /TMC Internal Medicine Group Practice, and 28059450, TMC Department of Internal Medicine, pos. 250425.

Resignations and/or Terminations:

Cassie S. Cooper, Adjunct Assistant Professor of Physical Therapy, February 28, 1994.

Phani B. Das, Professor of Surgery, Tulsa, November 27, 1993.

Andre A. Kajdacsy-Balla, Assistant Professor of Pathology, January 15, 1994 (with accrued vacation through March 2, 1994).

Norman Campus:**Leave of Absence:**

Billy L. Crynes, Dean, College of Engineering, and Professor of Chemical Engineering and Materials Science, sabbatical leave of absence with full pay, January 1, 1994 through May 15, 1994, cancelled.

Appointments or Reappointments:

John Michael Canning, Ph.D., Assistant Professor of Computer Science, annual rate of \$46,000 for 9 months (\$5,111.11 per month), January 1, 1994 through May 15, 1994. Paid from 122-7284, Computer Science, pos. 14.60, and 122-7330, Computer Science Research, pos. 14.63.

Zhi-shen Fu, reappointed Adjunct Assistant Professor of Electrical Engineering, salary remains at annual rate of \$20,000 for 9 months (\$2,222.22 per month), .50 time, January 1, 1994 through May 15, 1994. Paid from 122-7231, Electrical Engineering, pos. 703.60.

Dezhang Lin, reappointed Visiting Assistant Professor of Petroleum and Geological Engineering, salary remains at annual rate of \$42,000 for 9 months (\$4,668.68 per month), January 1, 1994 through May 15, 1994. Paid from 195-6386, NSF Center, and 125-6333, Fracturing Fluid Characterization, pos. 905.63. Paid from grant funds; subject to availability of funds

Malgorzata Ziaja, reappointed Visiting Assistant Professor of Petroleum and Geological Engineering, salary remains at annual rate of \$42,000 for 9 months (\$4,666.67 per month), January 1, 1994 through May 15, 1994. Paid from 122-7331, McCasland Chair in Petroleum Engineering, pos. 726.60.

Milton Bishop, reappointed Senior Research Associate in Petroleum and Geological Engineering, salary remains at \$42,000 for 12 months (\$3,500.00 per month), January 1, 1994 through June 30, 1994. Paid from 125-6333, Fracturing Fluid Characterization, pos. 905.65. Paid from grant funds; subject to availability of funds

Robert Rein, reappointed Senior Research Associate in Petroleum and Geological Engineering and Adjunct Assistant Professor of Petroleum and Geological Engineering, salary remains at annual rate of \$68,900 for 12 months (\$5,741.67 per month), January 1, 1994 through May 15, 1994. Paid from 125-6333, Fracturing Fluid Characterization, pos. 905.65, and 122-7276, Petroleum and Geological Engineering, pos. 704.60. Paid from grant funds; subject to availability of funds

Erik N. Rasmussen, reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$43,500 for 12 months (\$3,625.00 per month), July 1, 1993 through June 30, 1994. Paid from 125-6570, CIMMS Task II, and 125-5884, ARM Cart, pos. 905.65. Paid from grant funds; subject to availability of funds

David Rosowsky, Research Associate in Civil Engineering and Environmental Science, annual rate of \$72,000 for 12 months (\$6,000.00 per month), February 4, 1994 through May 4, 1994. Paid from 125-6296, Wood Assemblies, pos. 906.65. Paid from grant funds; subject to availability of funds

Qin Xu, reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies and Center for Analysis and Prediction of Storms, salary remains at annual rate of \$56,000 for 12 months (\$4,666.67 per month), December 1, 1993 through June 30, 1994. Paid from 125-6230, Weather Hazardous; 125-6562, CIMMS Task I; 125-5857, Studies of Cold Damming, pos. 905.65. Paid from grant funds; subject to availability of funds

Changes:

Hamid Barghi, Adjunct Assistant Professor of Electrical Engineering, salary changed from annual rate of \$10,000 for 9 months (\$1,111.11 per month), .25 time, to annual rate of \$20,000 for 9 months (\$2,222.22 per month), .50 time, January 10, 1994 through April 15, 1994. Paid from 122-7231, Electrical Engineering, pos. 701.60.

Patricia L. Eidson, Associate Professor of Interior Design; titles Associate Dean, College of Architecture, and Director of Interior Design, deleted; salary changed from annual rate of \$56,757 for 9 months (\$6,306.33 per month) to annual rate of \$53,457 for 9 months (\$5,939.67 per month), February 1, 1994. Paid from 122-7203, Architecture, pos. 22.60, and 122-7403, Architecture Research, pos. 22.63.

James L. Kudrna, Associate Professor of Architecture; title changed from Interim Dean to Interim Associate Dean, College of Architecture, January 1, 1994 through May 15, 1994.

Thomas W. Leonhardt, Director, Library Technical Services, and Professor of Bibliography; given additional title Head, Collections Development, University Libraries, January 1, 1994.

William J. Martin, Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$43,236 for 12 months (\$3,603.00 per month), full time, to annual rate of \$21,618 for 12 months (\$1,801.50 per month), .50 time, October 1, 1993 through December 31, 1993; reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at \$21,618 for 12 months (\$1,801.50 per month), .50 time, January 1, 1994 through June 30, 1994. Paid from 125-6570, CIMMS TASK II, POS. 905.65. Paid from grant funds; subject to availability of funds

Carolyn S. Morgan, Associate Professor of Sociology and of Women's Studies; given additional title Interim Director of Women's Studies; salary temporarily changed from annual rate of \$40,665 for 12 months (\$4,518.33 per month) to annual rate of \$45,665 for 9 months (\$5,073.89 per month), January 1, 1994 through May 15, 1994. Salary includes administrative stipend while serving as Interim Director. Paid from 122-7289, Sociology, pos. 10.60; 122-7489, Sociology Research, pos. 10.63; and 122-7271, Women's Studies, pos. 813.60.

Jody Newman, Associate Professor of Educational Psychology; given additional title Chair of Educational Psychology; title Director, Counseling Training Program, deleted; salary changed from annual rate of \$41,040 for 9 months (\$4,560.00 per month) to annual rate of \$55,176 for 12 months (\$4,598.00 per month), July 1, 1994 through June 30, 1995. Changed from 9-month to 12-month faculty. Paid from 122-7345, Educational Psychology, pos. 19.60.

Allison L. Palmer, Assistant Professor of Art, salary changed from annual rate of \$28,000 for 9 months (\$3,111.11 per month) to annual rate of \$29,000 for 9 months (\$3,222.22 per month), January 1, 1994. Salary correction. Paid from 122-7204, School of Art, pos. 5.60.

Maurice Rasmussen, Professor of Aerospace and Mechanical Engineering; given additional title L. A. Comp Chair in Aerospace and Mechanical Engineering, salary changed from annual rate of \$69,600 for 9 months (\$7,733.33 per month) to annual rate of \$78,000 for 9 months (\$8,666.67 per month), August 16, 1994. Paid from 122-7208, Aerospace and Mechanical Engineering, pos. 5.60, and 122-7408, Aerospace and Mechanical Engineering Research, pos. 5.63.

Jerlene A. Reynolds, Associate Professor of Interior Design; given additional title Interim Director of Interior Design; salary temporarily changed from annual rate of \$41,042 for 9 months (\$4,560.22 per month) to annual rate of \$42,842 for 9 months (\$4,760.22 per month), February 1, 1994 through May 15, 1994. Paid from 122-7203, Architecture, pos. 31.60; 122-7403, Architecture Research, pos. 31.63; and 122-7379, Architecture Dean, pos. 703.63.

Allan A. Ross, Professor of Music; title Development Officer, College of Fine Arts, deleted, January 1, 1994.

William Weitzel, Jr., Professor of Management; title Director, Skills Enhancement Program, College of Business Administration, deleted, January 1, 1994.

Retirement:

Jerry N. Smith, Professor of Music, January 31, 1994; named Professor Emeritus of Music.

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

Provost Stein gave a brief report on departmental chairman vacancies in the College of Medicine and progress made in filling those positions.

DISTINGUISHED PROFESSORSHIPS

In a letter to members of the Board of Regents dated February 18, 1994 President Van Horn reported his expectation of presenting at the March meeting the recommendations for the new distinguished professorships. The policy for these professorships provides that each individual will receive a cash award of \$6,000. These cash awards will be provided by The University of Oklahoma Associates.

President Van Horn recommended the following individuals be appointed to the distinguished professorship indicated to be effective with the 1994-95 academic year and that the Board of Regents authorize the use of Associates' funds for the cash award to each faculty member.

David Ross Boyd Professorship

M. DeWayne Andrews, Medicine
Larry Michaelsen, Management
Alan R. Velie, English

George Lynn Cross Research Professorship

Keith Busby, Modern Languages, Literatures, and Linguistics
Goverdhan P. Sachdev, Pharmacy

Regent Halverstadt commented he would be interested in seeing the background on these awards. He moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

REGENTS' FACULTY AWARDS

In a letter to members of the Board of Regents dated February 18, 1994 President Van Horn reported his recommendation for the 1994 Regents' Awards. The regulations for these awards provide that each individual will receive a cash award of \$2,000. The funds for these cash awards will be provided by The University of Oklahoma Associates.

President Van Horn recommended the Board of Regents approve the following 1994 Regents' Awards and authorize presentation of the Norman Campus awards at the Faculty Tribute luncheon on April 12:

Regents' Award for Superior Teaching

Tom Boyd, Philosophy
Kirby Gilliland, Psychology
Ronald Peters, Political Science
Theodore Roberts, Law
Roger Thies, Physiology

Regents' Award for Superior Research and Creative Activity

Madeleine Cunningham, Microbiology
Scott Russell, Botany/Microbiology
Rennard Strickland, Law

Regents' Award for Superior Professional and University Service

Kenneth Taylor, History of Science

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

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS**Health Sciences Center:****Appointment or Reappointment:**

Marcia L. Armstrong, Echocardiographic Technologist, Department of Medicine, annual rate of \$41,123 for 12 months (\$3,426.92 per month), December 16, 1993. Professional Staff. Paid from A0000174, PPP, PPP Medicine Cardiology, pos. 138195.

Changes:

Brian Fairless, title changed from Senior Network Analyst to Acting Campus Networks Manager, Computing Services, salary temporarily changed from annual rate of \$42,399.96 for 12 months (\$3,533.33 per month) to annual rate of \$44,415 for 12 months (\$3,701.25 per month), January 3, 1994. Professional Staff. Paid from 18049400, Computing Services, pos. 318175.

Resignations and/or Terminations:

Patricia A. Calabro, Network Manager, Computing Services, January 20, 1994.

Bart Dawson, Executive Director, Professional Practice Plan, March 1, 1994 (with accrued vacation through April 11, 1994).

Robin Hall, Assistant Director, Information Systems, PPP Administration, February 15, 1994 (with accrued vacation through March 29, 1994).

Norman Campus:**Appointments or Reappointments:**

Kevin Kelleher, reappointed Manager, NSSL Computing Facility, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$52,427 for 12 months (\$4,368.93 per month), January 1, 1994 through June 30, 1994. Managerial Staff. Paid from 125-6570, CIMMS Task II, pos. 905.65. Paid from grant funds; subject to availability of funds.

Marc S. Nadler, reappointed Senior Systems Support Programmer, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$42,504 for 12 months (\$3,542.00 per month), January 1, 1994 through June 30, 1994. Professional Staff. Paid from 125-6570, CIMMS Task II, and 125-6655, RDASC, Task III, pos. 905.65. Paid from grant funds; subject to availability of funds.

Changes:

Stanley Abel, Classification Pending, Athletic Development, salary changed from annual rate of \$54,900 for 12 months (\$4,575.00 per month) to annual rate of \$56,500 for 12 months (\$4,708.33 per month), October 1, 1993. Budget correction. Paid from 117-1121, Athletic Development, pos. 175.65.

David L. Annis, title changed from Interim Food Service Administrator to Food Service Administrator, Food Service, salary changed from annual rate of \$42,500 for 12 months (\$3,541.67 per month) to annual rate of \$52,000 for 12 months (\$4,333.33 per month), February 1, 1994. Administrative Staff. Paid from 137-2113, Food Service, pos. 101.65.

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Cynthia A. Edwards, title changed from Administrative Coordinator to Project Manager, FAA Air Traffic Controllers, salary changed from annual rate of \$38,563.20 for 12 months (\$3,213.60 per month) to annual rate of \$41,579.20 for 12 months (\$3,464.93 per month), January 1, 1994 through September 30, 1994. Managerial Staff. Paid from 125-6693, FAA/ATC, pos. 905.65. Paid from grant funds; subject to availability of funds

John F. Ross, Senior Contract Coordinator, Postal Contract, salary changed from annual rate of \$43,297 for 12 months (\$3,608.00 per month) to annual rate of \$44,942 for 12 months (\$3,745.17 per month), January 1, 1994 through February 28, 1995. Paid from 125-8255, Postal Contract, pos. 205.65. Paid from grant funds; subject to availability of funds

Nedria A. Santizo, title changed from Head, Catalog Department, and Assistant Professor of Bibliography to Librarian III, University Libraries, January 7, 1994. Changed from Academic to Professional Staff.

David F. Schrage, Assistant Vice President for Campus Services; given additional title Director of Housing, March 1, 1994. Administrative Officer.

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

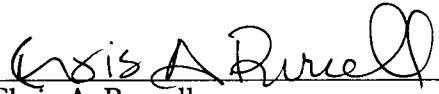
Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

LITIGATION

Regent Halverstadt moved the Board meet in executive session with Chief Legal Counsel for the purpose of a report on pending and possible litigation. The following voted yes on the motion: Regents Gullatt, West, Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved. The Chair announced that following the executive session no further business would be considered.

The executive session began at 10:56 a.m. in the small Board Room with all Regents previously present in attendance. The executive session concluded at 11:16 a.m.

There being no further business, the meeting adjourned at 11:17 a.m.


Chris A. Purcell
Executive Secretary of the Board of Regents

	<u>AFLAC</u>	<u>CNA</u>	<u>MUTUAL OF OMAHA</u>	<u>NATL. HEALTH ADMINS. Life Investors</u>	<u>PRUDENTIAL</u>	<u>TIAA</u>	<u>UNUM</u>
Guaranteed Issue	No 50-79 only Standard Underwrite.	Yes Employees only	Yes	Yes - FT Employees & working spouses to 65. Others subject to underwriting.	Yes	No 18-84 Medical Underwriting	Yes Employees and Spouses
Family Caregiver	No	Yes and Respite Care	No Only Respite Care	No Only Respite Care	No Only Respite Care	No Only Respite Care	Yes and Respite Care
Waiting Period	100 days NHC 0 days HHC	90 days NHC 15 days CBC	90 days NHC 60 days HHC	*100 days NHC 20 days HHC *Must only meet once.	90 days NHC 90 days HHC	90 days NHC 90 days HHC	90 days NHC 90 days HHC
Maximum Benefit	\$100 NHC \$50 HHC	\$100 NHC \$50 HHC	\$100 NHC \$100 HHC	\$100 NHC \$ 50 HHC	\$100 NHC \$50 HHC	\$60	\$3000/mo. NHC \$1500/mo. HHC
Benefit Duration	3 years	4.11 years	3 years	2 years	5 years Death Benefits	3 years Death Benefits Dividend Option	3 years NHC 6 years HHC
Minimum Participation	3	0	25	0	0	0	15
Pre-Existing Conditions	6/6	6/6	6/6	No exclusion if application approved.	6/6	None	6/6
Premium Waiver	Yes after 60 days NHC	Yes after 90 days	Yes after 90 days but for confinement only	Yes while NHC confined	Yes after 90 days confinement only	Yes after 90 days	Yes while receiving benefits.
Rate Guarantee	None	3 years	2 years	None	5 years	None	3 years
Monthly Cost by Age (Sample derived from quote).	50 29.00 60 63.00 65 96.50	<25 8.71 40 16.55 50 28.08 60 61.85 65 88.83	25 6.93 41 11.96 51 20.83 61 48.20 65 70.03	25 16.20 40 17.55 50 20.25 60 35.55 65 71.10	25 4.12 40 11.53 50 26.63 60 59.26 65 93.18	25 7.88 40 17.07 50 32.22 60 64.58 65 89.39	15-30 9.30 40 15.30 50 28.20 60 61.50 65 98.40

NHC = Nursing Home Care HHC = Home Health Care CBC = Community Based Care