

**C O N T E N T S**  
**MINUTES OF A REGULAR MEETING**  
**THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS**  
**JULY 13-14, 1994**

Minutes (23934)

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**MINUTES OF A REGULAR MEETING  
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS  
JULY 13-14, 1994**

A regular meeting of the Board of Regents governing The University of Oklahoma and Cameron University was called to order in Lecture Room 299 of the Robert M. Bird Health Sciences Library on the Oklahoma City Campus beginning at 3:10 p.m. on Wednesday, July 13, 1994.

The following Regents were present: Regent E. Murray Gullatt, Chairman of the Board, presiding; Regents G. T. Blankenship, Stephen F. Bentley, Melvin C. Hall (not present on July 14), Donald B. Halverstadt, M.D., and C. S. Lewis III (arrived at 3:12 p.m.).

Absent: Regent J. Cooper West.

Others attending all or a part of the meeting included Dr. J. R. Morris, Interim President of The University of Oklahoma, Provost James F. Kimpel, Vice Presidents Fred J. Bennett, Jerry B. Farley, and Mark E. Lemons, Interim Vice President Eddie C. Smith, Mr. Fred Gipson, Chief Legal Counsel, and Dr. Chris Purcell, Executive Secretary of the Board of Regents.

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

Notice of the time, date, and place of this meeting was submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 3:00 p.m. on July 12, 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 June 21-22, 1994, as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Gullatt, 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:

#### Sarkeys Foundation Grants

Sarkeys Foundation of Norman presented \$150,000 to Cameron for equipping the new Sciences Complex with computer lab equipment. University officials accepted the gift on June 21 in Norman. The McCasland Foundation previously gave \$150,000 for equipping the Complex.

### Business Journal Listed

The Southwest Oklahoma Economic Review, published twice yearly by the Cameron University School of Business, Business Research Center, is now listed in Cabell's 1994-95 *Directory of Publishing Opportunities in Accounting, Economics and Finance*. The listing is expected to result in more article submissions.

### Speech Camp

The 20th annual Cameron University Speech Camp, in session July 10-15, drew 320 students from 112 schools in seven states -- Missouri, Kansas, Colorado, Oklahoma, Arkansas, Louisiana, and Texas. Students prepare and get a head start for the year's high school speech and debate competitions, and many subsequently attend Cameron University, said Director Tony Allison. It is the only speech camp in Oklahoma.

### Student Receives FAA Scholarship

Cameron sophomore Computer Information System/Business major Raymond Kennedy, Jr. of Lawton will receive the Federal Aviation Administration Management Training School Scholarship. The scholarship is \$9,000 for the 1994-95 academic year.

### Space Camps

The Cameron Education Department is conducting a series of space camps for high school and junior high students in an interactive program with the Page Air Space Museum in Oklahoma City. The program is designed to inspire an interest among junior high and high school students in mathematics and sciences related to aerospace. The first camp was held June 27 to July 1 for students in the Upward Bound Program, which is an academic program to prepare junior high and high school students for college. The other camps are scheduled July 11-15 and July 18-22.

## LITIGATION

Regent Halverstadt moved the Board meet in executive session for the purpose of hearing a report on pending litigation. The following voted yes on the motion: Regents Gullatt, Blankenship, Bentley, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved. The executive session began at 3:15 p.m. in the Provost's Conference Room.

The meeting reconvened in regular session at 4:00 p.m. in Lecture Room 299.

## AGREEMENT FOR THE PURCHASE OF NATURAL GAS

After receiving bids, Cameron University has contracted with the lowest and best bidder, Clinton Gas Transmission, Inc., a private corporation, for the purchase of natural gas from July 1, 1994, through June 30, 1995, at a cost of \$2.10 per MMBTU for a total estimated cost of \$234,000.00.

President Davis recommended the Board of Regents approve the new agreement with Clinton Gas Transmission, Inc., for the purchase of natural gas for the period July 1, 1994 through June 30, 1995, and further recommended that a purchase order be issued for the purchase of the monthly acquisitions during this period.

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

## CONSTRUCTION OF SCIENCES COMPLEX

Bids for construction of the Cameron University Sciences Complex were received on June 17, 1994. Unfortunately the bids received exceeded the design consultant's original estimate of \$9,476,000. The three low bids received were as follows: Flintco, Inc., \$12,495,000; Wynn Construction Co., Inc., \$12,660,000; Manhattan Construction Company, \$12,797,000.

Rather than redesign and re-bid the project, the administration is proposing to proceed on the basis that a contractor will provide construction management services for which it will be paid a fee. Each phase of the construction will be competitively bid. This has the potential of creating more competitiveness since the phased approach will allow smaller general and specialty contractors to bid the particular phases.

After receiving the bids, the three low bidders were requested to submit proposals and bids for proceeding with the project in the role of the construction manager. Flintco, Inc., Manhattan Construction Company and Wynn Construction Co., Inc. responded. Flintco, Inc. bid \$595,236 and Manhattan Construction Company bid \$607,132. Wynn Construction Co., Inc. did not provide a specific amount in their response.

After evaluating the bids it is recommended that Flintco, Inc. be named the construction manager.

In addition to the construction manager, a request for proposals for a facilitator in a partnering program was also mailed to various firms. CTL/Thompson, Inc., consulting geotechnical and materials engineers; Ventura Consulting Group, Inc.; and as a part of the Flintco bid, Smith & Associates responded. The bid of CTL/Thompson, Inc. is for \$1,500 a day plus expenses. Ventura Consulting Group, Inc. is \$3,250 a day plus expenses. Smith & Associates bid \$2,450 a day which includes expenses. It is recommended that CTL/Thompson, Inc. be retained for this purpose. It should be noted that the other bidders were offering the services of individuals who did not have an engineering background, whereas CTL/Thompson, Inc. is providing the services of Darrel V. Holmquist, P.E.

A detailed copy of the submissions of any of the above bidders was available at the meeting.

This item has been approved by the Chief Legal Counsel.

President Davis recommended that a construction-management contract be awarded to Flintco, Inc. and that Darrel V. Holmquist of CTL/Thompson, Inc. be retained as facilitator for the construction of the Cameron University Sciences Complex.

There was a general discussion of this construction-management concept for this project and the process that will be followed. Legal Counsel stated it has been reviewed and although there are some unanswered questions, in his opinion legally this particular approach cannot be touched. Working in this manner gives the University the opportunity to end up with a product that is far superior. President Davis said the facilitator is the person schooled in the dynamics of putting the three-way partnership together and who explains the concept, defines the roles, talks about expectations and defines the contractual relationship between the parties.

Regent Halverstadt moved approval of the recommendation. Regent Lewis moved to amend the motion into two separate parts, (1) awarding a construction-management contract to Flintco, Inc. and (2) approval of retaining Darrel V. Holmquist of CTL/Thompson, Inc. as facilitator for the construction of the Cameron University Sciences Complex. The following voted yes on both parts of the motion: Regents Gullatt, Blankenship, Bentley, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## **AGREEMENT FOR THE TRANSPORTATION OF NATURAL GAS**

Cameron University has contracted the ALG Gas Supply Company of Oklahoma (ARKLA) for transport of natural gas purchased from other sources from July 1, 1994, through June 30, 1995.

Transport rates are as follows:

|                                  |            |
|----------------------------------|------------|
| July 1994 through October 1994   | \$0.97 MCF |
| November 1994 through April 1995 | \$1.27 MCF |
| May 1995 through June 1995       | \$0.97 MCF |

President Davis recommended that the Board of Regents approve the renewal of the current annual agreement with the ALG Gas Supply Company of Oklahoma (ARKLA) for transport of natural gas until its expiration on June 30, 1995, and further recommended that a purchase order be issued to pay for transport services. The estimated cost for the period July 1, 1994 through June 30, 1995, is \$123,200.00. Concurrent with this approval, President Davis also recommended a purchase order for \$123,200.00 be issued to pay the monthly charge for this period.

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

## **FITNESS CENTER STRUCTURAL AND ROOF REPAIRS**

After a finding by engineers that the structure of the Cameron University Fitness Center did not meet building code requirements and was subject to failure under heavy stress loads, the building was closed midway through the 1993-94 school term. Plans and specifications subsequently were developed to correct the structural problems and proposals to perform the corrective work were solicited pursuant to Board policy and State law.

On May 26, 1994, bids for the structural and roof repairs were received from three Lawton construction firms as follows:

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| <u>Bidder</u>                    | <u>Base Bid</u> | <u>Alternate One</u> | <u>Time</u> |
|----------------------------------|-----------------|----------------------|-------------|
| GGG Construction Company         | \$647,000       | \$18,000             | 270 Days    |
| Kent Waller Construction Company | \$694,995       | \$15,000             | 240 Days    |
| Wicker Construction Company      | \$750,000       | \$30,000             | 320 Days    |

The bid of GGG is in order and the company president has advised Cameron personnel that work on the project could begin within four days of issuance of a notice to proceed. The form of the contract was included in the bid package and is ready for execution. It is recommended that a contract be awarded to GGG Construction for the base work, together with the work covered in Alternate One, which calls for replacing metal paneling on the building which must be removed in order to make the specified structural changes.

President Davis recommended the Board of Regents award a contract for structural and roof repairs to the Fitness Center.

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

## ACADEMIC PERSONNEL ACTIONS

### Appointment or Reappointment:

Janet F. Olfert, M.B.A., Temporary Instructor, Department of Technology, annual rate of \$26,000 for 9/10 months, August 15, 1994 through May 14, 1995. Paid from 11534, Department of Technology, pos. F123.

### Changes:

David H. Fennema, Associate Professor of Theatre Arts; title of Chair, Department of Theatre Arts, deleted, July 27, 1994. Change in FY 1994-95 salary from \$39,860 to \$38,860 was included in Personnel Listing provided to the Board at the June 1994 meeting.

Scott Richard Klein, Assistant Professor of Theatre Arts; given additional title of Chair, Department of Theatre Arts, August 15, 1994. Change in FY 1994-95 salary from \$25,700 to \$26,700 was included in Personnel Listing provided to the Board at the June 1994 meeting.

Dick George, Professor of Mathematical Sciences; title of Chair, Department of Mathematical Sciences, deleted, July 27, 1994. Change in FY 1994-95 salary from \$47,028 to \$46,028 was included in Personnel Listing provided to the Board at the June 1994 meeting.

Caroll Riecke, Professor of Mathematical Sciences; given title of Chair, Department of Mathematical Sciences, August 15, 1994. Change in FY 1994-95 salary from \$45,101 to \$46,101 was included in Personnel Listing provided to the Board at the June 1994 meeting.

Thomas Atwater, Professor of Politics, Sociology and Criminal Justice; title of Chair, Department of Politics, Sociology and Criminal Justice, deleted, July 27, 1994. Change in FY 1994-95 salary from \$38,226 to \$37,226 was included in Personnel Listing provided to the Board at the June 1994 meeting.



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Karen Youngblood, Associate Professor of Politics, Sociology and Criminal Justice; given title of Chair, Department of Politics, Sociology and Criminal Justice, August 15, 1994. Change in FY 1994-95 salary from \$32,438 to \$33,438 was included in Personnel Listing provided to the Board at the June 1994 meeting.

Resignations and/or Terminations:

Charlotte Urey, Instructor, Department of Nursing, July 27, 1994.

Susan Elsesser, Instructor (Part-Time), Department of Nursing, July 27, 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, Blankenship, Bentley, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## THE UNIVERSITY OF OKLAHOMA

### REPORT OF THE PRESIDENT OF THE UNIVERSITY

Interim President Morris presented the following report:

#### SummerWind

The SummerWind Fine Arts Festival came to a close on Sunday evening, July 10, with a concert by the Oklahoma City Philharmonic Orchestra, the Canterbury Choral Society and two University dance companies and an audience of 4,000. The 10-day Festival was very successful with 140 different events drawing an estimated 20,000 people and it is an excellent example of collaboration between the University and the community. Fine Arts Dean David Woods, the faculty, staff and students of the College are to be commended for the level of quality and variety of this event.

#### Museum Gift

A \$400,000 gift have been received from Bob and Lou Kerr of the Kerr Foundation for the campaign to build the Sam Noble Oklahoma Museum of Natural History. Together they serve as Chairmen of the Leadership Gifts aspect of the campaign. The University is deeply grateful for the Kerrs' continuing efforts on behalf of this very important project.

#### Associates Report

There are presently 1,477 Associates' memberships, of which 323 are new members. This represents a gain of 226 members over the preceding fiscal year and the University is very pleased with this response. Donations during FY 1993-94 totaled \$1,335,245 (70% are unrestricted). These funds are so very valuable in the academic areas and enterprises of the University.

## FISCAL YEAR 1994-95 PROPOSED BUDGET

A proposed budget for FY95 in the amount of \$487 million is presented for consideration and approval by the Board. The total budget includes over \$281 million for Norman Campus and over \$205 million for the Health Sciences Center.

Without any increase in State appropriation or tuition rates, reallocation is required to meet fixed costs and commitments. On the Norman Campus, core academic area budgets are reduced by an average 1.3 percent and non core and administrative areas are reduced by an average 2.2 percent which makes \$1.5 million available for reallocation. These reductions are the minimum required to fund commitments, net fee waiver increases and fixed cost increases such as FICA, workers comp and utility usage.

At the Health Sciences Center a 3 percent reduction totaling \$1.7 million was assigned to Colleges and Divisions to raise funds for reallocation priorities which include mandatory fixed cost increases, strategic priorities, and a one time salary program to be addressed at a later date. Funds available for Health Sciences Center priorities included the \$1.7 million from reallocation, \$151,153 in additional State appropriations to maintain the new Family Medicine Building, \$500,000 in tuition revenue from an expected enrollment increase, and \$250,000 in indirect cost revenue increases.

At the June Board meeting, a standstill budget was approved by the Regents at the amount of expenditure estimated for FY94. Approval of the standstill budget was necessary to gain interim authorization for continued funding of University operations while a budget was prepared.

Budget summaries and the detail for this budget were distributed with the agenda for review by the Board. A salary increase list was also provided for faculty promotions and for authorized staff promotions and reclassifications and is attached hereto as Exhibit A.

Interim President Morris recommended approval of an Operating Budget for Fiscal Year 1994-95 as presented.

Interim President Morris stated it is very clear that the number one concern throughout the State of Oklahoma is the shrinking budget of Oklahoma higher education and the absence at this point of any clearly defined plan to see that changed. Reallocation throughout the State has become a process of self-inflicted wounds among all the institutions. Each year those wounds become more serious. There certainly is a very serious situation existing within the State. The most startling statistic reflects the diminishing percentage that higher education receives of the State budget. In 1980, it was 18.5% of the State budget and for FY 1995 it is 15.1% which is down from 15.5% last year. Each year now it seems a new record low is set and each percentage point lost means about \$37 million to higher education. Dr. Morris said essentially there is a standstill budget in the State and in the State appropriated funds and this is reflected in the budget that The University of Oklahoma received from the State Regents. The University has put the budget together with reallocations, savings, cuts, and anticipated revenue increases and we are presenting this budget to the Regents.

Vice President Farley, Provost Kimpel and Vice President Lemons gave presentations on the FY95 budget. Included was information on higher education base appropriations and one-time funds, sources of revenue for the University, proposed expenditures by categories and summaries of the operating budgets for each campus. Provost Kimpel described the

impact on academic units of reductions. Vice President Lemons pointed out strategic priorities for the Health Sciences Center Campus and reviewed the comprehensive summary of operating budgets for FY94 and FY95.

Chairman Gullatt stated if nothing changes for FY96, OU is going to be looking at downsizing, cutting students and programs. Assuming the quality is being preserved, there is no other answer and the University and people of the State might as well understand and get ready for it.

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

Regent Gullatt recessed the meeting at 5:32 p.m. He announced the meeting would reconvene at 8:30 a.m. on Thursday, July 14, in the same location.

The Regents reconvened in regular session at 8:43 a.m. on Thursday, July 14, in Lecture Room 299 of the Robert M. Bird Library. Present were Regents Gullatt, Blankenship, Bentley, Halverstadt, and Lewis.

## REPORT OF THE CHAIRMAN OF THE BOARD OF REGENTS

### Big Red Rally

Chairman Gullatt said a group of students has put together a new idea which he is very enthused about and he compliments them for a lot of work and effort. He invited the students to come forward for their presentation.

Scott Martin, President of UOSA, said a new student-initiated program has been organized for the purpose of maintaining and preserving Sooner traditions as well as creating new traditions to promote pride in being a University of Oklahoma Sooner. Mr. Martin introduced Saul Magaña, UOSA Vice President; Jason Scoggins, President of Student Alumni Board; Barry Feurborn, Prospective Student Services; and Jill Quintana, Chair of the newly-formed Big Red Council. Copies of the Big Red Council Constitution, Declaration, and Rally agenda draft were distributed to the Regents.

Ms. Quintana said the students are here today to inform the Regents of this new idea which has been formulated with the help of students and administrators. She said the goals of the Rally are to rehearse the *Chant*, and other songs, to introduce the entire team and coaches, introduce Interim President Morris and President-Designate Boren, if he is able to attend. It would also be a debut for the new Owen Field. It is not a pep rally but an opportunity for the University and Norman communities to come together to celebrate and increase pride in this University.

## ALL CAMPUS CARD PROGRAM

This "All-Campus Card" concept is currently being utilized at over 200 colleges and universities nationwide. The card provides pre-approved access to a wide variety of services and includes financial, security and verification applications. The concept of everyone on

campus using a single ID card to purchase food, books, or vending machine items, check out library books, cash checks, vote in student elections, print copies of financial statements, receive emergency messages, and provide admittance to Goddard Health Center, residence halls, Huston Huffman Recreation Center, parking lots, and other events is being pursued by a Task Force at OU.

The Task Force was formed earlier this year and teams were assigned to conduct a Campus Needs Assessment as well as a review of the marketing, technical and operational requirements. The Task Force is assisted by Robert Huber, a nationally known independent consultant for campus card systems.

The next phase of the project is to develop an RFP which reflects the campus needs and system interface requirements. The target date for issuance of the RFP is in early September with an award recommendation being submitted to the Regents in January 1995. The system would be implemented in mid 1995 on a phase-by-phase basis.

The All Campus Card program will offer students convenience and flexibility as they deal with all aspects of student services. In addition, implementation of this concept is expected to streamline campus operations and increase revenues through the use of the on campus debit card. The projected startup cost for the system is estimated at \$300,000.00 with the funding source being Auxiliary Reserves. Once the card program is in effect there will be opportunities to generate revenues to help offset the cost of the system.

This was for information only. No action was required.

#### **DISCUSSION WITH CUPP DESIGN ON DEVELOPMENT OF MASTER PLAN FOR UNIVERSITY GOLF COURSE**

At the June 1994 meeting, the Board of Regents approved the selection of Cupp Design, Inc. to develop a Master Plan for the University Golf Course. Due to schedule conflicts, a Cupp Design representative could not be present at the June meeting. Arrangements were made to have a Cupp Design representative at this meeting to provide the Regents an opportunity to discuss any concerns with the selected firm.

Vice President Farley introduced Mr. Robert Cupp, President of Cupp Design Incorporated, and the members of his staff who were present: Mr. Gil Patterson, an accountant and chief financial officer; Mr. Paul Bergen, a member of the PGA and a resort operations expert who is responsible for the marketing aspects; and Mr. Jimmy Griffith, who will be involved with the contractor and construction phase. Mr. Cupp said there is great potential for the OU course as a financial venue, to be self sufficient and provide a new source of pride and enjoyment for many players. The idea is to create a facility that can serve the needs of all who will use it. Mr. Cupp said the three issues of his strategy are diversity in the course, aesthetics and conditioning. He said the most appropriate thing to do is reproduce as many authentic concepts of Perry Maxwell as possible. Historic significance is a key issue to the final product. Mr. Bergen provided some background information on the experience he and Mr. Patterson have in professional golf management. He said they do basic consulting with golf courses--operations, management, marketing, development of membership programs, and creation of revenue streams. Mr. Cupp stated he plans to present a master plan to the Regents at their September meeting.

This was for information only. No action was required.

## OKLAHOMA MEMORIAL UNION RENOVATION

At the March 1994 meeting, the Board of Regents approved the Schematic Design for the Oklahoma Memorial Union Renovation project. Since that time the project architects, HTB, Inc., have been proceeding with their work, and the design development phase is nearing completion.

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; and other necessary building system improvements.

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, finishes will be replaced or redone, new flooring will be installed, the lighting systems will be augmented and improved, a new audio and video projection system is planned, 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. Dining Rooms 1 and 2 will be remodeled to create a new elegant Alumni Dining/ Meeting Room.

Meacham Auditorium will be extensively renovated to provide an ideal movie theater with up-to-date 35 mm and video projection equipment. The acoustical environment and the lighting systems will be improved, and a new high quality sound system will be installed.

In the central area of the building other meeting rooms, some of which have been used on an interim basis for other purposes, will be renovated and made available for student use. The offices of the Vice President for Student Affairs and Student Development will relocate to the second floor of the south wing, while Student Support Services will occupy renovated space on the third floor. The current Crossroads Restaurant will be renovated to provide a new student recreation and lounge facility adjacent to new meeting rooms. A new learning center will also be located in the area of the current Ming Room.

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.

A new committee to review the design of the project has been formed which includes students, faculty, staff, alumni, and representatives of the former Oklahoma Memorial Union Board. The committee held its initial meeting in June and reviewed all elements of the project with representatives from HTB, Inc. After much discussion, the committee arrived at basic consensus and agreement regarding the project program, space allocation within the building, and the architectural and building system renovations that have been proposed.

Some questions do remain, however, related to interior design and decoration issues. Members of the committee felt that further study should be given to the general color scheme final room finishes, and wall and flooring treatments. The University will utilize the services

of a special interiors consultant to help address these items. A study of flooring options for the ballroom will be undertaken by the project architects. Replacement of the existing floor with a new wood floor and use of carpet with a portable dance floor will both be investigated. Matters of initial and long-term cost, acoustic quality, maintenance, and safety will all be considered, and the results will be provided to the committee.

The committee emphasized that the recovery of the elegance of the original collegiate gothic style of the building should be the interior design goal for the project. Any elements of the design in the art deco theme have been abandoned. The committee will meet again in late July to further review interior design development.

The design development phase, including a new cost estimate, will be completed this month. Contract document preparation for basic elements of work will commence right away and discussions related to project prioritization, if necessary, can begin. Contract documents will be completed and the project ready to bid during late fall or winter of this year. Construction should begin in the spring or early summer of 1995 and will take approximately 12-18 months to complete. Asbestos abatement work by University forces will commence as soon as possible but will be scheduled to economically coincide with contractor activity. The general construction work will be scheduled and sequenced to produce the minimum disruption for building occupants and to minimally affect the facility's revenue potential.

Dr. Farley stated the committee is comprised of representatives from the Alumni Association, the former Union Board of Trustees, faculty, staff and students. He said the Food Court will remain but the Crossroads will be converted from food service to student use. There is considerable interest in having coffee service late into the evening because a lot of students study in the library and then come to the Crossroads and we would like to continue to attract them.

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

## **MAX WESTHEIMER AIRPORT HANGAR**

At the June 1994 meeting, the Board of Regents approved the award of a contract for the construction of a new hangar at Max Westheimer Airport to Van Hoose Construction Company, Inc., the low bidder in the amount of \$457,927. The award included the Base Bid and Alternates No. 1, No. 3, and No. 5. Conversations between representatives of Van Hoose Construction Company, Inc. and the University, which have occurred since the Regents' award action, indicate that Van Hoose is reluctant to enter into a contract for the project. The contractor informed the University that in preparing the bid several assumptions were made regarding cost reducing changes to the project which he believed would be acceptable. However, it should be noted that the bid was submitted without qualification and certain of the proposed changes are not acceptable to the University.

Under the base bid, the project involves the construction of the new hangar on the existing concrete floor slab which was left in place after Building 301 was demolished. The contractor has expressed serious reservations regarding responsibility for design, construction, and the long term performance of the new building if it is constructed over the existing floor slab. Concerns cited relate to the structural integrity of the slab and the ability of the slab to ensure appropriate necessary drainage. Acceptance of Alternate No. 4, which provides for the

complete demolition of the slab and construction of a new floor and foundation for the hangar, will remove these potential structural problems and will yield a much more satisfactory completed project. Alternate No. 3, which was originally awarded, has been re-evaluated. In an effort to help contain project costs, it is recommended that the item be deleted. The resulting new contract amount is \$509,722.

In the event that Van Hoose Construction Company, Inc. refuses to enter into a contract for the project, it will be necessary to award the contract to GBM Construction Corporation, which was the second low bidder. The University also will take the actions required to receive payment from the Van Hoose Construction Company, Inc.'s bid bond which would be forfeited due to failure to enter into a contract for the work which was awarded on the basis of the bid. The allowable time for the use of the insurance proceeds for this project will expire on September 5, 1994. Accordingly, the administration will need to have the authority to move quickly to execute a contract with GBM Construction Corporation if it becomes necessary.

The total project will be funded from storm damage related insurance proceeds and auxiliary reserve funds. Part of the project is eligible for a grant from the Oklahoma Aeronautics Commission and an application for funding will be submitted immediately.

Interim President Morris recommended the Board of Regents authorize (1) the award of Alternate No. 4 of the Max Westheimer Airport Hangar project, which includes complete demolition of the existing concrete building floor slab, at a cost of \$54,200, along with the previously approved base bid and Alternates No. 1 and No. 5, for a total contract amount of \$509,722, to Van Hoose Construction Company, Inc., and (2) the Interim President or his designee to award a contract to GBM Construction Corporation, the second low bidder, in the event that Van Hoose Construction Company, Inc. fails to enter into the awarded contract.

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

## **MEETING DATES FOR 1995**

Possible dates for the regular meetings of the Board of Regents in 1995 were included in the agenda for this meeting. Chairman Gullatt asked each Regent to review these dates prior to the September meeting and an action will be taken at that time.

## **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, Inc. Sports Facilities Group (HOK) for the preparation of 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. A contract was awarded to Randall and Blake, Inc. of Littleton, Colorado.

Several major accomplishments have occurred since a report was made to the Regents at the June 1994 meeting. The subsurface drainage and irrigation systems have been completed and are operational. A 12-inch thick growing medium consisting of a special sand and

peat mixture has been installed over the playing field surface and graded to the proper contours. Beginning on July 7, 1994, Randall and Blake, Inc. and its sod subcontractor began installing the Tifway 419 Bermuda grass sod on the playing surface, with completion of the installation occurring on July 9. By the date of the July Regents' meeting, it is anticipated that the new grass field will have been fertilized several times and mowed for the first time.

It will take approximately six weeks, or until September 1, for the new grass to establish a root zone to permit its use as a playing surface. The 1994 home football season begins with the Texas Tech University contest which is to be held on September 17.

Mr. Duncan said the project went well with minimal problems, schedules were met and the staff was very professional.

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

## GRADUATE DEGREE PROGRAM DELETIONS

Based on an ongoing review of degree programs with a low number of graduates as well as additional review of graduate programs at the State level, the following degree program deletions are recommended. Currently, only 18 students are enrolled in these 31 graduate programs, the deletion of which will result in program consolidation, cost reduction, and elimination of programs with low or zero enrollment. Students currently enrolled in these programs will be allowed the opportunity to complete their programs.

These degree program deletions have been reviewed and recommended in consultation with the cognizant colleges by the Academic Programs Council, Graduate Council, and Senior Vice President and Provost Kimpel. The Oklahoma State Regents for Higher Education require that all degree program deletions be presented to the institution's governing board before being forwarded for their consideration. Therefore, it is proposed that The University of Oklahoma delete the following graduate degree programs:

### College of Arts and Sciences

Fisheries Biology, M.S. (RPC 247, MC 0437M)  
Latin American Studies, M.A. (RPC 145, MC 0308M)  
Soviet Studies, M.A. (RPC 202, MC 0307M)

### College of Business Administration

Accounting, M.A. (RPC 004, MC 0502N)  
Finance, M.A. (RPC 082, MC 0504M)

### College of Education

Educational Psychology, Ed.D. (RPC 281, MC 0822S)  
Educational Technology, Ed.D. (RPC 280, MC 0843S)  
Geographic Education, Ed.D. (RPC 288, MC 0853S)  
Geographic Education, Ph.D. (RPC 087, MC 0853R)  
Guidance Counseling, Ed.D. (RPC 105, MC 0826S)  
Guidance Counseling, Ph.D. (RPC 105, MC 0826R)



Mathematics Education, Ed.D. (RPC 303, MC 0833S)  
 Mathematics Education, Ph.D. (RPC 157, MC 0833R)  
 School Counseling, M.Ed. (RPC 258, MC 0826P)  
 Instructional Leadership/Academic Curriculum, Ed.D. (RPC 312, MC 0829S)  
 Social Science, M.Soc. Sci. (RPC 209, MC 2201M)  
 Special Education, Ed.D. (RPC 313, MC 0808S)

### College of Engineering

Aerospace Engineering, D. Engr. (RPC 266, MC 0902S)  
 Chemical Engineering, D. Engr. (RPC 271, MC 0906S)  
 Civil Engineering, D. Engr. (RPC 273, MC 0908S)  
 Computer Science, D. Engr. (RPC 296, MC 0701S)  
 Electrical Engineering, D. Engr. (RPC 282, MC 0909S)  
 Engineering Physics, D. Engr. (RPC 285, MC 0919S)  
 Environmental Science, D. Engr. (RPC 286, MC 0922S)  
 Geological Engineering, D. Engr. (RPC 290, MC 0911S)  
 Industrial Engineering, D. Engr. (RPC 295, MC 0913S)  
 Mechanical Engineering, D. Engr. (RPC 304, MC 0910S)  
 Metallurgical Engineering, Ph.D. (RPC 164, MC 0914R)  
 Metallurgical Engineering, D. Engr. (RPC 164, MC 0914S)  
 Metallurgical Engineering, M.S. (RPC 163, MC 0914M)  
 Petroleum Engineering, D. Engr. (RPC 308, MC 0907S)

These deletions will be forwarded to the Oklahoma State Regents for Higher Education and will become effective upon approval by the State Regents.

Interim President Morris recommended the Board of Regents approve the deletion of 31 graduate degree programs in the College of Arts and Sciences, College of Business Administration, College of Education, and College of Engineering.

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

### **ALLOCATIONS FROM ASSOCIATES' FUNDS**

The Associates' Funds are the result of contributions of \$1000 or more from alumni and friends to The University of Oklahoma Foundation. The funds are intended for the President's unrestricted use for projects that enhance academic programs and opportunities.

The specified allocations from the Associates' Funds would enable the College of Arts and Sciences to establish a two-year lecture series (1994-95 and 1995-96) focusing on five interdisciplinary programs involving the humanities and social sciences: Letters, Interdisciplinary Perspectives on the Environment, Medieval Studies, International Studies, and the new Division of Social and Public Programs. With goals of enriching the undergraduate and graduate learning experience and enhancing the visibility of the interdisciplinary programs to both students and the public, the lectures would bring distinguished scholars to campus for an extended period (3-4 days) to interact with undergraduate and graduate students as well as faculty and the general public. In addition to formal public lectures and a research colloquium, the lecture series would include informal meetings with undergraduates, graduates, and faculty as well as a public reception.

Although the College of Arts and Sciences places a high priority on each of the five specified interdisciplinary areas, it lacks resources to support this kind of enrichment. This lecture series clearly would attract students for undergraduate study in the interdisciplinary area as well as facilitate research and external funding efforts by faculty and graduate students. Each of the five areas is described briefly below:

Letters is a long established undergraduate degree program that attracts some of the University's finest students who pursue course work in Classics; Philosophy; English; Modern Languages, Literatures, and Linguistics; and History. Although the program is widely recognized for its high quality, it has few resources for program enrichment.

Interdisciplinary Perspectives on the Environment was begun in the fall of 1993 through efforts of faculty in botany, history of science, philosophy, and political science with an NEH grant. This program, which brings a humanistic perspective to environmental questions, is a part of a larger, long-term effort in the College of Arts and Sciences to develop a focus on environmental and conservation biology.

Medieval Studies is an interdisciplinary program that attracts faculty and students from both the College of Arts and Sciences and the College of Fine Arts with common research strengths. This new program is in the process of creating a Research Center with funding from the Vice President for Research.

International Studies is a program that will consolidate previous area studies programs, including Asian Studies, Latin American Studies, European Studies, and Russian Studies. With a focal point of the Crowe Chair in Geopolitics, this lecture series will be the first effort in launching and promoting the program.

The Division of Social and Public Programs will encompass all or parts of the Departments of Human Relations, Health and Sports Sciences, Sociology, and the School of Social Work. While the mission of the division is to provide interdisciplinary, applied, and basic programs of undergraduate study in areas such as public health, human resources, social services, and criminal justice, the division also will serve the State of Oklahoma through extension and social service outreach activities. The Associates' Lecture Series can be used as a vehicle for introducing and promoting this new initiative to students and the public.

Interim President Morris recommended the Board of Regents approve \$80,000 in allocations from Associates' Funds for the College of Arts and Sciences to establish an Associates' Lecture Series focusing on interdisciplinary programs involving the humanities and social sciences.

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

## **PRESIDENT'S STAFF**

David Boren has indicated he would prefer to bring a few key staff with him to the University to assist in his transition and new role as President. Normally when staff are hired, positions are described, listed, and a search is conducted in line with the University's Affirmative Action Plan. Regents' approval of this item would allow a one-time staffing plan exception eliminating the need for searches or for these staff to compete with others for the positions.

Interim President Morris recommended the Board of Regents authorize Senator David Boren to transfer staff from his current administration to The University of Oklahoma who he feels will be essential to enable a smooth transition and presidency. If this exception to normal hiring procedures is approved, Personnel Services will assist in relocating current staff as necessary.

In response to a question by Regent Lewis, Legal Counsel said this recommendation has been reviewed by both he and the University's Affirmative Action Officer.

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

## STUDENT CODE REVISION

Two Sections of the Student Code presently require that disciplinary hearings will be open to the public. University Legal Counsel has advised that student disciplinary proceedings need to be closed to the public. These sections need to be changed because they are contrary to the provisions of the Family Educational Rights and Privacy Act.

If the revisions recommended for approval are approved, the Student Code included in the Regents' Policy Manual will be updated to include these changes.

Revision to the Student Code is as follows:

TITLE 13.2.2.h.

### CURRENT READING:

Hearings will be opened to the public. Prospective witnesses other than the complainant and the respondent may be excluded from the hearing during the testimony of other witnesses. All parties other than the board members shall be excluded during board deliberations, at the CDB's discretion.

### PROPOSED READING:

Hearings will be closed to the public. Prospective witnesses other than the complainant and the respondent may be excluded from the hearing during the testimony of other witnesses. All parties other than the board members shall be excluded during board deliberations, at the CDB's discretion.

### RATIONALE:

Change the word "opened" to the word "closed".

TITLE 13.3.2.i.

### CURRENT READING:

Hearings shall be open to the public. Prospective witnesses other than the complainant and the respondent may be excluded from the hearing during the testimony of other witnesses. All parties other than CDC members shall be excluded during board deliberations, at the CDC's discretion.

**PROPOSED READING:**

Hearings shall be closed to the public. Prospective witnesses other than the complainant and the respondent may be excluded from the hearing during the testimony of other witnesses. All parties other than CDC members shall be excluded during board deliberations, at the CDC's discretion.

**RATIONALE:**

Change the word "open" to the word "closed".

Interim President Morris recommended the Board of Regents approve changes in the following two Sections of the Student Code as presented:

Title 13.2.2.h.  
Title 13.3.2.i.

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

**REGENTS' ALUMNI AWARDS**

An item was included in the agenda on the selection of recipients of the Regents' Alumni Awards for 1994. This item was removed from consideration at the meeting.

**FUND-RAISING CAMPAIGN BUDGETS**

In March 1993 the Board of Regents approved the pre-campaign and first year campaign budget for the Oklahoma Museum of Natural History. Campaign expenditures will be repaid from gifts or earnings on gifts, including pre-campaign expenses incurred by the University in 1993 as approved by the Board in 1993. The OMNH Campaign Council now seeks approval of a total campaign budget not to exceed five percent of the \$20 million fund-raising goal. The broad-based fund-raising program includes activities extending to the completion of the campaign goal and is expected to include several fiscal years. Since the facility is the official State museum, a major initiative for the fund-raising campaign will be a Statewide broad-based effort to encourage citizens of all ages to contribute to the Museum. The goal is to provide an opportunity for citizens throughout Oklahoma to learn about the collections which represent the State's heritage and to make a gift of any size to support the museum construction and endowment. Several Oklahoma and regional businesses will provide promotional assistance, and approximately 15 community campaigns are being organized. The broad-based campaign will begin in early 1995. The proposed budget includes funds for promotional activities, brochures, travel, and donor cultivation and recognition activities.

In October 1993 the Board of Regents approved a budget for the first year, 1993-94, of a fund-raising campaign to raise private gifts for the construction of a Biomedical Research Center at the Health Sciences Center. The goal of \$12.1 million in private funds is part of a funding partnership among the State, federal and city governments. Total anticipated cost of

the project is \$45 million. Approval is now sought for the use of funds, not to exceed five percent of the \$12.1 million fund-raising goal, to conduct the campaign activities, including promotion, printing of materials, travel, donor cultivation and recognition, through the next two fiscal years.

Interim President Morris recommended the Board of Regents approve the fund-raising campaign budgets to conduct the multi-year campaigns for the Sam Noble Oklahoma Museum of Natural History and the Biomedical Research Center. Campaign expenditures will be repaid from gifts or earnings on gifts to each campaign, including pre-campaign expenses incurred by the University in 1993.

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

### **SAM NOBLE OKLAHOMA MUSEUM OF NATURAL HISTORY**

As required by the City of Norman bond issue ordinance, prior to the issuance of the City's bonds, The University of Oklahoma is required to formally determine to construct the Sam Noble Oklahoma Museum of Natural History facility and to reasonably determine that sufficient funds and pledges will be available to complete the project. At its meeting in May 1994, the Board of Regents determined to construct the Sam Noble Oklahoma Museum of Natural History. The bond attorneys for the City of Norman have asked that the formal action taken at the May Board of Regents' meeting be modified to include a determination that sufficient funds are available or will be available for the construction of the facility.

Interim President Morris recommended the Board of Regents formally determine (1) to construct the Sam Noble Oklahoma Museum of Natural History with a total project cost of \$35 million, and (2) that sufficient funds and pledges are available or will be available to construct the facility.

There was a brief discussion on funding for this project. Vice President Farley stated adequate funds have been raised to construct this facility but the endowment for the operating budget is not yet in place. He said the action the Regents are taking today does not expose the University to additional financial liability.

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

### **APPOINTMENT OF BOND COUNSEL AND FINANCIAL ADVISOR**

At the April 1994 meeting of the Board of Regents, the University administration was authorized to proceed with the preparation of documents needed to issue revenue bonds for the construction of the two parking facilities (\$5,000,000 each), one to be located on the west side of campus (the Elm Avenue parking facility) and the other to be located near the Sarkeys Energy Center (the Energy Center parking facility). Revenue bonds (\$5,000,000) for the Elm Avenue parking facility will be issued first so that the facility can be completed concurrent

with the completion of the second phase of the Catlett Music Center. The initial step in preparing documents for the issuance of revenue bonds is to engage Bond Counsel and a bond Financial Adviser. As required by statute and the regulations of the State Bond Advisor, the University administration prepared Requests for Proposals for these services and obtained the approval of the State Bond Advisor to proceed with the issuance thereof.

Requests for Proposals (RFPs) were recently circulated to 22 law firms and 38 public finance, financial management, financial advising, and investment banking firms. Four law firms responded with proposals to serve as Bond Counsel for this project. Each of these responses met all of the RFP requirements. The fees and expenses proposed by each firm are summarized below.

|               | <u>Johnston &amp;<br/>Schaffer</u> | <u>Lester Bryant<br/>Pilgrim</u> | <u>Fagin Brown<br/>Bush</u> | <u>Floyd</u>    |
|---------------|------------------------------------|----------------------------------|-----------------------------|-----------------|
| First Issue:  |                                    |                                  |                             |                 |
| Fee           | \$5,000                            | \$6,540                          | \$10,000                    | \$4,950         |
| Expenses      | <u>750</u>                         | <u>925</u>                       | <u>500</u>                  | <u>450</u>      |
| Total         | <u>\$5,750</u>                     | <u>\$7,465</u>                   | <u>\$10,500</u>             | <u>\$5,400</u>  |
| Second Issue: |                                    |                                  |                             |                 |
| Fee           | \$3,000                            | \$4,360                          | \$10,000                    | \$4,950         |
| Expenses      | <u>750</u>                         | <u>925</u>                       | <u>500</u>                  | <u>450</u>      |
| Total         | <u>\$3,750</u>                     | <u>\$5,285</u>                   | <u>\$10,500</u>             | <u>\$5,400</u>  |
| Both Issues:  |                                    |                                  |                             |                 |
| Fee           | \$8,000                            | \$10,900                         | \$20,000                    | \$9,900         |
| Expenses      | <u>1,500</u>                       | <u>1,850</u>                     | <u>1,000</u>                | <u>900</u>      |
| Total         | <u>\$9,500</u>                     | <u>\$12,750</u>                  | <u>\$21,000</u>             | <u>\$10,800</u> |

Based upon Legal Counsel's review of the responses to the RFP, it is recommended that the Regents appoint the Floyd Law Firm to serve as Bond Counsel for this project.

Three (3) firms responded to the RFP for financial advising services for this project. While all three firms could most likely provide the specified financial advising services, the services proposed by Boatmen's Bank would be provided by their public finance division in St. Louis, Missouri. While Boatmen's has extensive experience in revenue bond financings for public entities, this experience has been acquired predominantly in the State of Missouri. In fact, Boatmen's response did not reference any financial advisor service they had provided in the State of Oklahoma, nor did it reference any such experience for a competitive sale. This can be a major obstacle in the preparation of the official materials as, typically, this preparation requires many meetings among the Bond Counsel, the University Administration, and other bodies such as the Bond Oversight Commission, and the distribution of many pages of preliminary documents (e.g., official statements, notice of sale, resolutions, etc.) among these same groups for review, comment, and approval. These meetings and the response time for reviewing these documents usually provide little lead time and require rapid feedback. The efficient accomplishment of these tasks with a staff based in St. Louis would be extremely difficult. It is for these reasons that the responses from Stifel, Nicolaus & Company, Inc. and Leo Oppenheim & Co., Inc. were evaluated as best serving the interests of the University in these revenue bond

projects. Both of these firms have extensive experience in the State of Oklahoma in public financings in higher education. Both firms have offices in Oklahoma City staffed with the primary principals who would be providing financial advisor services to the University. The fees proposed for these services are only \$50 apart, as illustrated below along with the fees proposed by Boatmen's:

|                                    |   |
|------------------------------------|---|
| Stifel, Nicolaus and Company, Inc. | \$7,500 each issue                          |
| Leo Oppenheim & Co., Inc.          | \$7,450 each issue                          |
| Boatmen's Bank                     | \$7,500 first issue<br>\$3,750 second issue |

(Boatmen's indicated that the fee for the second issue for the Energy Center parking facility, if it is issued, would be lower because they would be much more knowledgeable and efficient after completing the first issue.)

It is recommended that Leo Oppenheim and Co., Inc. be appointed by the Regents as Financial Advisor for these revenue bonds based primarily upon their proven track record in higher education public financing and their proposed competitive fees. Their experience in the State of Oklahoma clearly demonstrates their comprehensive knowledge of the applicable statutes that govern higher education revenue bonds. This experience and background, when coupled with the firm's long standing relationship with the University through both the Oklahoma Memorial Union and the University of Oklahoma Foundation, provides the basis for the recommendation. In addition, the University is currently working with Leo Oppenheim on the project to evaluate the desirability to refinance current University revenue bond debt. Therefore, greater staff efficiency should be realized by working with only one firm on these two separate projects.

The appointment of Bond Counsel and Financial Advisor for this project does not result in any immediate cost to the University. The University will incur these costs only upon the closing of a specific revenue bond issue.

Interim President Morris recommended the Board of Regents appoint Floyd Law Firm to provide Bond Counsel services and Leo Oppenheim & Co., Inc. to provide Financial Advising services to the University for the issuance of revenue bonds to construct the Elm Avenue parking facility and the Energy Center parking facility. The University will incur costs for these services only if the issuance of these bonds is economically feasible and upon the closing of a specific revenue bond sale.

Vice President Farley reported these two recommended firms have a good history with the University. In response to a question, he said the Controller's Office and Purchasing Office worked on the RFPs and selection process.

There was a discussion of the low bidders, Johnston and Schaffer and Boatmen's Bank. Dr. Farley said University staff would not have a problem with either firm. It was the judgment of the committee involved in the selection that bringing someone new into the process would create more concerns. He said he would feel comfortable with Boatmen's capability and expertise and distance would not be a problem.

Legal Counsel Fred Gipson stated there are some matters that pertain to this discussion that cannot be discussed publicly. He suggested if the Regents wanted to go into executive session he would share his concerns.

Regent Lewis moved the Board meet in executive session for the purpose of discussing the issue listed above. The following voted yes on the motion: Regents Gullatt, Blankenship, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved. The executive session began at 9:59 a.m. in the Provost's Conference Room and concluded at 10:13 a.m.

The meeting reconvened in regular session at 10:15 a.m. in Lecture Room 299.

Regent Lewis moved the Regents appoint Johnston and Schaffer to provide Bond Counsel services and Boatmen's Bank to provide Financial Advising services to the University for the issuance of revenue bonds to construct the Elm Avenue parking facility and the Energy Center parking facility. The following voted yes on the motion: Regents Gullatt, Blankenship, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

### **NORMAN CAMPUS TELECOMMUNICATIONS SYSTEM**

An item was included in the agenda on issuance of a Request for Proposal for the Norman Campus Telecommunications System but was removed from consideration at the meeting.

### **PURCHASE OF COMPUTERS FOR THE COLLEGE OF ARCHITECTURE**

Bids were recently circulated for the purchase of personal computers for the College of Architecture. The bid provided different configuration options. The totals of the final computer configurations selected by the department are presented as follows:

|  |              |
|--|--------------|
| Gateway 2000, Inc.<br>North Sioux City, South Dakota | \$123,290.00 |
| Roselius Computer<br>Edmond, Oklahoma                | \$140,937.00 |
| Computer Associates<br>Norman                        | \$148,867.00 |
| OU Computer Store<br>Norman                          | \$152,377.53 |
| P.C. Plus<br>Norman                                  | \$153,909.30 |
| Dell Marketing<br>Austin, Texas                      | \$197,826.00 |

There was one non-responsive bid as follows:

|  |              |
|--|--------------|
| Vektron, Intl.<br>Grand Prairie, Texas | \$111,586.00 |
|--|--------------|

Vendor did not submit the requested information required for bid evaluation or include shipping charges.



The purchase will be funded by account 127-7378, Architecture Computer Purchases Clearing.

Interim President Morris recommended the Board of Regents approve the award of a purchase order in the amount of \$123,290.00 to Gateway 2000, Inc. for the purchase of 39 personal computers for the College of Architecture.

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

### **PURCHASE OF PERSONAL COMPUTERS FOR THE COLLEGE OF BUSINESS**

Bids were circulated for the purchase of fifty-five 486 personal computers. The bid provided for different options and configurations. The prices bid on the selected option were as follows:

|  |              |
|--|--------------|
| Gateway 2000<br>North Sioux City, South Dakota | \$121,825.00 |
| OU Office Systems (bidding Dell)<br>Norman     | \$132,990.00 |
| Computer Associates (bidding Compaq)<br>Norman | \$141,295.00 |
| IBM Corporation<br>Oklahoma City               | \$180,070.00 |

The Gateway computers meet all specifications. The Gateway computers previously purchased for the campus have excellent performance records. The purchase will be funded by account 134-7201, State Bond Funds.

Interim President Morris recommended the Board of Regents approve the award of a purchase order in the amount of \$121,825.00 to Gateway 2000 for 55 computers for the College of Business.

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

### **PURCHASE OF COMPUTER WORKSTATIONS FOR THE COLLEGE OF ENGINEERING**

Bids were recently circulated for the purchase of high resolution high speed graphics workstations for the College of Engineering to meet current computing services demands. Two responses were received as follows:

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23956

|                                       | <u>Cost</u>       |
|---------------------------------------|-------------------|
| Hewlett Packard                       |                   |
| Oklahoma City                         |                   |
| Server                                | \$ 13,713.95      |
| Twelve workstations - \$11,382.25/ea. | <u>136,587.00</u> |
| Total                                 | \$150,300.95      |
| <br>                                  |                   |
| IBM Corp.                             |                   |
| Oklahoma City                         |                   |
| Server                                | \$ 18,808.00      |
| Twelve workstations - \$15,693.00/ea. | <u>188,316.00</u> |
| Total                                 | \$207,124.00      |

The purchase will be funded by account 122-7078, Course Special Fees - Engineering Computer Network.

Interim President Morris recommended the Board of Regents approve the award of a purchase order in the amount of \$150,300.95 to Hewlett Packard for 13 computer graphics workstations for the College of Engineering.

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

## ANNUAL PURCHASE OF NEWSPRINT FOR JOURNALISM PRESS

Bids were circulated for an annual contract to furnish approximately 260 tons of newsprint to be used in the printing of the *Oklahoma Daily* Newspaper and related publications through June 30, 1995.

The prices bid are subject to quarterly escalation/de-escalation in accordance with the producer commodity price index beginning on October 1, 1994 with a sixty (60) day advance written notice of any price change.

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

The following bids were received:

Champion International Corporation  
Dallas, Texas

|                                     |                    |
|-------------------------------------|--------------------|
| Recycled Offset Newsprint, 40" wide | \$484.73/short ton |
| Estimated Annual Purchase Amount    | \$126,029.00       |

Abitibi-Price  
Dallas, Texas

|                                     |                    |
|-------------------------------------|--------------------|
| Recycled Offset Newsprint, 40" wide | \$497.12/short ton |
| Estimated Annual Purchase Amount    | \$129,251.00       |

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

Interim President Morris recommended the Board of Regents approve the award of a purchase order to Champion International Corporation for the purchase of recycled offset newsprint for the Fiscal Year 1994-95 in the estimated amount of \$126,029.00.

Regent Bentley asked if as a public entity the University can go into a co-op situation. He said there is a group of small newspapers in the State that have a co-op agreement to bid and purchase newsprint together to receive a lower price. It was decided to defer this item to the September meeting in order to check into a possible co-op arrangement. In the meantime, the present purchase order for newsprint can be extended on a month-to-month basis.

## CLOSING AND SALE OF LOGAN APARTMENTS

The Logan Apartments were transferred to The University of Oklahoma in 1945 by a grant of David M. Logan. The transfer agreement requires the University to operate the property as an apartment house as long as the property is suitable for such use with the revenue derived from operations to be used to maintain and preserve the property. At such time the property becomes unsuitable for apartment use, the transfer agreement authorizes the University to sell the property and invest and hold the proceeds intact with the income from the investment being used for scholarships to aid needy and deserving students.

Plans have been developed to close Logan Apartments, constructed in 1919, as of August 1, 1994. This small 23 unit complex is now outmoded, costly to maintain and requires substantial capital improvements in excess of \$400,000.00 to meet University standards of quality for its residential facilities. No other uses for the apartments have been identified by the University.

In addition to closing the apartments, plans have been developed to offer the Logan Apartments for sale. Proceeds from this sale, along with the accumulated funds from operation, would be used to establish scholarships for deserving University of Oklahoma students. These scholarship funds would become part of the Regents' Fund and be administered by the Office of Financial Aid of The University of Oklahoma.

Student leaders and residents of the Logan Apartments have been consulted and it has been generally agreed that the apartments are inadequate and could be closed and sold without producing a serious problem for students. All students will be able to be relocated to other University apartments on a priority basis. Legal Counsel, Physical Plant, Administrative Affairs, the Provost and Student Affairs agree to the closing and sale.

Interim President Morris recommended the Board of Regents approve the closing of Logan Apartments as of August 1, 1994 and authorize University administration to initiate the actions necessary to sell the apartments.

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

## **SALE OF PROPERTY IN OSAGE COUNTY**

The University owns a tract of land in Osage County donated in 1977 to the University. The tract contains 30.46 acres and is unimproved. The property has been appraised at \$27,500.00 which is the price being paid by the City of Sperry. The City was the high bidder on the property. Since the University cannot utilize the property, it is in the best interest of the University to sell the tract of land.

Interim President Morris recommended the Board of Regents authorize the President or his designee to finalize the sale of a tract of land in Osage County that was donated to the University.

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

## **OJR CHILDREN'S WORLD LEARNING CENTER**

At the December 3, 1993 meeting, the Board of Regents approved the award of a construction contract in the amount of \$582,400 to L. F. Downey Construction, Inc. for the construction of the University Child Care Center. At its meeting in May 1994, the Board of Regents officially named the new facility OJR Children's World Learning Center.

On June 14, 1994 a substantial completion inspection was held for the project. Representatives of L. F. Downey Construction, Inc. and the University, including Architectural and Engineering Services, Physical Plant, and the Department of Public Safety were in attendance. A punchlist of incomplete or defective items was developed and given to the contractor for correction. Based on the results of the inspection, it is recommended that the project be accepted as substantially complete effective June 14, 1994. Following the satisfactory completion of all punchlist work, it is recommended that final payment be made to L. F. Downey Construction, Inc.

Interim President Morris recommended the Board of Regents (1) accept the structure that has been constructed and named OJR Children's World Learning Center as substantially complete as of June 14, 1994, and (2) authorize final payment to L. F. Downey Construction, Inc. following the completion of all punchlist items.

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

## **ELM AVENUE PARKING STRUCTURE SITE**

For some time there has been a growing recognition that there is a serious shortage of parking facilities on the northwest quadrant of the campus in the vicinity of the Catlett Music Center, the Fine Arts Center, the Physical Sciences Center, and the Fred Jones Art Center. Construction of the second phase of the Catlett Music Center, which is scheduled to start in the fall, will result in the loss of approximately 170 additional parking spaces currently used by faculty and staff during the day and by students, staff, faculty and others attending various plays,

exhibitions, performances, and other University functions during the evening. At the meeting of the Board of Regents in May of 1993, the need for additional parking facilities and a means of financing two parking garages, one to be located near Catlett Music Center and the other to be located near the Sarkeys Energy Center, were reviewed. Following the meeting, the University administration sought and received authority from the Legislature (Senate Concurrent Resolution 18) to issue revenue bonds in a sum not to exceed \$10,000,000.

In order to determine the correct size of the two parking structures, to develop a feasible campus-wide plan for parking facilities, and to obtain the information required to prepare the official statement needed to sell bonds, Barton-Aschman Associates, Inc., nationally recognized parking consultants, were retained to undertake a parking facilities study. As a part of this study, the consultants were instructed to review the University's existing parking facilities, to identify existing parking shortages, and to estimate the additional facilities needed to serve the campus in the future. In a report dated June 15, 1994, the consultants presented the results of their study of the additional parking spaces needed and various ways to solve the parking problems identified in the vicinity of Catlett Music Center. The consultants recommended "that a new multi-level parking structure should be built just south of the Catlett Music Center." They also recommended that the proposed parking structure should contain 500 to 600 spaces.

During their study the consultants considered a number of options including additional surface parking lots, and five possible sites for parking structures. The advantages and disadvantages of each option were examined in detail. As a part of their examination of the various sites, the consultants considered a number of factors including:

1. The size and shape of each site and its suitability for a parking structure;
2. The proximity of each site to Catlett Music Center, the Fine Arts Center, and the Fred Jones Art Center;
3. The visual impact on adjacent University and private property of a parking structure located on the site;
4. The effect traffic going to and from each site would have on Elm Avenue, the other streets in the adjacent neighborhood, and the surrounding campus and residential areas; and
5. The capacity and configuration of streets and intersections serving each site.

Based on the results of their study, the consultants reached a series of conclusions: There is a daytime need for 600 to 700 additional parking spaces in the northwest quadrant of the campus and an evening need for approximately 500 parking spaces to serve the fine arts area. Cruce Street should be closed and the area added to the site available for the new parking structure. If the street can be closed, a structure containing 500 spaces could be designed as a four-level structure with a height of approximately 35 feet. If the street remains open, a five-level structure with a height of approximately 45 feet would be needed to provide 500 spaces. From an aesthetic point of view, a lower structure would be preferable.

Following a review of the consultants' report, it is recommended that the Board of Regents approve (1) the site located immediately south of Catlett Music Center, and (2) the plan to request the City of Norman to vacate Cruce Street to provide additional area for the proposed structure.

Interim President Morris recommended the Board of Regents approve a site for the proposed new parking facility located south of Catlett Music Center on the west side of Elm Avenue.

Dr. Farley said for the past year he has held monthly meetings with the neighborhood associations surrounding the University and issues are discussed which impact the neighborhoods. It is in the University's best interest to have very strong neighborhoods surrounding the campus. Several members of the neighborhood served on the ~~committee for site selection~~ <sup>Site Study</sup>. The neighbors have concerns about increased traffic and there is an elementary school just several blocks away but there will not be an increase in numbers of faculty, staff or students coming to campus so there will not be an increase in traffic. The neighborhood suggested not having an exit on College Street, that the ingress and egress be on Elm Street and the University will propose to the City that Cruce Street be closed. Dr. Farley said the University will work with the City on traffic studies so that the neighborhood will not be adversely impacted. The University wants to be sympathetic to their concerns and needs.

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

## ELM AVENUE PARKING FACILITY AND ENERGY CENTER PARKING FACILITY

At the April 1994 meeting of the Board of Regents, the Board authorized the University administration to start the process of selecting an architectural and engineering firm to provide professional services for the preparation of plans for two parking structures, one to be located on the west side of the campus near Catlett Music Center and the other to be located near the Sarkeys Energy Center.

Barton-Aschman Associates, Inc., the parking consultants, have determined that there is a shortage of parking facilities on the northwest quadrant of the campus in the vicinity of the Catlett Music Center and the Fine Arts Center. Construction of the second phase of the Catlett Music Center, which is scheduled to start in the early fall, will result in the loss of approximately 170 spaces currently used by faculty and staff during the day and for various public performances and presentations during the evening. There is also a shortage of parking facilities on the east side of the campus in the vicinity of the Sarkeys Energy Center.

To solve these problems, two parking garages are proposed. One proposed parking garage is to be located near the second phase of the Catlett Music Center and serve the northwest area of the campus. It will be designed to contain between 500 and 600 parking spaces and a total of 180,000 gross square feet of space. Based on information available at this time, it is estimated that the project cost of this structure will be approximately \$4,500,000. Construction of this parking garage will be scheduled so that the structure can be completed at the same time as the second phase of the Catlett Music Center. The exterior of the new parking structure will be designed to be compatible with the Catlett Music Center and other structures located in the area.

If it is determined that a second parking structure is required, a location near the Sarkeys Energy Center is feasible. The structure would be designed to contain approximately 425 parking spaces and 137,000 gross square feet of space. The estimated project cost of this structure is approximately \$4,111,000 including land acquisition cost.

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For economic and design considerations, it is desirable to have a single firm design both structures. Funding for the projects will be provided with the proceeds from the sale of revenue bonds which will be retired from parking fee revenue.

The interview committee was composed of the following persons:

- Sarah M. Blouch, Administrator, Parking and Transit Services
- P. Mack Caldwell, Associate Professor, College of Architecture and  
Chairman of the Campus Planning Council
- Kenneth L. Jorgenson, Assistant Director, Physical Plant
- Allen R. Moore, Director, Auxiliary Services
- Michael K. Moorman, Assistant Director and Campus Planner,  
Architectural and Engineering Services
- Arthur N. Tuttle, Jr., Director, Architectural and Engineering Services

In accordance with established procedures for the selection of architectural and engineering consultants, the interview committee met on June 20, 1994 and selected for interview five firms from a list of 17 individual firms, one association composed of two firms, and one joint venture partnership which expressed interest in the project.

On July 6, 1994, the interview committee conducted interviews to consider the qualifications of the five firms and to review the University's requirements for the project. The interviews and the review process were conducted in accordance with the provisions of Oklahoma State law and the policies of the Board of Regents. The following qualifications of each firm were considered:

1. Professional reputation for design and engineering
2. Experience with parking structures and similar design projects
3. Qualifications of the firm's professional staff
4. Scope of services offered
5. Amount of work in progress
6. Previous University projects completed
7. Financial standing and stability
8. Size of firm
9. Ability to work with special consultants

The interview committee obtained information from the consultants, the files of the State of Oklahoma Department of Central Services, and other sources. Selected facts about each firm obtained from these sources were evaluated. Based upon the information obtained during the interviews and a detailed review and evaluation of each firm's qualifications, the interview committee rated the firms in the following manner:

Evaluation of the Firms Under Consideration for the Parking Facilities Project

|                            | Frankfurt-<br>Short-Bruza<br>& Associates<br>Oklahoma City | Urban<br>Design<br>Group, Inc.<br>Tulsa | Stan Gralla<br>Architects<br>Lexington, OK | JHBR<br>Architects, Inc.<br>Oklahoma City | Coleman-Ervin-<br>Johnston, Inc.<br>Tulsa |
|----------------------------|--|---|--|---|---|
| Acceptability<br>of Design | 107  | 105                                     | 90   | 93  | 76  |
| Quality of<br>Engineering  | 109  | 104                                     | 89   | 99  | 83  |

|                             | Frankfurt-<br>Short-Bruza<br>& Associates<br><u>Oklahoma City</u> | Urban<br>Design<br>Group, Inc.<br><u>Tulsa</u> | Stan Gralla<br>Architects<br><u>Lexington, OK</u> | JHBR<br>Architects, Inc.<br><u>Oklahoma City</u> | Coleman-Ervin-<br>Johnston, Inc.<br><u>Tulsa</u> |
|-----------------------------|---|--|---|--|--|
| Adherence to<br>Cost Limits | 49  | 47   | 43  | 40   | 45   |
| Adherence to<br>Time Limits | 46  | 44   | 46  | 37   | 42   |
| Volume of<br>Changes        | 48  | 49   | 45  | 41   | 40   |
| Financial<br>Stability      | <u>48</u>   | <u>45</u>                                      | <u>45</u>   | <u>41</u>  | <u>44</u>  |
| Total Points                | 407   | 394  | 358   | 351  | 330  |

Interim President Morris recommended the Board of Regents (1) place in rank order the architectural and engineering firms which are under consideration to provide the professional services required to construct the Elm Avenue Parking Facility and, if it becomes necessary, the Energy Center Parking Facility, and (2) authorize the University administration to negotiate the terms of a contract and a fee starting with the highest ranked firm.

Regent Halverstadt moved the Board of Regents place in rank order the architectural and engineering firms which are under consideration to provide the professional services required to construct the Elm Avenue Parking Facility and, if it becomes necessary, the Energy Center Parking Facility, as follows:

1. Frankfurt-Short-Bruza & Associates, Oklahoma City
2. Urban Design Group, Inc., Tulsa
3. Stan Gralla Architects, Lexington, Oklahoma
4. JHBR Architects, Inc., Oklahoma City
5. Coleman-Ervin-Johnston, Inc., Tulsa

and authorize the University administration to negotiate the terms of a contract and a fee starting with the highest ranked firm. The following voted yes on the motion: Regents Gullatt, Blankenship, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## **MAX WESTHEIMER AIRPORT SECURITY IMPROVEMENTS AND TAXIWAY REHABILITATION**

At the June 1994 meeting, the Board of Regents approved the Max Westheimer Airport Security Improvements and Taxiway Rehabilitation project and authorized the administration to receive bids for the project. The project included a Base Bid for taxiway sealcoat and pavement marking, Alternate No. 1 for security fencing and gates, and Alternate No. 2 for security lighting, airfield lighting controls and emergency generator enhancements. The FAA has awarded a grant of \$155,880 for 90 percent of the total project cost of \$173,200 for the Base Bid and Alternate No. 1 parts of the project. The remainder of the project costs, approximately \$17,320, will come from University auxiliary funds and perhaps from the Oklahoma Aeronautics Commission (OAC).



There is still a remote possibility that additional federal funds will become available and allow Alternate No. 2 to be added to the contract at a later date.

Bids were received on June 28, 1994 from three companies and the tabulation of those bids was included in the agenda.

The following is a summary of each bid:

|                                    | <u>Tarver<br/>Construction<br/>Company<br/>Norman</u> | <u>Terra<br/>Construction<br/>Inc.<br/>Oklahoma City</u> | <u>Vantage<br/>Paving, Inc.<br/>Oklahoma City</u> |
|------------------------------------|---|--|---|
| Base Bid                           | \$ 64,500   | \$ 69,725  | \$ 66,932   |
| Alternate No. 1                    | <u>78,482</u>   | <u>93,350</u>  | <u>100,009</u>                                    |
| Total Base Bid and Alternate No. 1 | \$142,982   | \$163,075  | \$166,941   |

Interim President Morris recommended the Board of Regents approve the award of a contract to Tarver Construction Company in the amount of \$142,982 for the Max Westheimer Airport Security Improvements and Taxiway Rehabilitation project for the Base Bid and Alternate No. 1, subject to Federal Aviation Administration concurrence.

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

### APPOINTMENT OF COLLEGE OF MEDICINE ADMISSIONS BOARD

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

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

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

The slate of nominees for 1994-95 is as follows:

#### Full-Time Faculty:

- Rebecca Blackstock, Ph.D., Associate Professor of Pediatrics
- Neal D. Clemenson, M.D., Assistant Professor of Family Medicine
- Michael C. Foster, M.D., Assistant Professor of Family Medicine, Tulsa
- Jennifer W. Gibbens, M.D., Assistant Professor of Obstetrics and Gynecology, Tulsa
- Nancy K. Hall, Ph.D., Associate Professor of Pathology

Lynn V. Mitchell, M.D., Assistant Professor of Family Medicine  
E. Montez Mutzig, M.D., Assistant Professor of Internal Medicine, Tulsa  
Jay L. Olson, M.D., Assistant Professor of Anesthesiology  
James W. Taira, M.D., Assistant Professor of Dermatology  
Peggy J. Wisdom, M.D., Associate Professor of Neurology

Volunteer Faculty:

David Confer, M.D., Urology-Tulsa  
Thomas Conigilone, M.D., Medicine  
James Hampton, M.D., Medicine  
Phillip Mosca, M.D., Urology  
Don Rhinehart, M.D., Neurosurgery  
Olaseinde Sawyerr, M.D., Surgery  
Gary Strebel, M.D., Obstetrics and Gynecology  
Frank Wilson, M.D., Obstetrics and Gynecology  
Roland Walters, M.D., Ophthalmology  
Michael Winzenread, M.D., Family Medicine

Students:

Oklahoma City Campus:

Shannon Brent  
DeAllen Clark  
Jason Cook  
Karen Eyler  
Nancy Nagle  
Rodman Rogers  
Scott Stewart  
Michael Suminski

Tulsa Campus:

Jay Lorton  
Chris Sutterfield

District I:

Gwen Gibson, M.D., Tulsa  
Patrick Hughes, M.D., Tulsa  
John Phillips, M.D., Stillwater  
Bat Shunatona, M.D., Tulsa

District II:

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

District III:

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

District IV:

Hal Belknap, M.D., Norman  
Richard Brittingham, M.D., Lawton  
Malcolm Mollison, M.D., Altus  
Robert Weedn, M.D., Duncan

District V:

Janice Filler, M.D., Oklahoma City  
Olivia Hanson-Painton, Ph.D., Oklahoma City  
Carol Imes, M.D., Oklahoma City  
Wallace McLeod, M.D., Oklahoma City

District VI:

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

ALTERNATES:

Full-Time Faculty:

James L. Brand, M.D., Assistant Professor of Family Medicine  
J. Christopher Carey, M.D., Associate Professor of Obstetrics and Gynecology  
Donald R. Carter, M.D., Associate Professor of Surgery  
Sonia J. Crandall, Ph.D., Assistant Professor of Pediatrics  
John E. Grunow, M.D., Associate Professor of Pediatrics  
David E. Hogan, D.O., Assistant Professor of Medicine  
K. Roger Hornbrook, Ph.D., Professor of Pharmacology  
Donald D. Horton, M.D., Assistant Professor of Neurosurgery  
Gary A. Johnson, M.D., Assistant Professor of Obstetrics and Gynecology  
Michael C. Koss, Ph.D., Professor of Pharmacology  
Herman J. Lambert, M.D., Clinical Assistant Professor of Obstetrics and Gynecology  
Lela A. Lee, M.D., Professor of Dermatology  
Russell G. Postier, M.D., Professor of Surgery  
Eli Reshef, M.D., Assistant Professor of Obstetrics and Gynecology  
Valerie C. Rigual, M.D., Assistant Professor of Anesthesiology  
Arthur H. Schipul, M.D., Assistant Professor of Obstetrics and Gynecology  
Pankaja Venkataraman,, M.D., Associate Professor of Pediatrics  
Joan L. Walker, M.D., Assistant Professor of Obstetrics and Gynecology  
Dennis A. Weigand, M.D., Professor of Dermatology  
Norman E. Wikner, M.D., Clinical Assistant Professor of Dermatology  
W. Michael Woods, M.D., Professor of Family Medicine, Tulsa

Volunteer Faculty:

Edwin Carns, M.D., Lawton  
Royce Everett, M.D., Oklahoma City  
Kenneth Fong, M.D., Midwest City  
Donald Garrett, M.D., Lawton

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Norman Imes, M.D., Oklahoma City  
Carl Limbaugh, M.D., Edmond  
Kautilya Mehta, M.D., Oklahoma City  
Richard B. Smith, M.D., Oklahoma City  
Daniel Washburn, M.D., Enid

Students:

Oklahoma City Campus:

Paul Hsieh  
JaNae Lampe  
Joseph Lestina  
Anna Likos  
Dawn Martin  
John Summers  
Jonathan Wilks  
Bob Wilson

Tulsa Campus:

Jonathan Brewer  
Pam Delashaw

District I:

Mark Kelley, M.D., Tulsa  
Greg Marino, M.D., Tulsa

District II:

None

District III:

Patrick Bell, M.D., Tishomingo  
JoAnne Carpenter, M.D., Ada  
Elaine Miller, M.D., Ada  
B. Jeffrey Wallace, M.D., Ada  
William Willis, M.D., Poteau

District IV:

Rosemary Bellino, M.D., Lawton  
Dale Duguld, M.D., Lawton  
Roy Keys, M.D., Duncan  
Cooper Ray, M.D., Martha  
James Wall, M.D., Norman

District V:

Jeff Hirsch, M.D., Oklahoma City  
John Holliman, M.D., Oklahoma City  
Richard Keim, M.D., Oklahoma City  
Kathryn Reilly, M.D., Oklahoma City

Ivar Rossavik, Ph.D., Oklahoma City  
Rob Ryan, M.D., Oklahoma City  
L. Peter Schwiebert, M.D., Oklahoma City  
C. Scott Williams, M.D., Bartlesville  
Lorraine Wilson, M.D., Oklahoma City  
John Zubialde, M.D., Oklahoma City

District VI:

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

AT LARGE:

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

Philip McHale, M.D.  
Assistant Dean for Educational Programs and Associate Professor of  
Physiology, College of Medicine

Everett Rhoades, M.D.  
Associate Dean for Community Affairs and Professor of Medicine,  
College of Medicine

Interim President Morris recommended the individuals named above be appointed to the College of Medicine Admissions Board for 1994-95. He also recommended approval of the alternates proposed.

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

## **MEDICAL TECHNOLOGY AND RESEARCH AUTHORITY PARKING PLAN FOR THE OKLAHOMA HEALTH CENTER**

Parking at the Oklahoma Health Center, the 16-agency complex that includes the Health Sciences Center, is a perennial problem. A long-term lack of coordinated planning and shortages of funding have resulted in a parking system of deteriorating facilities, inconvenient locations, inadequate maintenance, and minimum security. Moreover, current Health Center growth will outstrip parking supply within two years. In summary, the Health Sciences Center's mission, in common with other Center agencies, is not supported by the Center's parking system, and inadequate funds are available to fix it.

The Medical Technology and Research Authority was created by the Oklahoma State Legislature to plan, construct, and operate improvement projects supporting public and private health care, education, and research at the Oklahoma Health Center. The University of Oklahoma President appoints two of the eight board seats. Improving Health Center parking was assigned to be its first project. Legislation allows the Authority to lease all existing lots within the Health Center, to impose user fees for parking, to manage, repair and maintain the lots, and to build additional parking facilities. After study, MTRA concluded the solution lies in constructing three parking garages in the locations where demands are greatest.

The Authority has developed a three-phase plan: first, to generate revenues by implementing user fees, and to manage, operate, repair, and improve existing lots; second, to assess the impact of parking fees and plan the first new lot; third, to construct the first parking lot by the fall of 1995, and to plan additional structures as required. The Authority intends to implement its fee program on August 1, 1994.

The Authority will institute a flat-rate monthly fee of \$5 per space, and offer a limited number of reserved parking spaces for \$25 where demand suggests. The \$5 rate is the same charged on the Norman Campus. The parking fees will generate about \$360,000 annually.

Interim President Morris recommended the Board of Regents authorize the President or his designee to (1) enter into a one-year lease agreement with the Medical Technology and Research Authority (MTRA) to manage and maintain all Health Sciences Center parking lots for \$1 per year; (2) collect parking fees from faculty, staff, and students; and (3) remit such fees totaling about \$360,000 annually to MTRA.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, Bentley, and Lewis. Regent Halverstadt voted no. The Chair declared the motion approved.

## RECLASSIFICATION OF NETWORKING ACTIVITY

At the December 12, 1991 meeting of the Board of Regents, The University of Oklahoma Health Sciences Center (OUHSC) Campuswide Network plan was reviewed with the Board. This high speed, reliable data communications network will make data readily available among the 17 agencies which share the Oklahoma Health Center Campus and the Tulsa Campus of The University of Oklahoma with connections to the Norman Campus and worldwide through INTERNET.

Computer Network Clearing was established to control funding of the initial installation phase of the OUHSC Campuswide Network plan. Since this phase is nearing completion, reclassification of this activity as a service operation would allow more effective management of further networking activities.

Fiscal Year 1994-95 estimated revenue and expenditures for networking is \$503,000. Revenue will come from additional campus installation, OUHSC networking services, and cabling labor and materials to other Health Center agencies. Since the majority of customers are within OUHSC, the activity would be accounted for more appropriately as a service operation.

Interim President Morris recommended the Board of Regents authorize the reclassification of Computer Network Clearing from a clearing account to a service operation, Computer Network Services, effective July 1, 1994.

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

## DISCONTINUANCE OF TULSA CLINIC ADMINISTRATIVE UNIT

The Tulsa Clinic Administrative Service Unit was originally established as a central cost center for general staff and supervisory support for all clinical operations at The University of Oklahoma Health Sciences Center, Tulsa Campus. The College of Medicine-Tulsa proposes to eliminate this service unit. It is no longer needed due to recent organizational changes in clinic operations.

Existing employees affected by this closing will be transferred to other departments within the College effective July 1, 1994. Annual sales for the service unit are approximately \$112,000. Currently, there is a cash balance of \$24,665. All surplus funds will be distributed back to the clinic accounts from which they were derived. Physical equipment inventory currently has a net value of \$10,438 and will be distributed to other departments of the College of Medicine-Tulsa. There are no contracts, receivables or pending litigation to consider in this decision.

Interim President Morris recommended the Board of Regents authorize the closing of the Tulsa Clinic Administrative Service Unit effective July 1, 1994.

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

## PURCHASE OF PBX (PRIVATE BRANCH EXCHANGE) COMMUNICATIONS SYSTEM

Family Medicine is constructing a new building which will require the installation of a new telephone system by October 31, 1994. Other Oklahoma Health Center entities, including Oklahoma Department of Mental Health, Dean McGee Eye Institute, and Oklahoma City Clinic, have telephone systems which require updating with modern features and capabilities. Their current systems are maintenance intensive, have considerable down time, and have no capacity for modernization. With rapid technological expansion occurring, it is economically practical and feasible to acquire a new digital system that will provide improved telephonic services for both Family Medicine's new building as well as meet the expanding requirements of the other agencies at a combined lower price than what individual systems would cost for each entity.

Bids will be on a sole source basis to the manufacturer, AT&T, for compatibility to existing AT&T equipment. Bids will be issued to the manufacturer and AT&T distributors. Award will be made to the vendor with the lowest bid with estimated amounts as listed below.

Bids were forwarded to the following vendors:

AT&T  
Oklahoma City

Source, Inc.  
Dallas, Texas

Rhyne Communications  
Pine Brook, New Jersey

Progressive Communications  
Honolulu, Hawaii

MicroTech-Tel, Inc.  
Denver, Colorado

Cincinnati Bell Supply  
Cincinnati, Ohio

The estimated total maximum cost is \$1,482,510.00. The cost for the system will be distributed among those agencies who decide to participate in this purchase which includes a maximum of \$319,463.00 from the Family Medicine building construction funds. The remaining \$1,163,047.00 will be distributed among the other participants and will vary according to the number who choose to upgrade at this time.

The administration requests authorization to purchase, from the vendor with the lowest bid, equipment, voice mail, installation, and maintenance costs after expiration of warranty. The purchase will be paid from the Telecommunications account 38250090, which will be reimbursed by the participating entities from above.

Interim President Morris recommended the Board of Regents authorize the Health Sciences Center to issue a purchase order to the low bidder for the purchase of a PBX Communications System.

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

## **PURCHASE OF AN ELECTRONIC MEDICAL RECORD SYSTEM FOR FAMILY MEDICINE BUILDING**

The Department of Family Medicine is seeking to automate the entire medical record system for the faculty and residency clinics by establishing a computer-based patient record database. This database would become an integral component of the administrative computer network providing researchers access to the clinical database. Connection into the Research and Education computers will provide statistical analysis of the data and the connection into the IDX practice plan network will provide access for patient financial data and appointment scheduling. The department issued Request for Proposals to furnish and install computer software and hardware and provide necessary training to achieve the automated medical record system.

Request for Proposals were sent to three vendors. The results are as follows:

|  |             |
|--|-------------|
| Cerner Corporation<br>Kansas City, Missouri        | No proposal |
| InterPractice Systems<br>San Francisco, California | \$780,016   |
| IDX<br>South Burlington, Vermont                   | \$1,195,177 |

The InterPractice Systems proposal includes the following:

|  |           |
|--|-----------|
| IPS Software for Electronic Medical Record   | \$200,000 |
| IDX interfaces (software)  | 145,000   |
| Implementation and training  | 180,000   |
| 3 DEC VAX 3195 computers with 18 billion<br>character of disk, 1 tape drive, 1 CD ROM<br>drive and the necessary ancillary equipment<br>to compose functioning systems | 255,016   |



The administration requests authorization to issue a purchase order to InterPractice Systems in an amount of \$780,016 as the lowest and best proposal. Funding for the system is provided in the Family Medicine Building project fund.

Interim President Morris recommended the Board of Regents authorize the awarding of a purchase order to InterPractice Systems in an amount of \$780,016 to furnish and install an electronic medical record system in the Family Medicine Building.

There was a discussion of the electronic medical record system and the advantages it offers. Vice President Lemons said this is a new system and state-of-the-art. The Regents requested additional information on how well this system is working for other entities that are using it.

Vice President Lemons introduced Dr. Donna Wells, Computer Research Assistant in the Department of Family Medicine, and Ms. Gene Hopper, Director of Telemedicine for this project. Dr. Wells reported this system is in operation in Boston for the Harvard Community Health Plan, in the Albany, New York Community Health Plan, and at the Denver Health Care Center. Harvard has been using the system three years and the other two sites have been in operation a few months. She said this medical record system has more capabilities than any other system the committee investigated. Two groups comprised mostly of physicians visited the Harvard site twice.

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

## **PURCHASE OF FURNITURE FOR THE FAMILY MEDICINE BUILDING**

Construction of the Family Medicine Building is on schedule for completion and as a part of the project the Department of Family Medicine requested proposals to provide furniture for the new facility. Funds have been identified within the project budget. To maintain the schedule for occupancy, bid awards will need to occur before the September meeting of the Board of Regents.

Requests for Proposals were sent to nine vendors and five responded. Two vendors, Scott Rice of Oklahoma City and Vater's of Oklahoma City Inc., responded with complete proposals and Bill Warren Office Products, Oklahoma City; B&M Sales, Oklahoma City; and E&I Cooperative, Dallas, Texas provided partial proposals. Cost increases in essential components of the project budget have caused a reduction in the furniture budget component and as a result, the Requests for Proposals have been amended and reissued in an effort to reduce costs. Evaluations of the new proposals will be completed during July 1994.

The administration requests authorization to issue purchase orders for the lowest and best proposals in an amount not to exceed \$300,000. Funds are available from the Family Medicine Building project.

Interim President Morris recommended the Board of Regents authorize the awarding of purchase orders in an amount not to exceed \$300,000 to provide office and clinical furniture for the Family Medicine Building.

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

## PROFESSIONAL SERVICE AGREEMENTS

Renewal of the following agreements are proposed for the period July 1, 1994 through June 30, 1995:

|  |           |
|--|-----------|
| College of Medicine, Department of Anesthesiology<br>and Veterans Affairs Medical Center | \$660,000 |
|--|-----------|

|  |           |
|--|-----------|
| College of Medicine and the University Hospitals<br>(Support Services Master Reimbursement Contract) | \$430,699 |
|--|-----------|

The following new agreements are proposed:

|  |           |
|--|-----------|
| OUHSC Department of Surgery and Veterans<br>Affairs Medical Center | \$400,000 |
|--|-----------|

The purpose of this contract is to provide services of physician specialists in thoracic surgery to perform all cardiac or thoracic case related services to the Department of Veterans Affairs Medical Center, Oklahoma City. Services include patient evaluation, intraoperative surgical staffing, postoperative follow-up, and post hospitalization follow-up. The term of this agreement is from July 1, 1994 through June 30, 1995. The contract is being reviewed by Legal Counsel. Funds will be deposited and expended through account A0000682 PPP-Surgery (Thoracic Surgery).

|   |           |
|---|-----------|
| The College of Medicine and the University<br>Hospitals Authority | \$142,800 |
|---|-----------|

The purpose of this contract is to provide a Medical Director for the University Hospitals under a contractual arrangement with the College, recognizing the close links and missions of the University Hospitals and the College; to define the scope of services and responsibilities of the Medical Director; to define reporting relationships; and to specify the compensation for the Medical Director. The term of this agreement is from July 1, 1994 through June 30, 1995. The contract has been reviewed by Legal Counsel. Funds will be deposited and expended through account D0319000 Medicine Operational.

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

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

## UTILIZATION OF SECTION 13 AND NEW COLLEGE FUNDS, HEALTH SCIENCES CENTER

The University administration has developed a plan for the utilization of a portion of the Section 13 and New College Funds now on hand or scheduled to be received during the period July 1, 1994 to June 30, 1995 to fund a series of critically needed facilities and items of equipment for the Health Sciences Center. When approved by the Board of Regents and the Oklahoma State Regents for Higher Education, the projects listed below will be included in the Campus Master Plan of Capital Improvement Projects for the Health Sciences Center.

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

| <u>Health Sciences Center Projects</u>   | <u>Section 13 and<br/>New College<br/>Funds</u> |
|--|---|
| 1. Biochemistry Renovations, Phases I & II<br>(Total Project Cost: \$1,544,460)                        | \$ 444,460                                      |
| 2. Pediatric Renovations<br>(Total Project Cost: \$947,525)  | 148,755   |
| 3. Basic Sciences Education Building Electrical Infrastructure Improvements                            | 110,000   |
| 4. Pharmacy Toxicology Renovations<br>(Total Project Cost: \$248,000)                                  | 166,800   |
| 5. Computing Services Renovations  | 250,000   |
| 6. Telemedicine & Telecommunications System, Phase II, Tulsa Campus<br>(Total Project Cost: \$460,000) | 150,000   |
| 7. ADA Improvements, Phase III   | 87,500  |
| 8. Rogers Building Improvements  | <u>84,975</u>                                   |
| Health Sciences Center<br>Section 13 and New College Funds, Total                                      | \$1,442,490                                     |

Included in the agenda was additional information about each of the proposed projects.

Interim President Morris recommended the Board of Regents (1) approve a plan to use a total of \$1,442,490 of 1994-95 Section 13 and New College Funds along with \$2,289,970 in other funds for a group of Health Sciences Center projects and (2) authorize the modification of the Campus Master Plan of Capital Improvement Projects for the Health Sciences Center to include these projects.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, Bentley, Halverstadt, and Lewis. 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 1993 and 1994, 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.

### MAY SUMMARY:

#### Norman Campus and Health Sciences Center Combined Data

- Year-to-date research expenditures are up 4% over last year (\$46.1 million vs. \$44.3 million), awards are up 8% (\$55.8 million vs. \$51.9 million), and proposal activity is up 12% (\$165.1 million vs. \$146.8 million).

#### Norman Campus

- Year-to-date research expenditures are up 2% over last year (\$24.9 million vs. \$24.3 million), awards are up 3% from last year (\$29.9 million vs. \$28.9 million), and proposal activity is up 10% (\$115.4 million vs. \$104.8 million).
- Year-to-date College of Continuing Education/Institute for Community and Economic Development expenditures are down 15% from last year (\$13.5 million vs. \$15.8 million). Awards are down 43% (\$12.8 million vs. \$22.3 million), due primarily to a \$6 million two-year U. S. Postal Service Training Center award in FY93 and the phase-out of the FAA-ATC Program. Proposal activity is up 3% (\$249.4 million vs. \$242.9 million).

#### Health Sciences Center

- Year-to-date research expenditures are up 7% over last year (\$21.2 million vs. \$19.9 million), awards are up 13% (\$26.0 million vs. \$23.0 million), and proposal activity is up 18% (\$49.7 million vs. \$42.0 million).
- Year-to-date total expenditures are up 12% over last year (\$42.3 million vs. \$37.7 million), awards are up 7% (\$39.0 million vs. \$36.4 million), and proposal activity is up 10% (\$59.7 million vs. \$54.1 million).

Interim President Morris recommended the Board of Regents ratify the awards and/or modifications for May 1994 as submitted.

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

## REGENTS' FUND INVESTMENTS

During the month ended May 31, 1994, the investment transactions listed below were made based upon investment recommendations provided by J. & W. Seligman & Co. These transactions were for the purpose of selling or reducing two holdings as sources of funds to initiate one new holding.

### Purchases: New Holding

3,000 Shares

Procter & Gamble Company

### Sales:

1,000 Shares

Morton International

2,000 Shares

Raychem Corporation

Procter & Gamble Co. is the leader in the household products and personal care industry with \$30 billion in 1993 sales. The personal care group accounted for 53% of sales, followed by laundry and cleaning which generated 33% of revenues. Food and beverage and a miscellaneous category accounted for the remaining 14% of sales. Procter & Gamble announced a major reorganization last year which is significantly reducing operating costs and giving the company the flexibility to lower selling prices where necessary to compete effectively against private labels. Procter is expected to be successful in this plan which relates to a minority of its product categories.

The allocation of resources within the fund following these investment transactions was in line with the Regents' investment policy. A schedule presenting the status of the Regents' Fund Consolidated Investment Fund as of May 31, 1994 was included in the agenda.

The Seligman recommendations were approved and these transactions have been completed.

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

## ACADEMIC PERSONNEL ACTIONS

## ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

## LITIGATION

## ATHLETIC ACHIEVEMENT AWARDS

Regent Lewis moved the Board meet in executive session for the purpose of discussing personnel-related issues and pending litigation as listed above. The following voted yes on the motion: Regents Gullatt, Blankenship, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved. The executive session began at 10:49 a.m. in the Provost's Conference Room.

The meeting reconvened in regular session in Lecture Room 299 at 11:28 a.m.

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

Louis Ederington, Oklahoma Bankers Chair and Professor of Finance, leave of absence without pay extended, August 16, 1994 through December 31, 1994. To provide economic advice and assistance to the Republic of Georgia. Has been on leave of absence without pay during 1993-94.

Donald J. Maletz, Associate Professor and Chair of Political Science, sabbatical leave of absence with full pay dates changed from August 16, 1994 through December 31, 1994 to July 1, 1994 through December 31, 1994. Previous leave: leave of absence without pay, August 16, 1986 through December 31, 1986. NEH Fellowship.

**Appointments or Reappointments:**

Alfred S. Bradford, Ph.D., John Saxon Endowed Professor in Ancient History and Professor of History with tenure, annual rate of \$60,000 for 9 months (\$6,666.67 per month), August 16, 1994. Paid from 122-7248, History, pos. 17.60.

H. Dan O'Hair, Ph.D., Chair and Professor of Communication with tenure, annual rate of \$88,611 for 12 months (\$7,384.25 per month), August 1, 1994. Paid from 122-7290, Communication, pos. 2.60, and 122-7490, Communication Research, pos. 2.63.

Steven Wilson Wallace, Director, School of Drama, and Professor of Drama with tenure, annual rate of \$72,000 for 12 months (\$6,000.00 per month), July 1, 1994. Paid from 122-7226, School of Drama, pos. 3.60.

Mary John O'Hair, Ed.D., Associate Professor of Educational Leadership and Policy Studies, annual rate of \$42,000 for 9 months (\$4,666.66 per month), August 16, 1994 through May 15, 1995. Paid from 122-7344, Educational Leadership and Policy Studies, pos. 4.60.

A. Robert Lauer-Flores, Ph.D., Associate Professor of Modern Languages, Literatures, and Linguistics with tenure, annual rate of \$50,000 for 9 months (\$5,555.56 per month), August 16, 1994. Paid from 122-7268, Modern Languages, Literatures, and Linguistics, pos. 7.60, and 122-7468, Modern Languages, Literatures, and Linguistics, pos. 7.63.

Paul Terry Gremillion, Assistant Professor of Civil Engineering and Environmental Science, annual rate of \$45,000 for 9 months (\$5,000.00 per month), August 16, 1994 through May 15, 1995. Paid from 122-7222, Civil Engineering and Environmental Science, pos. 13.60, and 122-7422, Civil Engineering and Environmental Science Research, pos. 13.63.

Gerald Andrew Miller, Ph.D., Assistant Professor of Civil Engineering and Environmental Science, annual rate of \$45,000 for 9 months (\$5,000.00 per month), August 16, 1994 through May 15, 1995. Paid from 122-7222, Civil Engineering and Environmental Science, pos. 27.60, and 122-7422, Civil Engineering and Environmental Science Research, pos. 27.63.

Kanthasamy Kadirgarmar Muraleetharan, Ph.D., Assistant Professor of Civil Engineering and Environmental Science, annual rate of \$45,000 for 9 months (\$5,000.00 per month), August 16, 1994 through May 15, 1995. Paid from 122-7222, Civil Engineering and Environmental Science, pos. 2.60, and 122-7422, Civil Engineering and Environmental Science Research, pos. 2.63.

Allan L. Kinzie, Assistant Professor of Dance, annual rate of \$30,000 for 9 months (\$3,333.33 per month), August 16, 1994 through May 15, 1995. Paid from 122-7022, Department of Dance, pos. 3.60.

Mary Frances Smith, Ph.D., Assistant Professor of Educational Leadership and Policy Studies, annual rate of \$37,000 for 9 months (\$4,111.11 per month), August 16, 1994 through May 15, 1995. Paid from 122-7344, Educational Leadership and Policy Studies, pos. 1.60.

Sally J. Zepeda, Ph.D., Assistant Professor of Educational Leadership and Policy Studies, annual rate of \$38,000 for 9 months (\$4,222.22 per month), August 16, 1994 through May 15, 1995. Paid from 122-7344, Educational Leadership and Policy Studies, pos. 9.60.

Mary Ellen F. Foley, Ph.D., Assistant Professor of Mathematics, annual rate of \$35,000 for 9 months (\$3,888.89 per month), August 16, 1994 through May 15, 1995. Paid from 122-7264, Mathematics, pos. 16.60, and 122-7464, Mathematics Research, pos. 16.63.

Michael B. Richman, Assistant Professor of Meteorology, annual rate of \$40,900 for 9 months (\$4,544.44 per month), August 16, 1994 through May 15, 1995. Paid from 122-7265, Meteorology, pos. 16.60.

#### Changes:

Richard A. Anderson, Associate Professor of Regional and City Planning; changed from temporary to tenure-track faculty, August 16, 1994 through May 15, 1995.

Frances Ayres, Director, School of Accounting, and Associate Professor of Accounting; title Director of Ph.D. Program, College of Business Administration, deleted; salary changed from annual rate of \$97,074 for 12 months (\$8,089.50 per month) to annual rate of \$92,185 for 12 months (\$7,682.08 per month), July 1, 1994. Paid from 122-7213, Business Administration Instruction, and 122-7413, Business Administration Instruction Research, pos. 19.60. Error was made on base salary when converted to 12 months January 1, 1994.

J. Vivien Bainbridge, title changed from Assistant Professor of Psychology to Assistant Professor of Human Relations, August 16, 1994.

Marilou C. Blair, Assistant Professor of Social Work, salary changed from annual rate of \$36,663 for 12 months (\$3,055.25 per month) to annual rate of \$29,997 for 9 months (\$3,333.33 per month), July 1, 1994. Changed from 12-month to 9-month faculty. Paid from 122-7288, Social Work, pos. 11.60, and 122-7488, Social Work Research, pos. 11.63.

Anne Chin, title changed from Instructor to Assistant Professor of Geography, salary changed from annual rate of \$28,000 for 9 months (\$3,111.11 per month) to annual rate of \$32,000 for 9 months (\$3,555.55 per month), August 16, 1994 through May 15, 1995. Changed from temporary to tenure track faculty. Paid from 122-7241, Geography, pos. 2.60.

Luis Cortest, Associate Professor and Chair of Modern Languages, Literatures, and Linguistics, salary changed from annual rate of \$42,979 for 9 months (\$4,775.44 per month) to annual rate of \$52,530 for 12 months (\$4,377.50 per month), July 1, 1994. Changed from 9-month to 12-month faculty. Paid from 122-7268, Modern Languages, Literatures, and Linguistics, and 122-7468, Modern Languages, Literatures, and Linguistics, pos. 3.60.

Helen T. DeBolt, title changed from Associate Director to Director, Oklahoma Scholar-Leadership Enrichment Program, salary changed from annual rate of \$37,558.92 for 12 months (\$3,129.91 per month) to annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 1, 1994. Paid from 122-7299, Oklahoma Scholar-Leadership Program, pos. 102.65.

Joel K. Dietrich, Associate Professor of Architecture and Director, Division of Architecture, salary changed from annual rate of \$49,997 for 9 months (\$5,555.22 per month) to annual rate of \$44,997 for 9 months (\$4,999.67 per month), August 16, 1994 through May 15, 1995. Paid from 122-7203, Architecture, pos. 4.60; 122-7403, Architecture Research, pos. 4.63; and 122-7379, Architecture Dean, pos. 9.63.

Kelvin K. Drogemeier, Associate Professor of Meteorology; given additional title Director, Center for Analysis and Prediction of Storms; salary changed from annual rate of \$46,000 for 9 months (\$5,111.11 per month) to annual rate of \$58,000 for 9 months (\$6,444.44 per month), August 16, 1994. Paid from 122-7265, Meteorology, pos. 8.60, and 122-7414, Center for Analysis and Prediction of Storms, pos. 1.63.

David E. Etheridge, Professor of Music; given additional title Coordinator of Undergraduate Studies, School of Music; salary changed from annual rate of \$46,486 for 9 months (\$5,165.11 per month) to annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 1994. Changed from 9-month to 12-month faculty. Paid from 122-7270, School of Music, pos. 12.60, and 122-7470, School of Music Research, pos. 12.63.

Forrest Frueh, Associate Professor of Business Strategy and Legal Studies and Director of Undergraduate Programs, College of Business Administration; salary changed from annual rate of \$56,778 for 12 months (\$4,731.50 per month) to annual rate of \$57,444 for 12 months (\$4,787.00 per month), August 1, 1994. Salary includes \$3,000 administrative stipend. Paid from 122-7213, Business Administration Instruction, pos. 34.60.

LeRoy A. Hemish, promoted from Geologist III to Geologist IV, Oklahoma Geological Survey, salary increased from annual rate of \$43,100 for 12 months (\$3,591.67 per month) to annual rate of \$47,100 for 12 months (\$3,925.00 per month), July 1, 1994. Paid from 362-7120, OGS/Research, and 362-7130, OGS/Public Research, pos. 11.63.

Michael J. Jordan, Professor of Architecture and Associate Dean for Academic Affairs, College of Architecture, salary changed from annual rate of \$56,580 for 9 months (\$6,286.67 per month) to annual rate of \$51,080 for 9 months (\$5,675.56 per month), August 16, 1994 through May 15, 1995. Paid from 122-7203, Architecture, pos. 11.60; 122-7379, Architecture Dean, pos. 5.63; and 122-7403, Architecture Research, pos. 11.63.

Gregory D. Kunesh, Professor of Drama; title Director, School of Drama, deleted, August 16, 1994; given additional title Coordinator, Music Theatre, August 16, 1994 through May 15, 1995; salary changed from annual rate of \$72,543 for 12 months (\$6,045.25 per month) to annual rate of \$59,353 for 9 months (\$6,594.77 per month), August 16, 1994. Changed from 12-month to 9-month faculty. Paid from 122-7226, School of Drama, pos. 11.60.

John H. Lancaster, Professor of Botany and Microbiology and Director, Lab Animal Resources; title Director, Scholar-Leadership Enrichment Program, deleted, July 1, 1994.

Douglas K. Lilly, George Lynn Cross Research Professor of Meteorology and Robert Lowry Chair in Meteorology; title Director, Center for Analysis and Prediction of Storms, deleted, July 1, 1994.

Andy R. Magid, George Lynn Cross Research Professor of Mathematics; title Chair of Mathematics, deleted; salary changed from annual rate of \$84,965 for 12 months (\$7,080.42 per month) to annual rate of \$69,517 for 9 months (\$7,724.11 per month), July 1, 1994. Changed from 12-month to 9-month faculty. To be off payroll July 1, 1994 to August 16, 1994. Paid from 122-7264, Mathematics, pos. 18.60, and 122-7464, Mathematics Research, pos. 18.63.



Jane Magrath, Professor of Music; title changed from Coordinator, Undergraduate Studies, to Coordinator, Graduate Studies, School of Music; salary changed from annual rate of \$46,851 for 9 months (\$5,205.67 per month) to annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 1994. Changed from 9-month to 12-month faculty. Paid from 122-7270, School of Music, pos. 10.60, and 122-7470, School of Music Research, pos. 10.63.

Richard S. Marshment, Associate Professor of Architecture and Director, Planning and Landscape Architecture, salary changed from annual rate of \$46,931 for 9 months (\$5,214.56 per month) to annual rate of \$43,431 for 9 months (\$4,825.67 per month), August 16, 1994 through May 15, 1995. Paid from 122-7203, Architecture, pos. 35.60; 122-7403, Architecture Research, pos. 35.63; and 122-7379, Architecture Dean, pos. 8.63.

Jerlene A. Reynolds, Associate Professor of Architecture and Director, Interior Design Division, salary changed from annual rate of \$44,542 for 9 months (\$4,949.11 per month) to annual rate of \$41,042 for 9 months (\$4,560.22 per month), August 16, 1994 through May 15, 1995. Paid from 122-7203, Architecture, pos. 31.60; 122-7379, Architecture Dean, pos. 7.63; and 122-7403, Architecture Research, pos. 31.63.

Roger Rideout, Associate Professor of Music; title Coordinator, Graduate Studies, School of Music, deleted; salary changed from annual rate of \$51,670 for 12 months (\$4,305.83 per month) to annual rate of \$42,276 for 9 months (\$4,697.33 per month), August 16, 1994. Changed from 12-month to 9-month faculty. Paid from 122-7270, School of Music, pos. 24.60, and 122-7470, School of Music Research, pos. 24.63.

Regina Sullivan, title changed from Assistant Professor of Psychology to Assistant Professor of Zoology, July 1, 1994.

Michael D. Wahl, Associate Professor of Architecture; title Director of Architecture, deleted; salary changed from annual rate of \$47,095 for 9 months (\$5,232.78 per month) to annual rate of \$42,095 for 9 months (\$4,677.22 per month), August 16, 1994. Paid from 122-7203, Architecture, pos. 27.60, and 122-7403, Architecture Research, pos. 27.63.

Donald Wilson, title changed from Assistant Professor of Psychology to Assistant Professor of Zoology, July 1, 1994.

#### Resignations and/or Terminations:

Mark Brandon, Assistant Professor of Political Science, May 15, 1994.

Pao-Sheng Chang, Assistant Professor of Computer Science, May 15, 1994.

Joonmo Cho, Assistant Professor of Economics, May 15, 1994.

Jay Memmott, Assistant Professor of Social Work, August 15, 1994.

Martha K. Wilson, Assistant Professor of Social Work and of Women's Studies, August 14, 1994.

#### Health Sciences Center:

##### Leave of Absence:

Martin Levine, Associate Professor of Biochemistry and Molecular Biology, sabbatical leave of absence with full pay, January 1, 1995 through June 30, 1995. To do research. No previous leave taken.

**Appointments or Reappointments:**

Steven W. Emmons, M.D., Assistant Professor of Anesthesiology, annual rate of \$55,000 for 12 months (\$4,583.33 per month), August 1, 1994 through June 30, 1995. Paid from A0000171, PPP Anesthesiology Administration, pos. 120200.

Mark Eugene Peacock, D.M.D., Assistant Professor of Periodontics, annual rate of \$54,000 for 12 months (\$4,500.00 per month), July 1, 1994 through June 30, 1995. Paid from 1034-3, Oral Biology, pos. 027300.

Rebecca Smith, D.M.D., Clinical Assistant Professor of Periodontics, annual rate of \$7,200 for 12 months (\$600.00 per month), .20 time, July 1, 1994 through June 30, 1995. Paid from C8151401, Use of Biodegradable Poly D-L Lactice Acid, pos. 037828.

Jan Szafranski, M.D., reappointed Visiting Instructor in Anesthesiology, annual rate of \$50,000 for 12 months (\$4,166.66 per month), July 1, 1994 through June 30, 1995. Paid from A0000171, PPP Anesthesiology Administration, pos. 120200.

**Changes:**

K. Chandrasekaran, appointed Associate Professor of Medicine with tenure, July 1, 1994.

Harold D. Hall, title changed from Assistant Professor to Clinical Assistant Professor of Periodontics, salary changed from annual rate of \$54,809 for 12 months (\$4,567.41 per month), full time, to annual rate of \$10,962 for 12 months (\$913.48 per month), .20 time, July 1, 1994 through June 30, 1995. Paid from 1034-3, Periodontics, pos. 029200.

Ann S. Owen, Associate Professor of Communication Sciences and Disorders; given additional title Program Director of Communication Sciences and Disorders, June 1, 1994.

Kenneth F. Wegner, Jr., Assistant Professor of Radiological Sciences; given additional title of Interim Administrative Business Manager, Department of Radiological Sciences, May 25, 1994.

Khek C. Yong, Research Associate, Department of Medicine, salary changed from annual rate of \$48,000 for 12 months (\$4,000.00 per month) to annual rate of \$65,000 for 12 months (\$5,416.67 per month), March 1, 1994 through June 30, 1994. Correction of previous action. Paid from A0001774, Cardiology Ablation Study, pos. 136255.

**Resignations and/or Terminations:**

Mary I. Exstrom, Assistant Professor of Communication Sciences and Disorders, June 30, 1994 (with accrued vacation through August 16, 1994).

Linda Hughes, Assistant Professor of Nursing, May 31, 1994.

Linda L. Koch, Associate Professor of Clinical Laboratory Sciences and Adjunct Associate Professor of Allied Health Education, June 30, 1994.

Charles F. Seifert, Associate Professor of Pharmacy, June 30, 1994 (with accrued vacation through August 16, 1994).

L. Blaine Shaffer, Associate Professor and Interim Chair of Psychiatry and Behavioral Sciences, Tulsa, and Clinical Associate Professor of Psychiatry and Behavioral Sciences, June 3, 1994 (with accrued vacation through July 21, 1994).

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Bharathi Srinivasan, Assistant Professor of Research, Department of Anatomical Sciences, June 30, 1994.

**Retirements:**

Thomas Briggs, Associate Professor of Biochemistry and Molecular Biology, June 30, 1994 (with accrued vacation through August 29, 1994).

William A. Cain, Associate Professor of Microbiology and Immunology, June 30, 1994 (with accrued vacation through August 22, 1994).

Harold Cleveland, Associate Professor of Nutritional Sciences, June 30, 1994 (with accrued vacation through August 29, 1994).

Edmond H. Kalmon, Jr., Clinical Professor of Radiological Sciences, June 30, 1994 (with accrued vacation through August 30, 1994).

Luiese Lynch, Associate Professor of Physical Therapy, June 30, 1994 (with accrued vacation through August 22, 1994); named Professor Emeritus of Physical Therapy.

Glenda J. Ochsner, David Ross Boyd Professor of Communication Sciences and Disorders, July 31, 1994; named David Ross Boyd Professor Emeritus of Communication Sciences and Disorders.

Barbara B. Peshel, Assistant Professor of Medical Library Science, June 30, 1994 (with accrued vacation through July 25, 1994); named Professor Emeritus of Medical Library Science.

Interim President Morris 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, Blankenship, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

Interim President Morris reported the following death:

John N. Alley, Professor Emeritus of Modern Languages, on June 19, 1994.

## **ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS**

### **Norman Campus:**

#### **Appointments or Reappointments:**

William L. Batson, Special Assistant to the President, President's Office, annual rate of \$13,150 for 12 months (\$1,095.83 per month), .25 time, July 1, 1994 through December 31, 1994. Paid from 112-7002, President's Office, pos. 701.65.

Thomas M. Ellis, Director, Oklahoma Memorial Union, annual rate of \$52,000 for 12 months (\$4,333.33 per month), August 8, 1994. Administrative Officer. Paid from 147-7421, Oklahoma Memorial Union, pos. 101.65.

Jim Hall III, Special Assistant to the President-Designate and Assistant Director for Alumni Affairs, annual rate of \$26,375 for 12 months (\$2,198.00 per month), .50 time, July 1, 1994 through December 31, 1994. Paid from 152-7176, Alumni Affairs, pos. 701.65.

Janice M. Watts, Senior Program Development Specialist, Department of Educational Psychology, annual rate of \$41,900 for 12 months (\$3,491.66 per month), June 6, 1994 through September 30, 1994. Professional Staff. Paid from 125-6861, Deaf/Blind Project, pos. 905.65.

#### Changes:

Paul W. Burton, title changed from Assistant Director, Oklahoma Memorial Union, to Associate Director of Housing, Student Affairs, July 1, 1994.

Dan W. Chandler, title changed from Chem-Math Librarian and Assistant Professor of Bibliography to Librarian II, May 25, 1994. Changed from Academic to Professional Staff.

Susan Espinoza-Ervin, College Program Director, Continuing Education and Academic Programs, salary changed from annual rate of \$38,840 for 12 months (\$3,236.67 per month) to annual rate of \$40,340 for 12 months (\$3,361.67 per month), July 1, 1994. Paid from 122-7254, Intersession, and 122-7805, Health Science-Credit, pos. 101.65. Assuming additional responsibility.

Donald C. Hudson, title changed from Manager, Administrative Services, University Libraries, to Assistant to the Dean for Administrative Services, University Libraries, June 30, 1994. Changed from Managerial Staff to Administrative Staff.

Harold Jones, College Program Director, Center for English as a Second Language, College of Continuing Education, salary changed from annual rate of \$38,840 for 12 months (\$3,237.00 per month) to annual rate of \$43,840 for 12 months (\$3,653.00 per month), July 1, 1994. Paid from 122-7562, Center for English as a Second Language, pos. 102.65. Salary increase due to increased responsibilities.

Sydney L. Jones, Assistant Director of Engineering Minority Programs, College of Engineering, salary changed from annual rate of \$30,320 for 12 months (\$2,526.66 per month) to annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 1, 1994. Paid from 122-7266, Engineering Minority Programs, pos. 103.65. Retention increase.

Daniel J. O'Meara, reappointed Director, Center for Reservoir Characterization, and Adjunct Professor of Petroleum and Geological Engineering; salary changed from annual rate of \$100,200 for 12 months (\$8,350.00 per month), full time, to annual rate of \$50,100 for 12 months (\$4,175.00 per month), .50 time, July 1, 1994 through June 30, 1995. Paid from 125-6884, Gypsy Field Project, and 122-7314, Energy Center Director, pos. 905.65. Paid from grant funds; subject to availability of funds.

#### **Health Sciences Center:**

##### Changes:

Joyce F. Horton, title changed from Assistant to the Associate Vice President for State Government Relations, University Affairs, to Assistant to the Associate Vice President for Health Policy, Provost's Office, Health Sciences Center, effective date changed from June 1, 1994 to July 1, 1994. Administrative Staff. Correction of previous action.

Robert P. White, title changed from Associate Vice President for State Government Relations, University Affairs, to Associate Vice President for Health Policy, Provost's Office, Health Sciences Center, effective date changed from June 1, 1994 to July 1, 1994. Changed from Administrative Officer to Executive Officer. Correction of previous action.

Retirement:

David W. Barrett, Associate Director of Financial Aid, September 6, 1994 (with accrued vacation through October 25, 1994).

Interim President Morris recommended approval of the administrative and professional personnel actions shown above.

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

## LITIGATION

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

## ATHLETIC ACHIEVEMENT AWARDS

### BASEBALL

The University of Oklahoma Baseball team won the 1994 NCAA National Championship. The Sooners posted a 50-17 record as they won their first national baseball title since 1951. The Sooners finished second in the conference and had to travel through Austin just for the chance to play for the title in Omaha. Oklahoma defeated Georgia Tech 13-5 in the title game.

The 1993-94 baseball team earned a team cumulative GPA of 2.44. A member of the team, Aric Thomas, was named to the All Big Eight Academic Team first team. Players Derek Glascoe and Michael Snyder were also named to the 1993-94 Big Eight Honor Roll.

Head Coach Larry Cochell is recommended to receive \$6,691.67; and Assistant Coach Vern Ruhle \$3,558.34. Both coaches have demonstrated a commitment to support the academic progress of their student-athletes. The coaches also make every effort to recruit the type of student who has a chance to succeed in academics and athletics at the University of Oklahoma.

### FOOTBALL

The football team concluded their 9-3 season with an exceptional performance in the John Hancock Bowl.

The 1993-94 football team earned a team cumulative GPA of 2.25. Four members of the team were selected to the Academic All Big Eight Conference team. The football team had the highest percentage graduation rate in the Big 8 Conference. Eleven seniors received degrees in May.

Coach Gary Gibbs is recommended to receive \$8,925.00; Coach John Barr \$4,783.34; Coach Watson Brown \$6,250.00; Coach Tom Hayes \$6,250.00; Coach Clarence James \$5,458.37; Coach Merv Johnson \$6,258.34; Coach Mike Jones \$4,508.34; Coach Charley North \$4,516.67; Coach Lucious Selmon \$5,066.67; Coach Kevin Wolthausen \$5,000.00 and Coach Joe Juraszek \$4,416.66.

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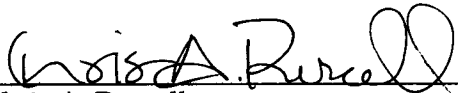
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All coaches have demonstrated a commitment to support the academic progress of their student athletes. The coaches also make every effort to recruit the type of student who has a chance to succeed in academics and athletics at The University of Oklahoma.

Interim President Morris recommended the Board of Regents approve achievement awards for coaches as listed above. These awards are consistent with Regents' Policy 7.18.8 and recognize academic and athletic achievement. Funding for these one-time payments is from team support funds. These awards represent one month's pay for each person recommended.

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

There being no further business, the meeting adjourned at 11:32 a.m.

  
Chris A. Purcell  
Executive Secretary of the Board of Regents

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
FY95 ALL FUNDS (EXCLUDING GRANTS)

## ACADEMIC AFFAIRS: ARTS &amp; SCIENCES

| DEPARTMENT / NAME                      | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|--|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| BOTANY & MICROBIOLOGY                  |              |                   |                    |                   |                     |               |
| TANNER, RALPH<br>ASSOC PROFESSOR       | F            | 36,168            | 38,168             | 2,000             | 5.5                 | PROMOTION     |
| UNO, GORDON<br>PROFESSOR               | F            | 41,463            | 45,463             | 4,000             | 9.6                 | PROMOTION     |
| WALLACE, LINDA<br>PROFESSOR            | F            | 38,556            | 42,556             | 4,000             | 10.3                | PROMOTION     |
| CHEMISTRY AND BIOCHEMISTRY             |              |                   |                    |                   |                     |               |
| BLANK, CLARENCE<br>PROFESSOR           | F            | 42,366            | 46,366             | 4,000             | 9.4                 | PROMOTION     |
| GLATZHOFFER, DANIEL<br>ASSOC PROFESSOR | F            | 37,128            | 39,128             | 2,000             | 5.3                 | PROMOTION     |
| ECONOMICS                              |              |                   |                    |                   |                     |               |
| REED, WILLIAM<br>ASSOC PROFESSOR       | F            | 57,500            | 59,500             | 2,000             | 3.4                 | PROMOTION     |
| ENGLISH                                |              |                   |                    |                   |                     |               |
| HOBSON, GEARY<br>ASSOC PROFESSOR       | F            | 33,951            | 35,951             | 2,000             | 5.8                 | PROMOTION     |
| WELCH, KATHLEEN<br>PROFESSOR           | F            | 49,643            | 53,643             | 4,000             | 8.0                 | PROMOTION     |
| HISTORY                                |              |                   |                    |                   |                     |               |
| GILJE, PAUL<br>PROFESSOR               | F            | 39,655            | 43,655             | 4,000             | 10.0                | PROMOTION     |
| GRISWOLD, ROBERT<br>PROFESSOR          | F            | 42,813            | 46,813             | 4,000             | 9.3                 | PROMOTION     |
| JOURNALISM & MASS COMMUNICATIO         |              |                   |                    |                   |                     |               |
| CHESTER, DEBORAH<br>ASSOC PROFESSOR    | F            | 32,992            | 34,992             | 2,000             | 6.0                 | PROMOTION     |
| LIBRARY & INFORMATION STUDIES          |              |                   |                    |                   |                     |               |
| HAYNES, KATHLEEN<br>ASSOC PROFESSOR    | F            | 34,272            | 36,272             | 2,000             | 5.8                 | PROMOTION     |
| MATHEMATICS                            |              |                   |                    |                   |                     |               |
| APANASOV, BORIS<br>PROFESSOR           | F            | 46,046            | 50,046             | 4,000             | 8.6                 | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: ARTS & SCIENCES

| DEPARTMENT / NAME                        | FAC STAFF | CURRENT SALARY | PROPOSED SALARY | TOTAL INCREASE | PERCENT INCREASE | JUSTIFICATION |
|--|-----------|----------------|-----------------|----------------|------------------|---------------|
| MATHEMATICS CONT.                        |           |                |                 |                |                  |               |
| BASMAJIAN, ARA<br>ASSOC PROFESSOR        | F         | 39,063         | 41,063          | 2,000          | 5.1              | PROMOTION     |
| MC KNIGHT, CURTIS<br>PROFESSOR           | F         | 42,499         | 46,499          | 4,000          | 9.4              | PROMOTION     |
| OZAYDIN, MURAD<br>ASSOC PROFESSOR        | F         | 37,924         | 39,924          | 2,000          | 5.2              | PROMOTION     |
| REEDER, MARK<br>ASSOC PROFESSOR          | F         | 37,661         | 39,661          | 2,000          | 5.3              | PROMOTION     |
| MODERN LANG/LIT/LING                     |           |                |                 |                |                  |               |
| MIURA, KOICHI<br>ASSOC PROFESSOR         | F         | 33,024         | 35,024          | 2,000          | 6.0              | PROMOTION     |
| MU ALPHA THETA                           |           |                |                 |                |                  |               |
| RUBIN, DIANE<br>ADMINISTRATIVE ASSISTANT | S         | 19,038         | 21,000          | 1,962          | 10.3             | PROMOTION     |
| PHYSICS & ASTRONOMY                      |           |                |                 |                |                  |               |
| ROMANISHIN, WILLIAM<br>ASSOC PROFESSOR   | F         | 38,444         | 40,444          | 2,000          | 5.2              | PROMOTION     |
| PSYCHOLOGY                               |           |                |                 |                |                  |               |
| LEWANDOWSKY, STEPHAN<br>ASSOC PROFESSOR  | F         | 36,832         | 38,832          | 2,000          | 5.4              | PROMOTION     |
| SOCIAL WORK                              |           |                |                 |                |                  |               |
| BAKER, DONALD<br>ASSOC PROFESSOR         | F         | 36,309         | 38,309          | 2,000          | 5.5              | PROMOTION     |
| SOCIOLOGY                                |           |                |                 |                |                  |               |
| SCOTT, WILBUR<br>PROFESSOR               | F         | 40,492         | 44,492          | 4,000          | 9.8              | PROMOTION     |
| ZOOLOGY                                  |           |                |                 |                |                  |               |
| SCHWAGMEYER, PATRICIA<br>PROFESSOR       | F         | 38,664         | 42,664          | 4,000          | 10.3             | PROMOTION     |
| SULLIVAN, REGINA<br>ASSOC PROFESSOR      | F         | 36,597         | 38,597          | 2,000          | 5.4              | PROMOTION     |



UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: ARTS & SCIENCES

| DEPARTMENT / NAME                 | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|-----------------------------------|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| ZOOLOGY CONT.                     |              |                   |                    |                   |                     |               |
| WILSON, DONALD<br>ASSOC PROFESSOR | F            | 36,760            | 38,760             | 2,000             | 5.4                 | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: BUSINESS ADMINISTRATION

| DEPARTMENT / NAME                                | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|--|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| BUSINESS ADMIN DEAN                              |              |                   |                    |                   |                     |               |
| LESTER, JEFFREY<br>PROMOTION AND INFORMATION SPE | S            | 27,344            | 30,000             | 2,656             | 9.7                 | PROMOTION     |
| BUSINESS ADMIN INSTRUCTION                       |              |                   |                    |                   |                     |               |
| NAYAR, NANDKUMAR<br>ASSOC PROFESSOR              | F            | 67,689            | 69,689             | 2,000             | 2.9                 | PROMOTION     |
| SETHI, VIJAY<br>ASSOC PROFESSOR                  | F            | 62,030            | 64,030             | 2,000             | 3.2                 | PROMOTION     |
| COLLEGE OF BUS UNDERGRAD PROG                    |              |                   |                    |                   |                     |               |
| STRELLER, CHARLENE<br>SENIOR ACADEMIC COUNSELOR  | S            | 19,328            | 21,208             | 1,880             | 9.7                 | PROMOTION     |
| TURKINGTON, BRECK<br>ASSOCIATE PROGRAM DIRECTOR  | S            | 29,112            | 31,112             | 2,000             | 6.8                 | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: EDUCATION

| DEPARTMENT / NAME               | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|---------------------------------|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| INST LEADERSHIP & ACADEMIC CUR  |              |                   |                    |                   |                     |               |
| KINCADE, KAY<br>ASSOC PROFESSOR | F            | 36,133            | 38,133             | 2,000             | 5.5                 | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: ENGINEERING

| DEPARTMENT / NAME                                 | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION      |
|---|--------------|-------------------|--------------------|-------------------|---------------------|--------------------|
| AEROSPACE & MECHANICAL ENGR                       |              |                   |                    |                   |                     |                    |
| PATTEN, WILLIAM<br>ASSOC PROFESSOR                | F            | 49,100            | 51,100             | 2,000             | 4.0                 | PROMOTION          |
| THEODORACATOS, VASSILIOS<br>ASSOC PROFESSOR       | F            | 44,600            | 46,600             | 2,000             | 4.4                 | PROMOTION          |
| CIVIL ENGR & ENVIRONMENTAL SCI                    |              |                   |                    |                   |                     |                    |
| SABATINI, DAVID<br>ASSOC PROFESSOR                | F            | 46,697            | 48,697             | 2,000             | 4.2                 | PROMOTION          |
| COUR SPEC FEES-ENGINEERING-ECN                    |              |                   |                    |                   |                     |                    |
| CHANNER, KIMBERLY<br>SECRETARY I                  | S            | 13,520            | 15,600             | 2,080             | 15.3                | PROMOTION          |
| ELECTRICAL ENGINEERING                            |              |                   |                    |                   |                     |                    |
| FAGAN, JOHN<br>PROFESSOR                          | F            | 56,708            | 60,708             | 4,000             | 7.0                 | PROMOTION          |
| ENGINEERING COMPUTER                              |              |                   |                    |                   |                     |                    |
| HENDERSON, JAMES<br>SENIOR ELECTRONICS TECHNICIAN | S            | 26,624            | 28,600             | 1,976             | 7.4                 | PROMOTION          |
| INDUSTRIAL ENGINEERING                            |              |                   |                    |                   |                     |                    |
| RAMAN, SHIVAKUMAR<br>ASSOC PROFESSOR              | F            | 44,899            | 46,899             | 2,000             | 4.4                 | PROMOTION          |
| MINORITY PROGRAMS                                 |              |                   |                    |                   |                     |                    |
| JONES, SYDNEY<br>ASST DIR, ENGINEERING MINORIT    | S            | 30,320            | 50,000             | 19,680            | 64.9                | MINORITY RETENTION |
| PETROLEUM & GEOLOGICAL ENGR                       |              |                   |                    |                   |                     |                    |
| ROSE, REBECCA<br>SECRETARY II                     | S            | 17,597            | 18,720             | 1,123             | 6.3                 | PROMOTION          |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: ARCHITECTURE

| DEPARTMENT / NAME               | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|---------------------------------|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| ARCHITECTURE                    |              |                   |                    |                   |                     |               |
| MARSHMENT, RICHARD<br>PROFESSOR | F            | 43,431            | 47,431             | 4,000             | 9.2                 | PROMOTION     |

UNIVERSITY OF OKLABOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: FINE ARTS

| DEPARTMENT / NAME                      | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|--|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| ART                                    |              |                   |                    |                   |                     |               |
| YOURITZIN, VICTOR<br>PROFESSOR         | F            | 39,087            | 43,087             | 4,000             | 10.2                | PROMOTION     |
| DANCE                                  |              |                   |                    |                   |                     |               |
| HOLT, MARY<br>CHAIR/PROFESSOR          | F            | 63,111            | 67,111             | 4,000             | 6.3                 | PROMOTION     |
| DRAMA                                  |              |                   |                    |                   |                     |               |
| PAOLINO, RAY<br>ASSOC PROFESSOR        | F            | 32,725            | 34,725             | 2,000             | 6.1                 | PROMOTION     |
| MUSIC                                  |              |                   |                    |                   |                     |               |
| COOPERSTOCK, ANDREW<br>ASSOC PROFESSOR | F            | 34,695            | 36,695             | 2,000             | 5.7                 | PROMOTION     |
| CURTIIS, STEVEN<br>PROFESSOR           | F            | 42,265            | 46,265             | 4,000             | 9.4                 | PROMOTION     |
| MANTIONE, MERYL<br>ASSOC PROFESSOR     | F            | 30,695            | 32,695             | 2,000             | 6.5                 | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: GEOSCIENCES

| DEPARTMENT / NAME                                  | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|--|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| COLLEGE OF GEOSCIENCES DEAN                        |              |                   |                    |                   |                     |               |
| GUTERIE, TANYA<br>ADMINISTRATIVE ASSISTANT         | S            | 25,438            | 29,254             | 3,816             | 15.0                | PROMOTION     |
| ALLIANT COMPUTER SYSTEM                            |              |                   |                    |                   |                     |               |
| LIANG, JAY<br>SENIOR SYSTEMS PROGRAMMER            | S            | 32,445            | 39,000             | 6,555             | 20.2                | PROMOTION     |
| GEOGRAPHY  |              |                   |                    |                   |                     |               |
| LEGATES, DAVID<br>ASSOC PROFESSOR                  | F            | 37,563            | 39,563             | 2,000             | 5.3                 | PROMOTION     |
| GEOLOGY & GEOPHYSICS                               |              |                   |                    |                   |                     |               |
| ENGEL, MICHAEL<br>WILLARD L MILLER PROFESSOR       | F            | 63,396            | 67,396             | 4,000             | 6.3                 | PROMOTION     |
| LONDON, DAVID<br>PROFESSOR                         | F            | 51,567            | 55,567             | 4,000             | 7.7                 | PROMOTION     |
| GEOSCIENCES COMPUTING NETWORK                      |              |                   |                    |                   |                     |               |
| DAVIS, JAY<br>MANAGER, NETWORK SERVICES            | S            | 37,584            | 41,342             | 3,758             | 10.0                | PROMOTION     |
| FEIST, KARLA<br>STAFF ASSISTANT                    | S            | 9,256             | 10,650             | 1,394             | 15.0                | PROMOTION     |
| OKLAHOMA CLIMATOLOGICAL SURVEY                     |              |                   |                    |                   |                     |               |
| CRAWFORD, KENNETH<br>PROFESSOR/DIR, OK CLIMATE SUR | F            | 82,226            | 86,226             | 4,000             | 4.8                 | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: LIBRARIES

| DEPARTMENT / NAME                                 | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|---|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| UNIVERSITY LIBRARIES                              |              |                   |                    |                   |                     |               |
| KIDD, CLAREN<br>GEOLOGY LIBRARIAN/PROF BIBLIO     | F            | 41,171            | 45,171             | 4,000             | 9.7                 | PROMOTION     |
| OGILVIE, MARILYN<br>CURATOR, HISTORY OF SCI COLL/ | F            | 48,130            | 52,130             | 4,000             | 8.3                 | PROMOTION     |



UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: PROVOST DIRECT

| DEPARTMENT / NAME                                | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|--|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| UNIVERSITY PRESS-SALES DIVISIO                   |              |                   |                    |                   |                     |               |
| COTTS, DIANE<br>ACCOUNTANT                       | S            | 19,822            | 22,822             | 3,000             | 15.1                | PROMOTION     |
| GLACKEN, GLENDA<br>SUPERVISOR, CUSTOMER SERVICE  | S            | 15,808            | 17,410             | 1,602             | 10.1                | PROMOTION     |
| GRACE, RANDALL<br>RECEIVING & SHIPPING CLERK     | S            | 13,936            | 16,390             | 2,454             | 17.6                | PROMOTION     |
| STINCHCOMB, JOE<br>MANAGER, DISTRIBUTION AND OPE | S            | 24,003            | 28,700             | 4,697             | 19.5                | PROMOTION     |
| WARD, HELEN<br>SUPERVISOR, UNIV PRESS DISTRI     | S            | 19,552            | 22,547             | 2,995             | 15.3                | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: CE&PS

| DEPARTMENT / NAME                            | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|--|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| CCE BUSINESS & MGMT PGMS                     |              |                   |                    |                   |                     |               |
| SOUTHWELL, JR. , WILLIAM<br>PROGRAM DIRECTOR | S            | 31,036            | 37,800             | 6,764             | 21.7                | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: LAW CENTER

| DEPARTMENT / NAME                        | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|--|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| LAW COLLEGE OF                           |              |                   |                    |                   |                     |               |
| GILLETT, MARK<br>PROFESSOR               | F            | 63,000            | 67,000             | 4,000             | 6.3                 | PROMOTION     |
| PALOMAR, JOYCE<br>PROFESSOR              | F            | 58,500            | 62,500             | 4,000             | 6.8                 | PROMOTION     |
| PARKINSON, JERRY<br>ASSOC DEAN/PROFESSOR | F            | 77,000            | 81,000             | 4,000             | 5.1                 | PROMOTION     |
| WIEGAND, SHIRLEY<br>PROFESSOR            | F            | 58,500            | 62,500             | 4,000             | 6.8                 | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

ACADEMIC AFFAIRS: OKLA GEOLOGICAL SURVEY

| DEPARTMENT / NAME             | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|-------------------------------|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| RESEARCH (OK GEOL SURVEY)     |              |                   |                    |                   |                     |               |
| HEMISH, LEROY<br>GEOLOGIST IV | F            | 43,100            | 47,100             | 4,000             | 9.2                 | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

RESEARCH

| DEPARTMENT / NAME                  | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|------------------------------------|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| ENERGY CENTER DIRECTOR             |              |                   |                    |                   |                     |               |
| WILLIAMS, REICA<br>STAFF ASSISTANT | S            | 18,658            | 23,005             | 4,347             | 23.3                | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

ADMINISTRATIVE AFFAIRS

| DEPARTMENT / NAME                                    | FAC STAFF | CURRENT SALARY | PROPOSED SALARY | TOTAL INCREASE | PERCENT INCREASE | JUSTIFICATION |
|--|-----------|----------------|-----------------|----------------|------------------|---------------|
| VICE PRES FOR ADMIN AFFAIRS                          |           |                |                 |                |                  |               |
| HAMILTON, CONNIE<br>ASST TO THE V-P, ADMINISTRATI    | S         | 35,845         | 41,000          | 5,155          | 14.3             | PROMOTION     |
| CONTRACT SERVICES                                    |           |                |                 |                |                  |               |
| WOLLENBERG, DEBORAH<br>CONTRACT & REAL ESTATE ADMINI | S         | 39,971         | 41,970          | 1,999          | 5.0              | PROMOTION     |
| CUSTODIAL SERVICE                                    |           |                |                 |                |                  |               |
| BLAIR, KENNETH<br>CUSTODIAN II                       | S         | 11,336         | 12,126          | 790            | 6.9              | PROMOTION     |
| BLAIR, BETTY<br>CUSTODIAN II                         | S         | 11,232         | 12,022          | 790            | 7.0              | PROMOTION     |
| FINDLEY, DOROTHY<br>CUSTODIAN II                     | S         | 11,232         | 12,022          | 790            | 7.0              | PROMOTION     |
| GATEWOOD, JOHN<br>CUSTODIAN II                       | S         | 11,752         | 12,584          | 832            | 7.0              | PROMOTION     |
| GUYER, DARRYLL<br>CUSTODIAN II                       | S         | 11,128         | 11,898          | 770            | 6.9              | PROMOTION     |
| PETROSS, SHARON<br>CUSTODIAN II                      | S         | 11,128         | 11,898          | 770            | 6.9              | PROMOTION     |
| PRICE, BILLY<br>CUSTODIAN II                         | S         | 11,336         | 12,126          | 790            | 6.9              | PROMOTION     |
| SPARKS, MARK<br>CUSTODIAN II                         | S         | 10,837         | 11,814          | 977            | 9.0              | PROMOTION     |
| DEPARTMENT OF OFFICE SYSTEMS                         |           |                |                 |                |                  |               |
| GOTH, JOAN<br>ASST DIR, UNIV COMPUTNG SVC F          | S         | 42,900         | 52,500          | 9,600          | 22.3             | PROMOTION     |
| FINANCIAL INFORMATION SYSTEMS                        |           |                |                 |                |                  |               |
| MILLER, CARRIE<br>ASSISTANT DIRECTOR, FIS            | S         | 39,664         | 46,664          | 7,000          | 17.6             | PROMOTION     |
| PHYSICAL PLANT SERVICE UNIT                          |           |                |                 |                |                  |               |
| ADKINS, LARRY<br>CUSTODIAN I                         | S         | 11,440         | 12,251          | 811            | 7.0              | PROMOTION     |
| AIRINGTON, MARGARET<br>PAINTER I                     | S         | 21,882         | 23,358          | 1,476          | 6.7              | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
FY95 ALL FUNDS (EXCLUDING GRANTS)

ADMINISTRATIVE AFFAIRS

| DEPARTMENT / NAME                             | FAC STAFF | CURRENT SALARY | PROPOSED SALARY | TOTAL INCREASE | PERCENT INCREASE | JUSTIFICATION |
|---|-----------|----------------|-----------------|----------------|------------------|---------------|
| PHYSICAL PLANT SERVICE UNIT CONT.             |           |                |                 |                |                  |               |
| BAKER, JAMES<br>AIR COND & REFRIGERATION MECH | S         | 24,211         | 26,146          | 1,935          | 7.9              | PROMOTION     |
| BURKS, HAROLD<br>PLUMBER/PIPE FITTER II       | S         | 22,735         | 24,544          | 1,809          | 7.9              | PROMOTION     |
| COOK, CHARLES<br>CARPENTER II                 | S         | 15,558         | 19,198          | 3,640          | 23.4             | PROMOTION     |
| CUNNINGHAM, MARGARET<br>CUSTODIAN I           | S         | 11,232         | 12,022          | 790            | 7.0              | PROMOTION     |
| KAUL, JOYCE<br>HOUSEKEEPER II                 | S         | 11,024         | 11,898          | 874            | 7.9              | PROMOTION     |
| MADDEN, NANCY<br>HOUSEKEEPER II               | S         | 11,232         | 12,022          | 790            | 7.0              | PROMOTION     |
| MIZE, CARL<br>ELECTRICIAN I                   | S         | 26,208         | 27,518          | 1,310          | 5.0              | PROMOTION     |
| SANITPHAN, PANOMPHONE<br>HOUSEKEEPER II       | S         | 11,024         | 11,898          | 874            | 7.9              | PROMOTION     |
| TODD, ELIZABETH<br>CUSTODIAN II               | S         | 11,232         | 12,022          | 790            | 7.0              | PROMOTION     |

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 SALARY JUSTIFICATIONS FOR EMPLOYEES RECEIVING INCREASES  
 FY95 ALL FUNDS (EXCLUDING GRANTS)

STUDENT AFFAIRS

| DEPARTMENT / NAME                                     | FAC<br>STAFF | CURRENT<br>SALARY | PROPOSED<br>SALARY | TOTAL<br>INCREASE | PERCENT<br>INCREASE | JUSTIFICATION |
|---|--------------|-------------------|--------------------|-------------------|---------------------|---------------|
| GOLF COURSE SNACK BAR                                 |              |                   |                    |                   |                     |               |
| WHITMAN, CARL<br>SUPERVISOR, RESTAURANT               | S            | 14,352            | 16,640             | 2,288             | 15.9                | PROMOTION     |
| INTRAMURAL DEPT OPERATING                             |              |                   |                    |                   |                     |               |
| DOWDY, KRISTIE<br>SECRETARY II                        | S            | 16,286            | 17,014             | 728               | 4.4                 | PROMOTION     |
| KOEPP, BRUCE<br>ASST DIR, INTRAMURAL-REC SPOR         | S            | 19,530            | 29,700             | 10,170            | 52.0                | PROMOTION     |
| STUDENT REC CENTER OPERATION                          |              |                   |                    |                   |                     |               |
| MCKEOWN, KERRY<br>COORDINATOR, HUSTON HUFFMAN P       | S            | 19,530            | 21,007             | 1,477             | 7.5                 | PROMOTION     |
| MCLAUGHLIN, CATHLEEN<br>COORDINATOR, FINANCIAL OPERAT | S            | 19,530            | 24,000             | 4,470             | 22.8                | PROMOTION     |




ATHLETIC DEPARTMENT

JUL 8 1994

UNIVERSITY OF OKLAHOMA

MEMORANDUM

TO: Chris Purcell  
FROM:  Donnie Duncan  
SUBJECT: FY '95 Budget Worksheet Adjustments  
DATE: July 8, 1994

Per our discussion, listed below are revisions to our FY '95 budget worksheets.

| NAME                | POS#   | CURRENT SALARY | PROPOSED SALARY | RATIONALE          |
|---------------------|--------|----------------|-----------------|--------------------|
| Brown, Watson       | 55.65  | 75,000         | 80,000          | Employee retention |
| Cochell, Larry      | 75.65  | 80,300         | 88,300          | Employee retention |
| Cunningham, Cordell | 188.65 | 34,650         | 37,650          | Employee retention |
| Gibbs, Gary         | 50.65  | 107,100        | 115,000         | Compression        |
| Hayes, Tom          | 60.65  | 75,000         | 80,000          | Compression        |
| Johnson, Merv       | 54.65  | 75,100         | 80,100          | Compression        |
| Johnson, Stacy      | 89.65  | 31,600         | 40,000          | Employee retention |

If the Regents approve these increases as a part of the University's FY '95 budget, we will work with the budget office to cover the \$42,300 in additional costs by transferring this amount from account #117-1121, position number 998.65 (monthly supplemental pays).

THE UNIVERSITY OF OKLAHOMA - HEALTH SCIENCES CENTER  
 SALARY JUSTIFICATIONS FOR EMPLOYEES  
 ALL FACULTY  
 STAFF WITH SALARIES \$40,000 OR GREATER PER YEAR  
 FY95 BUDGET - ALL ACCOUNTS

| VP/<br>COL/<br>DEPT                   | FACULTY<br>/STAFF | EMPLOYEE NAME            | CURRENT<br>SALARY | PROPOSED<br>SALARY | %<br>INCR | INCR<br>AMOUNT | JUSTIFICATIONS                  |
|---------------------------------------|-------------------|--------------------------|-------------------|--------------------|-----------|----------------|---------------------------------|
| <b>NURSING</b>                        |                   |                          |                   |                    |           |                |                                 |
| Nursing Academic Programs             |                   |                          |                   |                    |           |                |                                 |
| FACULTY                               |                   |                          |                   |                    |           |                |                                 |
|                                       |                   | ALLEN, MARY ELAINE       | 57,784            | 61,384             | 6.2%      | 3,600          | INCREASED RESPONSIBILITY        |
|                                       |                   | BELKNAP, DOROTHY         | 56,022            | 59,622             | 6.4%      | 3,600          | INCREASED RESPONSIBILITY        |
|                                       |                   | BOOTON-HISER, DEBORAH A. | 51,228            | 54,825             | 7.0%      | 3,597          | INCREASED RESPONSIBILITY        |
|                                       |                   | DAVIDSON, LYNDA J.       | 36,085            | 40,000             | 10.8%     | 3,915          | INCREASED RESPONSIBILITY        |
|                                       |                   | PASCUCCI, MARY A.        | 42,580            | 44,000             | 3.3%      | 1,420          | INCREASED RESPONSIBILITY        |
| <b>PHARMACY</b>                       |                   |                          |                   |                    |           |                |                                 |
| Medicinal Chemistry and Pharmaceutics |                   |                          |                   |                    |           |                |                                 |
| FACULTY                               |                   |                          |                   |                    |           |                |                                 |
|                                       |                   | WANG, BING               | 47,048            | 49,048             | 4.3%      | 2,000          | INCREASED RESPONSIBILITY        |
| Pharmacy Practice                     |                   |                          |                   |                    |           |                |                                 |
| FACULTY                               |                   |                          |                   |                    |           |                |                                 |
|                                       |                   | COHEN, LAWRENCE          | 75,289            | 80,000             | 6.3%      | 4,711          | COMPETE WITH MARKET PAY         |
| <b>ALLIED HEALTH</b>                  |                   |                          |                   |                    |           |                |                                 |
| Allied Health Office of the Dean      |                   |                          |                   |                    |           |                |                                 |
| STAFF                                 |                   |                          |                   |                    |           |                |                                 |
|                                       |                   | GREENLEE, JENIELLE SUE   | 37,306            | 40,000             | 7.2%      | 2,694          | RECLASSIFICATION/REORGANIZATION |
| Dept of Nutritional Sciences          |                   |                          |                   |                    |           |                |                                 |
| FACULTY                               |                   |                          |                   |                    |           |                |                                 |
|                                       |                   | BARKLEY, RACHEL SIMPSON  | 42,840            | 44,840             | 4.7%      | 2,000          | PROMOTION                       |
| Dept of Occupational Therapy          |                   |                          |                   |                    |           |                |                                 |
| FACULTY                               |                   |                          |                   |                    |           |                |                                 |
|                                       |                   | HAMILTON, TOBY B.        | 42,850            | 45,000             | 5.0%      | 2,150          | EQUITY/COMPRESSION/INVERSION    |
|                                       |                   | ROBINSON, CYNTHIA ANN    | 39,652            | 41,634             | 5.0%      | 1,982          | EQUITY/COMPRESSION/INVERSION    |
| Dept of Physical Therapy              |                   |                          |                   |                    |           |                |                                 |
| FACULTY                               |                   |                          |                   |                    |           |                |                                 |
|                                       |                   | ANDERSON, MARK A.        | 51,500            | 54,075             | 5.0%      | 2,575          | COMPETE WITH MARKET PAY         |
|                                       |                   | ARNOLD, SANDRA H.        | 22,781            | 23,920             | 5.0%      | 1,139          | COMPETE WITH MARKET PAY         |
|                                       |                   | BAILEY, T. BRUCE,        | 42,000            | 43,050             | 2.5%      | 1,050          | COMPETE WITH MARKET PAY         |
|                                       |                   | GREER, MARJORIE          | 38,577            | 39,541             | 2.5%      | 964            | COMPETE WITH MARKET PAY         |
|                                       |                   | MCEWEN, IRENE R.         | 53,000            | 55,650             | 5.0%      | 2,650          | COMPETE WITH MARKET PAY         |
|                                       |                   | MURRAY-SOUTH, NUALA      | 42,000            | 44,100             | 5.0%      | 2,100          | COMPETE WITH MARKET PAY         |
|                                       |                   | RANDALL, KENNETH E.      | 39,000            | 40,950             | 5.0%      | 1,950          | COMPETE WITH MARKET PAY         |
|                                       |                   | SHELDEN, M'LISA L.       | 46,304            | 46,830             | 1.1%      | 526            | COMPETE WITH MARKET PAY         |
|                                       |                   | THOMPSON, DAVID          | 42,000            | 44,100             | 5.0%      | 2,100          | COMPETE WITH MARKET PAY         |

THE UNIVERSITY OF OKLAHOMA - HEALTH SCIENCES CENTER  
SALARY JUSTIFICATIONS FOR EMPLOYEES  
ALL FACULTY  
STAFF WITH SALARIES \$40,000 OR GREATER PER YEAR  
FY95 BUDGET - ALL ACCOUNTS

| VP/<br>COL/<br>DEPT                           | FACULTY<br>/STAFF | EMPLOYEE NAME             | CURRENT<br>SALARY | PROPOSED<br>SALARY | %<br>INCR | INCR<br>AMOUNT | JUSTIFICATIONS               |
|---|-------------------|---------------------------|-------------------|--------------------|-----------|----------------|------------------------------|
| Dept of Communication Sciences and Disorders  |                   |                           |                   |                    |           |                |                              |
|   | FACULTY           |                           |                   |                    |           |                |                              |
|   |                   | OWEN, ANN S.              | 39,270            | 42,270             | 7.6%      | 3,000          | EQUITY/COMPRESSION/INVERSION |
| PUBLIC HEALTH                                 |                   |                           |                   |                    |           |                |                              |
| Center for Epidemiologic Research             |                   |                           |                   |                    |           |                |                              |
|   | FACULTY           |                           |                   |                    |           |                |                              |
|   |                   | GO, OSCAR T.              | 37,450            | 41,195             | 10.0%     | 3,745          | EQUITY/COMPRESSION/INVERSION |
|   |                   | YEH, JEUNLIANG            | 42,000            | 45,000             | 7.1%      | 3,000          | EQUITY/COMPRESSION/INVERSION |
| Dept of Biostatistics and Epidemiology        |                   |                           |                   |                    |           |                |                              |
|   | FACULTY           |                           |                   |                    |           |                |                              |
|   |                   | COWAN, LINDA DEMETRY      | 51,928            | 54,930             | 5.8%      | 3,002          | PROMOTION                    |
|   |                   | NEAS, BARBARA R.          | 39,220            | 42,220             | 7.6%      | 3,000          | EQUITY/COMPRESSION/INVERSION |
| Dept of Occupational and Environmental Health |                   |                           |                   |                    |           |                |                              |
|   | FACULTY           |                           |                   |                    |           |                |                              |
|   |                   | BOATRIGHT, DANIEL         | 42,719            | 46,777             | 9.5%      | 4,058          | EQUITY/COMPRESSION/INVERSION |
| DENTISTRY                                     |                   |                           |                   |                    |           |                |                              |
| Division of Restorative Dentistry             |                   |                           |                   |                    |           |                |                              |
|   | FACULTY           |                           |                   |                    |           |                |                              |
|   |                   | BRACKETT, SUSAN ELIZABETH | 51,388            | 53,388             | 3.9%      | 2,000          | EQUITY/COMPRESSION/INVERSION |
|   |                   | COURY, THOMAS L.          | 57,018            | 59,018             | 3.5%      | 2,000          | EQUITY/COMPRESSION/INVERSION |
|   |                   | MITCHELL, DONALD L.       | 55,620            | 57,620             | 3.6%      | 2,000          | INCREASED RESPONSIBILITY     |
|   |                   | SUH, BONG-HYEUN           | 30,000            | 32,000             | 6.7%      | 2,000          | EQUITY/COMPRESSION/INVERSION |
|   |                   | WILSON, EDWIN L.          | 51,831            | 57,831             | 11.6%     | 6,000          | INCREASED RESPONSIBILITY     |
| Division of Oral Biology                      |                   |                           |                   |                    |           |                |                              |
|   | FACULTY           |                           |                   |                    |           |                |                              |
|   |                   | BRAND, JOHN               | 57,920            | 59,420             | 2.6%      | 1,500          | INCREASED RESPONSIBILITY     |
| Dept of Dental Hygiene                        |                   |                           |                   |                    |           |                |                              |
|   | FACULTY           |                           |                   |                    |           |                |                              |
|   |                   | SEVERSON, SHARON K.       | 16,767            | 18,267             | 8.9%      | 1,500          | INCREASED RESPONSIBILITY     |
| Division of Developmental Dentistry           |                   |                           |                   |                    |           |                |                              |
|   | FACULTY           |                           |                   |                    |           |                |                              |
|   |                   | GHOSH, JOYDEEP            | 25,000            | 30,000             | 20.0%     | 5,000          | EQUITY/COMPRESSION/INVERSION |
|   |                   | ZYLINSKI, CHRISTIAN       | 2,787             | 2,992              | 7.4%      | 205            | EQUITY/COMPRESSION/INVERSION |

THE UNIVERSITY OF OKLAHOMA - HEALTH SCIENCES CENTER  
 SALARY JUSTIFICATIONS FOR EMPLOYEES  
 ALL FACULTY  
 STAFF WITH SALARIES \$40,000 OR GREATER PER YEAR  
 FY95 BUDGET - ALL ACCOUNTS

| VP/<br>COL/<br>DEPT                        | FACULTY<br>/STAFF | EMPLOYEE NAME            | CURRENT<br>SALARY | PROPOSED<br>SALARY | %<br>INCR | INCR<br>AMOUNT | JUSTIFICATIONS               |
|--|-------------------|--------------------------|-------------------|--------------------|-----------|----------------|------------------------------|
| Division of Community Dentistry            |                   |                          |                   |                    |           |                |                              |
|  | FACULTY           | RALLS, JANICE            | 28,100            | 29,100             | 3.6%      | 1,000          | PROMOTION                    |
| MEDICINE                                   |                   |                          |                   |                    |           |                |                              |
| Medicine Office of the Dean                |                   |                          |                   |                    |           |                |                              |
|  | STAFF             | MCDERMOTT, HARROLD       | 45,479            | 47,753             | 5.0%      | 2,274          | EQUITY/COMPRESSION/INVERSION |
| Dept of Anatomical Sciences                |                   |                          |                   |                    |           |                |                              |
|  | FACULTY           | PAPKA, RAYMOND E.        | 73,371            | 79,371             | 8.2%      | 6,000          | INCREASED RESPONSIBILITY     |
| Dept of Biochemistry and Molecular Biology |                   |                          |                   |                    |           |                |                              |
|  | FACULTY           | MADHUSUDHAN, KUNAPULI T. | 27,004            | 28,000             | 3.7%      | 996            | EQUITY/COMPRESSION/INVERSION |
| Dept of Microbiology and Immunology        |                   |                          |                   |                    |           |                |                              |
|  | FACULTY           | GILMORE, MICHAEL S.      | 58,001            | 74,345             | 28.2%     | 16,344         | INCREASED RESPONSIBILITY     |
|  |                   | HYNES, WAYNE L.          | 25,200            | 32,500             | 29.0%     | 7,300          | RAISE PAY TO MINIMUM RANGE   |
|  |                   | WAXMAN, FRANK            | 72,903            | 82,903             | 13.7%     | 10,000         | INCREASED RESPONSIBILITY     |
| Dept of Pathology                          |                   |                          |                   |                    |           |                |                              |
|  | FACULTY           | ADESINA, ADEKUNLE        | 15,000            | 15,000             | .3%       | 209            | COMPETE WITH MARKET PAY      |
|  |                   | (VA) 51,900 *            | 51,900            | 52,109 *           |           |                |                              |
|  |                   | ARCHER, LINDA T.         | (VA) 47,293 *     | 48,753             | 3.1%      | 1,460          | COMPETE WITH MARKET PAY      |
|  |                   | BANE, BARBARA L.         | 15,080            | 15,080             | .3%       | 192            | COMPETE WITH MARKET PAY      |
|  |                   | (VA) 49,959 *            | 49,959            | 50,151 *           |           |                |                              |
|  |                   | BRUMBACK, ROGER A.       | 19,954            | 19,954             | 20.3%     | 14,461         | COMPETE WITH MARKET PAY      |
|  |                   | (VA) 51,337 *            | 51,337            | 65,798 *           |           |                |                              |
|  |                   | DUNN, SAMUEL T.          | 33,810            | 35,839             | 6.0%      | 2,029          | EQUITY/COMPRESSION/INVERSION |
|  |                   | (VA) 60,696 *            | 60,696            | 62,723             | 3.3%      | 2,027          | COMPETE WITH MARKET PAY      |
|  |                   | FLOURNOY, DAYL J.        | 60,696            | 62,723             | 3.3%      | 2,027          | COMPETE WITH MARKET PAY      |
|  |                   | GILLUM, RONALD LEE       | 55,429            | 55,429             | .1%       | 83             | COMPETE WITH MARKET PAY      |
|  |                   | (VA) 21,648 *            | 21,648            | 21,731 *           |           |                |                              |
|  |                   | MCDOWELL, TERENCE L.     | (VA) 49,699 *     | 52,747             | 6.1%      | 3,048          | COMPETE WITH MARKET PAY      |
|  |                   | SMITH, MICHAEL           | 24,855            | 24,855             | 2.3%      | 1,557          | COMPETE WITH MARKET PAY      |
|  |                   | (VA) 41,626 *            | 41,626            | 43,183 *           |           |                |                              |
|  | STAFF             | RODEN, JUDY A.           | 60,000            | 63,000             | 5.0%      | 3,000          | EQUITY/COMPRESSION/INVERSION |
| Dept of Anesthesiology                     |                   |                          |                   |                    |           |                |                              |
|  | FACULTY           | HENTHORN, RANDALL W.     | 54,500            | 60,000             | 10.1%     | 5,500          | PROMOTION                    |
|  |                   | WALFORD, ANDREW J.       | 54,500            | 60,000             | 10.1%     | 5,500          | PROMOTION                    |

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STAFF WITH SALARIES \$40,000 OR GREATER PER YEAR  
FY95 BUDGET - ALL ACCOUNTS

| VP/<br>COL/<br>DEPT                | FACULTY<br>/STAFF | EMPLOYEE NAME             | CURRENT<br>SALARY | PROPOSED<br>SALARY | %<br>INCR | INCR<br>AMOUNT | JUSTIFICATIONS               |
|------------------------------------|-------------------|---------------------------|-------------------|--------------------|-----------|----------------|------------------------------|
| Dept of Family Medicine            |                   |                           |                   |                    |           |                |                              |
| FACULTY                            |                   |                           |                   |                    |           |                |                              |
|                                    |                   | ELLIOTT, ROGER A.         | 35,830            | 46,343             | 29.3%     | 10,513         | COMPETE WITH MARKET PAY      |
|                                    |                   | LAWLER, MARY K.           | 50,456            | 52,376             | 3.8%      | 1,920          | COMPETE WITH MARKET PAY      |
|                                    |                   | REED, LINDA E.            | 28,000            | 36,612             | 23.6%     | 8,612          | COMPETE WITH MARKET PAY      |
|                                    | (VA)              | REILLY, KATHRYN           | 8,548 *           | 8,548 *            |           |                | PROMOTION                    |
|                                    |                   | SHARP, GARY RICHARD       | 62,536            | 75,000             | 19.9%     | 12,464         | COMPETE WITH MARKET PAY      |
|                                    |                   | WINN, PETER               | 36,280            | 44,539             | 22.8%     | 8,259          | COMPETE WITH MARKET PAY      |
|                                    |                   |                           | 65,416            | 72,515             | 10.9%     | 7,099          | COMPETE WITH MARKET PAY      |
| Medicine Cardiology                |                   |                           |                   |                    |           |                |                              |
| FACULTY                            |                   |                           |                   |                    |           |                |                              |
|                                    |                   | NAKAGAWA, HIROSHI         | 40,000            | 65,000             | 62.5%     | 25,000         | INCREASED RESPONSIBILITY     |
| Medicine General Internal Medicine |                   |                           |                   |                    |           |                |                              |
| FACULTY                            |                   |                           |                   |                    |           |                |                              |
|                                    |                   | ANDREWS, M. DEWAYNE       | 78,538            | 129,176            | 56.7%     | 50,638         | INCREASED RESPONSIBILITY     |
|                                    | (VA)              | COUSSONS, RICHARD TIMOTHY | 10,824 *          | 10,824 *           |           |                | INCREASED RESPONSIBILITY     |
|                                    |                   |                           | 84,750            | 147,095            | 63.8%     | 62,345         | INCREASED RESPONSIBILITY     |
|                                    | (VA)              |                           | 12,905 *          | 12,905 *           |           |                |                              |
| Dept of Obstetrics and Gynecology  |                   |                           |                   |                    |           |                |                              |
| FACULTY                            |                   |                           |                   |                    |           |                |                              |
|                                    |                   | BENBROOK, DORIS M.        | 36,405            | 47,300             | 29.9%     | 10,895         | EQUITY/COMPRESSION/INVERSION |
|                                    |                   | MILES, PAMELA S.          | 43,200            | 45,360             | 5.0%      | 2,160          | PROMOTION                    |
|                                    | (VA)              | SCHWARTZ, WILLIAM J.      | 32,792 *          | 34,410             | 4.9%      | 1,618          | INCREASED RESPONSIBILITY     |
| STAFF                              |                   |                           |                   |                    |           |                |                              |
|                                    |                   | LINGO, DAVID M.           | 38,241            | 40,153             | 5.0%      | 1,912          | EQUITY/COMPRESSION/INVERSION |
| Dept of Ophthalmology              |                   |                           |                   |                    |           |                |                              |
| FACULTY                            |                   |                           |                   |                    |           |                |                              |
|                                    | (VA)              | KINGSLEY, RONALD M.       | 20,342 *          | 21,647             | 6.4%      | 1,305          | COMPETE WITH MARKET PAY      |
| Dept of Pediatrics                 |                   |                           |                   |                    |           |                |                              |
| FACULTY                            |                   |                           |                   |                    |           |                |                              |
|                                    |                   | BONNER, BARBARA L.        | 51,350            | 54,850             | 6.8%      | 3,500          | PROMOTION                    |
|                                    |                   | COUSSONS, HARRIET W.      | 61,881            | 65,381             | 5.7%      | 3,500          | INCREASED RESPONSIBILITY     |
|                                    |                   | HILL, ROBERT F.           | 54,600            | 59,600             | 9.2%      | 5,000          | PROMOTION                    |
|                                    |                   | KUHLS, THOMAS L.          | 52,094            | 55,594             | 6.7%      | 3,500          | INCREASED RESPONSIBILITY     |
|                                    |                   | OVERHOLT, EDWARD D.       | 64,040            | 67,540             | 5.5%      | 3,500          | PROMOTION                    |
|                                    |                   | PARKHURST, JOAN           | 44,625            | 47,125             | 5.6%      | 2,500          | INCREASED RESPONSIBILITY     |
|                                    |                   | STANFORD, KENDALL         | 54,600            | 57,100             | 4.6%      | 2,500          | INCREASED RESPONSIBILITY     |
|                                    |                   | VENKATARAMAN, PANKAJA S.  | 73,123            | 78,123             | 6.8%      | 5,000          | PROMOTION                    |
|                                    |                   | WARD, KENT                | 66,468            | 69,968             | 5.3%      | 3,500          | INCREASED RESPONSIBILITY     |

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 FY95 BUDGET - ALL ACCOUNTS

| VP/<br>COL/<br>DEPT                        | FACULTY<br>/STAFF | EMPLOYEE NAME               | CURRENT<br>SALARY | PROPOSED<br>SALARY | %<br>INCR | INCR<br>AMOUNT | JUSTIFICATIONS                  |
|--|-------------------|-----------------------------|-------------------|--------------------|-----------|----------------|---------------------------------|
| Dept of Psychiatry and Behavioral Sciences |                   |                             |                   |                    |           |                |                                 |
|  | FACULTY           | HOLLOWAY, FRANK ALBERT, JR. | 55,169            | 66,236             | 20.1%     | 11,067         | EQUITY/COMPRESSION/INVERSION    |
| Dept of Radiological Sciences              |                   |                             |                   |                    |           |                |                                 |
|  | FACULTY           | PRATT, RONALD C., JR.       | (VA) 34,410 *     | 50,000             | 45.3%     | 15,590         | INCREASED RESPONSIBILITY        |
| Dept of Surgery                            |                   |                             |                   |                    |           |                |                                 |
|  | STAFF             | BERTSCHINGER, JANE          | 63,000            | 66,150             | 5.0%      | 3,150          | EQUITY/COMPRESSION/INVERSION    |
| Dept of Urology                            |                   |                             |                   |                    |           |                |                                 |
|  | FACULTY           | BONNER, REBECCA B.          | 40,400            | 44,400             | 9.9%      | 4,000          | COMPETE WITH MARKET PAY         |
| MEDICINE-TULSA                             |                   |                             |                   |                    |           |                |                                 |
| CMT Dept of Psychiatry                     |                   |                             |                   |                    |           |                |                                 |
|  | FACULTY           | OLSEN, MILTON C.            | 70,000            | 82,000             | 17.1%     | 12,000         | INCREASED RESPONSIBILITY        |
| CMT Psychiatric Residency Program          |                   |                             |                   |                    |           |                |                                 |
|  | STAFF             | GAGE, MARK D.               | 38,711            | 40,061             | 3.5%      | 1,350          | INCREASED RESPONSIBILITY        |
| PROVOST                                    |                   |                             |                   |                    |           |                |                                 |
| Environmental Health and Safety Office     |                   |                             |                   |                    |           |                |                                 |
|  | STAFF             | MARCHAM, CHERYL             | 50,500            | 53,000             | 5.0%      | 2,500          | RECLASSIFICATION/REORGANIZATION |
| Architectural and Engineering Services     |                   |                             |                   |                    |           |                |                                 |
|  | STAFF             | BERRY, WILTON L.            | 38,678            | 42,000             | 8.6%      | 3,322          | RECLASSIFICATION/REORGANIZATION |
|  | STAFF             | CAMPBELL, WILLIAM H.        | 48,774            | 51,000             | 4.6%      | 2,226          | RECLASSIFICATION/REORGANIZATION |

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| JP/<br>COL/<br>DEPT                          | FACULTY<br>/STAFF | EMPLOYEE NAME          | CURRENT<br>SALARY | PROPOSED<br>SALARY | %<br>INCR | INCR<br>AMOUNT | JUSTIFICATIONS                  |
|--|-------------------|------------------------|-------------------|--------------------|-----------|----------------|---------------------------------|
| <b>ADMINISTRATION &amp; FINANCE</b>          |                   |                        |                   |                    |           |                |                                 |
| <b>Administrative Computing Services</b>     |                   |                        |                   |                    |           |                |                                 |
|  | STAFF             | TREPAGNIER, REBECCA S. | 47,218            | 53,000             | 12.2%     | 5,782          | RECLASSIFICATION/REORGANIZATION |
| <b>Grants and Contracts Accounting</b>       |                   |                        |                   |                    |           |                |                                 |
|  | STAFF             | MAYFIELD, O. SAMMY     | 51,874            | 52,911             | 2.0%      | 1,037          | RECLASSIFICATION/REORGANIZATION |
| <b>Auxiliary and Service Unit Accounting</b> |                   |                        |                   |                    |           |                |                                 |
|  | STAFF             | LAMBRECHT, ROBYN A.    | 41,738            | 44,900             | 7.6%      | 3,162          | RECLASSIFICATION/REORGANIZATION |